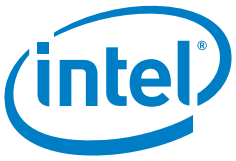

INTEL 2017 AND 2018 EEO-1 PAY DISCLOSURE

ADDITIONAL DETAILS

• This pay data is collected from all US Intel employees and does not include global information

• This is pay data from the years of 2017 and 2018. Therefore, it does not align with Intel's 2019 Diversity and Inclusion Representation numbers.

• The data in this report is collected from employees' W2 box 1 earnings, which includes all taxable income and has not been normalized for factors such as hire date, shift differentials, commissions and employee retirement contributions. For example, employees hired after the start of the year will appear to have lower earnings due to their W2 only including pay information collected from their start date. Similarly, if employees contribute more to their 401(K) then their box 1 earnings for the year will be lower.

• The job categories in the EEO-1 report are not reflective of our workforce or compensation system. EEO-1 job groups encompass a broad range of grade levels, job titles, technical and non-technical jobs. For reference, Executive/Senior Officials & Managers coordinates most closely to Intel's definition of "executives"; First/Mid Officials & Managers coordinates most closely with Intel's managers and directors; Professionals coordinates most closely with non-managers at Intel; Technicians coordinates most closely to hourly workers; Sales workers coordinates most closely with Intel's sales employees; Administrative Support coordinates most closely with administrators; Craft workers coordinates most closely with facilities technicians.

• Intel is committed to global pay equity and uses best-in-class analysis on an ongoing basis to ensure fair pay irrespective of gender or race/ethnicity. Intel has recently achieved gender pay equity globally and continues to maintain race/ethnicity pay equity in the U.S. We will continue to perform pay equity assessments moving forward and close any identified gaps. Pay Equity is defined as the average pay gap between employees of different genders or races/ethnicities in the same or similar roles after accounting for legitimate business factors that can explain differences in pay such as performance, time at grade level and tenure.

co= 859971

u= 8599710

EQUAL EMPLOYMENT OPPORTUNITY

2017 EMPLOYER INFORMATION REPORT

CONSOLIDATED REPORT - TYPE 2

SECTION C - TEST FOR FILING REQUIREMENT

1.Intel Corporation
2200 Mission College Blvd Suite 42
Santa Clara, CA 95054

2.a.Intel Corporation
2200 Mission College Blvd Suite 42
Santa Clara, CA 95054
Santa Clara County
c.Y

