



# INTEL REWARDS EXPERIENCE

## Rewarding Career. Rewarding Performance.

We believe the best way to inspire our people is to provide a variety of opportunities that reflect our company values and reward the contributions every employee brings to the organization.<sup>1</sup>

## PAY AND RECOGNITION

Being confident and informed on how individual pay is determined, drives trust and transparency across all of Intel.

Personal pay is based on many factors such as experience, job, skills, performance, scope, and location. These factors create a total pay package that represents an appropriate pay for work. Intel and business performance also drive pay through annual performance bonuses and sales commissions.

**BASE PAY.** Base pay is the foundation of the compensation package and is aligned very closely to an individual's skills, scope, contributions, and results. Base pay goals are set in line with market peers, while bonus payouts and stock programs are broad-based and include a premium when compared to peers. Base pay is reviewed and adjusted based on market and individual performance through our annual Rewards Planning process.

**ANNUAL AND QUARTERLY BONUSES.** Intel is unique in consistently rewarding eligible employees through two bonus programs—annually and quarterly—based on company performance and profitability. Therefore, eligible employees typically receive five bonus payouts per year.

**STOCK PROGRAMS.** Our stock programs offer eligible employees at all levels, in 50+ participating countries, the opportunity to share in Intel's future growth. Typically, we grant Restricted Stock Units each year, which vest periodically and convert into stock that can be held or sold. In addition, eligible employees can buy Intel stock at a discount twice a year through our popular Employee Stock Purchase Plan.



*"The ingredient we begin with is sand.  
Everything else is value added by people."*

- ANDY BRYANT, INTEL CHAIRMAN

**CORPORATE RECOGNITIONS.** Reinforces our culture and values through Intel Quality Awards, Intel Achievement Awards and Division Recognition Awards. Business groups also drive domain expertise recognition such as the Inventor of the Year award.

**REAL-TIME RECOGNITIONS.** We provide opportunities for real-time recognition, in addition to your annual pay review. Peer recognition or special recognitions are all examples of rewards available throughout the year. By rewarding real-time, we reinforce the culture behaviors and contributions needed for a better Intel.

# BENEFITS AND SERVICES

Even the best need to rest. We celebrate our hard work with generous vacation time, holidays, and sabbaticals.

**VACATION AND HOLIDAYS.** We offer regular vacation time for employees to refresh and recharge. Exempt employees receive about three weeks per year to start, while non-exempt employees receive up to 80 hours per year to start (plus up to 80 hours of personal absence time). And we celebrate 10 holidays each calendar year, in addition to one floating day of the employee's choice.

**AN EXTRA VACATION BOOST.** Intel extends exclusive travel discounts and a vacation savings plan opportunity to employees and their families to make time away from work more affordable and enjoyable.

**BONDING LEAVE.** Our Intel bonding leave gives all eligible parents—new mothers and fathers through birth, adoption, or foster care—up to eight weeks of paid time off in addition to qualified pregnancy and family medical leave options. We also have reserved parking for expectant mothers at most U.S. sites.

**ADDITIONAL LEAVES.** Many of us will encounter the need to step away from work to manage a personal life event. Intel supports multiple leave types—such as military, medical, and family—so employees can take the time they need and then successfully return to work.

**FINANCIAL WELLNESS.** Intel helps employees become retirement-ready during all life and career phases—whether you're just starting out or making critical retirement investments. We offer a 401(k) Savings Plan with a wide array of options and funds for all levels of investors.

You can enroll in the 401(k) Plan immediately. You can also contribute up to 50% of your regular pay and/or eligible bonuses on either a pre-tax or Roth basis up to the IRS maximum. Beginning in 2020, Intel will provide a match on pre-tax and Roth 401(k) contributions. The 401(k) match will vest immediately.

**RETIREMENT BENEFITS.** We support employees by offering competitive retirement programs. When it comes to building a long-term retirement savings strategy, Intel provides access to expert counseling and workshops through all stages of our employees' careers.

**INVESTMENT RESOURCES.** Intel works with Fidelity Investments and regularly hosts experienced Fidelity representatives at our U.S. sites for 1:1 in-person counseling, retirement-readiness workshops, and year-round personal phone consultation to help you align your retirement investment with your financial goals.



## THE EXTRAORDINARY INTEL SABBATICAL

A hallmark of Intel is our sabbatical program. Sabbaticals give employees the option to celebrate their fourth anniversary with four weeks off with full pay, or their seventh anniversary with eight weeks—all in addition to regular vacation time.

Our view is that employees deserve an opportunity to step away, try something new, explore the world, volunteer, or simply spend more time with their families and friends. They come back refreshed with new ideas and perspectives.

## SERPLUS

SERPLUS is a non-qualified deferred compensation plan available to senior Intel leaders, designed to offer supplemental savings opportunities beyond the Intel 401(k) Savings Plan. SERPLUS offers higher-income earners the opportunity to defer income, and some federal and state income taxes on that pay, until distributions are made; while providing another stream of income for your future. Participation is voluntary, and you may defer up to 60% of your eligible base pay, and up to 75% of your eligible bonus/commissions pay. Beginning in 2020, Intel will match SERPLUS deferrals, up to 5% of excess pay; and SERPLUS match will vest immediately.