1-Y 2-N 3-Y
EIN:941672743

SECTION E - ESTABLISHMENT INFORMATION

NAICS:334413

Section D - EMPLOYMENT DATA: Number of Employees

Job Categories	Salary Compensation Band	Race/Ethnicity														Total
		Hispanic or Latino		Non / Hispanic or Latino												
				Male						Female						
		Male	Female	White	Black	NHPI	Asian	AmInd	Two+	White	Black	NHPI	Asian	AmInd	Two+	
1.1 Executive/Senior Officials & Managers	$19,239 and under	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	$19,240 - $24,439	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	$24,440 - $30,679	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	$30,680 - $38,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	$39,000 - $49,919	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	$49,920 - $62,919	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	$62,920 - $80,079	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	$80,080 - $101,919	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	$101,920 - $128,959	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	$128,960 - $163,799	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	$163,800 - $207,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	$208,000 and over	0	1	33	1	0	10	0	0	6	1	0	2	0	0	54
1.2 First/Mid Officials & Managers	$19,239 and under	0	0	2	0	0	0	1	0	0	0	0	2	0	0	5
	$19,240 - $24,439	0	0	0	0	0	1	0	0	2	0	0	0	0	0	3
	$24,440 - $30,679	0	0	1	0	0	2	0	0	1	0	0	0	0	0	4
	$30,680 - $38,999	0	1	4	0	1	0	0	0	3	0	0	0	0	0	9
	$39,000 - $49,919	1	1	4	0	0	1	0	0	1	0	0	2	0	0	10
	$49,920 - $62,919	1	1	5	0	0	1	0	0	5	1	0	2	0	1	17
	$62,920 - $80,079	5	0	21	0	0	5	0	1	10	1	0	5	1	3	52
	$80,080 - $101,919	10	11	69	7	1	9	1	3	29	5	0	14	0	0	159
	$101,920 - $128,959	37	15	136	19	0	41	1	1	73	12	0	28	0	2	365
	$128,960 - $163,799	55	19	358	31	1	152	7	3	144	14	1	94	0	4	883
	$163,800 - $207,999	87	31	587	36	2	364	2	8	220	15	0	110	2	5	1469
	$208,000 and over	135	36	1829	55	3	954	21	15	429	19	1	212	6	1	3716
2 Professionals	$19,239 and under	8	5	31	9	0	52	1	2	22	8	0	43	1	3	185
	$19,240 - $24,439	6	1	22	2	0	28	0	0	9	1	0	29	0	0	98
	$24,440 - $30,679	7	3	38	2	0	42	1	3	20	0	0	38	0	1	155
	$30,680 - $38,999	19	6	48	14	0	76	2	2	39	4	0	42	0	2	254
	$39,000 - $49,919	41	14	102	22	0	106	3	4	56	6	0	102	0	6	462
	$49,920 - $62,919	43	15	148	16	1	159	2	7	96	21	2	164	0	8	682
	$62,920 - $80,079	131	57	487	60	5	293	5	22	265	27	1	374	6	18	1751
	$80,080 - $101,919	300	117	1269	156	9	1454	28	71	551	67	1	1193	9	27	5252
	$101,920 - $128,959	415	167	2044	224	10	2434	19	70	732	87	2	1464	16	13	7697
	$128,960 - $163,799	476	132	2582	183	7	2522	27	47	714	72	4	1130	12	19	7927
	$163,800 - $207,999	244	67	2150	93	4	1919	20	34	420	24	1	569	2	4	5551
	$208,000 and over	154	33	2248	61	1	1525	15	25	330	15	0	268	3	7	4685
3 Technicians	$19,239 and under	19	17	80	38	2	20	7	1	43	15	1	32	4	4	283
	$19,240 - $24,439	12	4	30	15	1	9	2	3	21	7	0	5	0	2	111
	$24,440 - $30,679	14	4	52	16	0	13	2	2	11	1	0	10	0	2	127
	$30,680 - $38,999	22	7	48	19	1	18	5	5	17	4	0	14	0	1	161
	$39,000 - $49,919	44	18	111	21	3	25	2	5	44	8	2	24	1	6	314
	$49,920 - $62,919	106	33	385	35	5	98	9	28	88	5	2	66	5	10	875
	$62,920 - $80,079	310	52	1107	118	22	238	23	46	181	24	7	82	8	11	2229
	$80,080 - $101,919	401	80	1443	163	12	261	31	38	134	18	2	69	6	3	2661
	$101,920 - $128,959	168	13	568	58	2	98	11	9	38	2	1	28	3	0	999
	$128,960 - $163,799	17	6	93	4	1	26	0	0	14	0	0	33	0	0	194
	$163,800 - $207,999	2	1	15	1	0	5	0	1	4	0	0	7	0	0	36
	$208,000 and over	1	0	3	0	0	0	0	0	1	0	1	0	0	0	6
4 Sales Workers	$19,239 and under	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	$19,240 - $24,439	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	$24,440 - $30,679	1	0	0	1	0	0	0	0	0	0	0	0	0	0	2
	$30,680 - $38,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	$39,000 - $49,919	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
	$49,920 - $62,919	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
	$62,920 - $80,079	2	0	2	0	0	1	0	0	0	0	0	0	0	0	5
	$80,080 - $101,919	2	1	1	0	0	0	0	0	2	0	0	3	0	0	9
	$101,920 - $128,959	0	1	6	1	0	2	0	0	2	0	0	3	0	0	15
	$128,960 - $163,799	3	1	18	1	0	12	0	0	8	2	0	8	0	0	53
	$163,800 - $207,999	1	5	60	7	0	20	1	1	12	0	0	9	0	1	117
	$208,000 and over	30	5	292	9	0	58	3	2	62	1	1	25	0	1	489