# BENEFITS AND SERVICES

## Health

Health benefits for the whole you. Our employees, domestic partners, and their children are eligible for health benefits. For full cost details, including our generous prescription coverage, review our complete employee Annual Enrollment guide at [www.intel.com/go/myben](http://www.intel.com/go/myben).

**MEDICAL.** In addition to world-class health plan options, we have on-site Health for Life Centers to provide convenient, personalized care at our Arizona, New Mexico, and Oregon campuses—and Connected Care providers are near our Folsom and Santa Clara facilities in California.

**VISION.** This plan provides two vision insurance options; one of which includes laser vision correction coverage. Get a no-cost exam and purchase frames on-site at our major campus locations.

**DENTAL.** This plan provides two great dental insurance options to choose from. Mobile on-site dental exams and services are also available at certain locations.

**BEHAVIORAL HEALTH.** Between our 24/7 Employee Assistance Plan and other confidential and convenient resource programs, we help employees and their families with life's everyday challenges.

**ALTERNATIVE CARE.** Acupuncture and chiropractic care are two benefits available in this plan. Services are also available at some on-site Health for Life Centers.

**WELLNESS.** Keep in top condition and save time with on-site fitness centers, physical therapy, weight loss programs, well-being seminars, and more—based on your location.



### CONNECTED CARE: A FIRST OF ITS KIND

Gain quicker access to quality healthcare and reduce the stress of navigating the system with the help of a concierge. Connected Care is a patient-centered approach we're proud to offer Intel employees and their families at our major sites in Arizona, California, New Mexico, and Oregon.

**RETIREE HEALTH BENEFITS.** Intel provides access to high-quality health benefits for its retired workforce. Unlike many large employers, Intel continues to provide sustainable and competitive health plans to cover ~12,000 U.S. retirees.

### GENEROUS FERTILITY BENEFITS

Conceiving a child can be both a choice and a challenge. Intel helps employees prepare for the road ahead, offering best-in-class fertility benefits worth \$40,000, with an additional \$20,000 for prescription coverage.



# LIFE AND COMMUNITY

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## Lifestyle

Good for employees and families. Whether starting a family or helping parents in their latter years, Intel provides employees flexibility and support throughout the years.

**CHILDCARE PROGRAMS.** At most sites, we offer tuition discounts and priority enrollment at local childcare centers, emergency backup childcare for families who need help when regular childcare is not available, and resource and referral services including in-home care options.

**ADOPTION ASSISTANCE.** We'll cover up to \$15,000 per adoption, with no lifetime cap on the number of adoptions.

**FLEXIBILITY.** Making use of flextime, job sharing, new parent programs, and modified work schedules allows employees and their managers to make the most of every situation.

**ELDER CARE PROGRAMS.** We provide access to experienced clinicians who will dedicate time to uncover specific referrals and detailed options to help our employees care for family members and make informed choices.

**PEACE OF MIND.** We offer programs, such as short-term disability and additional life insurance for spouses or children, that afford our employees and their families financial peace of mind should a serious medical condition or tragic event occur.

**A GREAT PLACE TO WORK.** Our employees go above and beyond—so does Intel. *Forbes*, in partnership with JUST Capital, again included Intel among the top companies in the JUST 100 list of America's best corporate citizens for 2018. Intel offers a number of services and programs that truly make Intel a great place to work.

**CONVENIENCE WITHIN REACH.** Experience all of the amazing services that help our employees get more done in less time while at the office. On-campus health clinics, dry cleaning, banking, fitness classes, spas, healthy meals, and café options are dedicated to supporting our employees.

**GETTING OUT AND HAVING FUN.** We want our people to feel appreciated inside and outside Intel through exclusive discounts and experiences. Intel employees enjoy many extras, including: exclusive employee discounts, diverse employee resource groups for networking and advocacy, and campus and business-group sponsored events and activities.

**DOING GOOD TOGETHER.** Our employees donated over six million hours of service over the past five years to tackle a variety of community needs. They love giving back to the community—and Intel loves doubling down on these contributions.

Here are just a few examples: Donation Matching and Emergency Relief Fund, Intel Involved Volunteer Program, and Intel Employee Service Corps.

## LEARNING AND CAREER

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At Intel, curiosity drives us to change the world. Our employees feed that curiosity by expanding their skill set, strengthening their leadership abilities, and reaching for their personal best.

**TUITION ASSISTANCE.** By taking advantage of financial assistance for job-related degrees or coursework, employees can advance their knowledge through advanced degree programs, conferences, and more—helping them and Intel grow.

**LIFE-LONG LEARNING.** We offer immersive, classroom, and online learning resources that help employees keep skills up-to-date and on the cutting edge, so they can keep advancing their careers.

**DIVERSE JOB ASSIGNMENTS.** People can pursue rich careers through a variety of assignments domestically and internationally, short-term and long-term. Our learning culture supports growth, including more than 7,000 employee internal job moves per year.

**EDUCATION BENEFITS.** We believe in helping children of Intel employees prepare for a solid future. That's why we have programs dedicated to tutoring, college coaching, and scholarship opportunities.

**RELOCATION SERVICES.** Every year, Intel moves thousands of employees and their families all over the world. We have a team of relocation professionals whose job it is to make the transition to a new location as painless as possible.

<sup>1</sup> Please note: The U.S. pay, benefits, services, learning, career, life and community programs, and opportunities may vary by location and according to employee eligibility and classification. They are subject to the terms and conditions of the respective plans and programs.

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