5 Administrative Support	$19,239 and under	1	3	3	0	0	1	0	0	8	0	0	3	0	0	19
	$19,240 - $24,439	0	1	0	0	0	0	0	1	5	0	0	2	0	0	9
	$24,440 - $30,679	0	1	2	0	0	3	0	0	3	1	0	0	0	1	11
	$30,680 - $38,999	0	2	3	0	0	2	0	0	11	0	0	1	0	2	21
	$39,000 - $49,919	1	5	3	0	0	0	0	0	29	5	0	1	0	0	44
	$49,920 - $62,919	0	13	5	0	0	0	0	0	93	6	0	11	1	6	135
	$62,920 - $80,079	1	47	10	0	0	2	0	0	175	8	0	20	5	5	273
	$80,080 - $101,919	0	25	1	0	0	1	0	0	92	5	1	17	1	1	144
	$101,920 - $128,959	0	13	3	1	0	0	0	0	26	1	0	4	1	0	49
	$128,960 - $163,799	0	5	1	0	0	1	0	0	8	2	0	2	0	0	19
	$163,800 - $207,999	0	0	0	0	0	0	0	0	4	0	0	1	0	0	5
	$208,000 and over	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6 Craft Workers	$19,239 and under	1	0	3	0	0	0	0	0	1	0	0	0	0	0	5
	$19,240 - $24,439	0	0	5	0	0	0	0	0	0	0	0	0	0	0	5
	$24,440 - $30,679	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1
	$30,680 - $38,999	0	1	8	2	0	1	0	0	1	0	0	0	0	0	13
	$39,000 - $49,919	1	0	3	1	0	0	0	0	3	0	0	0	0	0	8
	$49,920 - $62,919	8	0	18	0	0	2	0	1	5	1	0	0	0	0	35
	$62,920 - $80,079	14	2	63	4	0	8	3	4	9	0	0	1	0	0	108
	$80,080 - $101,919	27	2	98	3	0	6	6	1	3	0	0	0	1	0	147
	$101,920 - $128,959	13	1	47	1	0	1	3	1	0	0	0	0	0	0	67
	$128,960 - $163,799	4	0	10	0	0	1	1	0	0	0	0	0	0	0	16
	$163,800 - $207,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	$208,000 and over	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Number of Employees		3401	1102	18819	1511	94	13083	265	468	5335	516	31	6368	94	180	51267
Previous Year Total		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

co= 859971
u= 8599710

EQUAL EMPLOYMENT OPPORTUNITY

2018 EMPLOYER INFORMATION REPORT

CONSOLIDATED REPORT - TYPE 2

SECTION C - TEST FOR FILING REQUIREMENT

1.Intel Corporation
2200 Mission College Blvd Suite 42
Santa Clara, CA 95054

2.a.Intel Corporation
2200 Mission College Blvd Suite 42
Santa Clara, CA 95054
Santa Clara County
c.Y

1-Y 2-N 3-Y
EIN:941672743

SECTION E - ESTABLISHMENT INFORMATION

NAICS:334413

Section D - EMPLOYMENT DATA: Number of Employees

Job Categories	Salary Compensation Band	Race/Ethnicity														Total
		Hispanic or Latino		Non / Hispanic or Latino												
				Male						Female						
		Male	Female	White	Black	NHPI	Asian	AmInd	Two+	White	Black	NHPI	Asian	AmInd	Two+	
1.1 Executive/Senior Officials & Managers	$19,239 and under	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	$19,240 - $24,439	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	$24,440 - $30,679	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	$30,680 - $38,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	$39,000 - $49,919	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	$49,920 - $62,919	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	$62,920 - $80,079	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	$80,080 - $101,919	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	$101,920 - $128,959	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	$128,960 - $163,799	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	$163,800 - $207,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	$208,000 and over	0	1	29	1	0	11	0	0	8	1	0	1	0	0	52
1.2 First/Mid Officials & Managers	$19,239 and under	0	0	3	1	0	0	0	0	0	0	0	1	0	0	5
	$19,240 - $24,439	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2
	$24,440 - $30,679	0	0	1	0	0	2	0	1	1	0	0	0	0	0	5
	$30,680 - $38,999	0	0	1	0	0	0	0	1	2	1	0	0	0	0	5
	$39,000 - $49,919	0	0	2	0	1	3	0	0	3	0	0	1	0	0	10
	$49,920 - $62,919	3	1	3	1	1	6	0	0	3	0	0	0	0	1	19
	$62,920 - $80,079	3	0	19	0	0	9	0	0	8	0	0	2	2	1	44
	$80,080 - $101,919	6	8	61	10	0	12	0	3	25	1	0	9	0	1	136
	$101,920 - $128,959	27	11	111	8	0	33	3	2	51	4	0	27	0	1	278
	$128,960 - $163,799	50	17	238	22	0	100	3	5	103	20	0	75	2	5	640
	$163,800 - $207,999	86	28	508	32	4	278	5	8	197	13	1	124	2	8	1294
	$208,000 and over	172	65	2021	77	5	1162	25	25	532	33	1	288	6	3	4415
2 Professionals	$19,239 and under	21	8	57	5	0	45	2	4	21	4	0	47	0	1	215
	$19,240 - $24,439	8	5	24	4	0	43	1	2	15	0	0	17	0	1	120
	$24,440 - $30,679	9	5	38	15	0	50	0	3	18	2	0	36	0	1	177
	$30,680 - $38,999	25	10	61	32	0	70	1	9	32	8	0	59	2	2	311
	$39,000 - $49,919	22	15	83	43	0	105	1	5	53	18	0	77	1	2	425
	$49,920 - $62,919	53	17	120	53	1	144	3	13	65	24	2	116	1	2	614
	$62,920 - $80,079	103	53	335	87	3	275	3	16	236	33	0	248	4	17	1413
	$80,080 - $101,919	284	108	1006	148	10	1025	18	55	453	67	2	973	8	22	4179
	$101,920 - $128,959	407	125	1733	216	10	2250	31	61	625	80	4	1565	16	32	7155
	$128,960 - $163,799	479	171	2366	221	6	2564	23	66	677	81	2	1286	8	13	7963
	$163,800 - $207,999	337	80	2317	124	5	2156	29	48	518	40	0	806	6	12	6478
	$208,000 and over	253	50	2826	95	2	2155	16	36	467	23	2	448	3	9	6385
3 Technicians	$19,239 and under	68	11	142	18	3	32	9	11	28	4	2	18	1	5	352
	$19,240 - $24,439	10	3	47	7	0	8	2	2	7	1	1	5	0	0	93
	$24,440 - $30,679	19	4	51	6	0	16	0	3	10	1	0	13	2	3	128
	$30,680 - $38,999	18	5	40	8	1	15	2	1	17	3	1	11	1	1	124
	$39,000 - $49,919	22	8	66	19	2	29	5	5	22	8	3	31	1	6	227
	$49,920 - $62,919	102	44	283	63	2	79	12	17	118	14	2	78	4	14	832
	$62,920 - $80,079	266	71	943	162	17	215	28	45	185	47	6	102	12	16	2115
	$80,080 - $101,919	421	78	1476	158	18	275	39	54	162	26	3	64	6	5	2785
	$101,920 - $128,959	243	24	775	89	8	130	12	13	51	2	2	34	4	0	1387
	$128,960 - $163,799	39	5	134	8	1	35	1	4	16	0	0	37	1	0	281
	$163,800 - $207,999	3	1	23	2	0	8	0	0	6	0	0	11	0	0	54
	$208,000 and over	1	1	4	0	0	1	0	0	2	0	0	5	0	0	14
4 Sales Workers	$19,239 and under	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
	$19,240 - $24,439	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
	$24,440 - $30,679	0	0	2	0	0	0	0	0	1	0	0	0	0	0	3
	$30,680 - $38,999	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1
	$39,000 - $49,919	0	2	0	0	0	0	0	0	3	0	0	0	0	0	5
	$49,920 - $62,919	0	0	4	0	0	0	0	0	0	0	0	0	0	0	4
	$62,920 - $80,079	0	0	3	0	0	0	0	0	0	0	0	0	0	0	3
	$80,080 - $101,919	1	0	2	0	0	0	0	0	1	0	0	0	0	0	4
	$101,920 - $128,959	0	1	8	1	0	2	0	0	2	0	0	5	0	0	19
	$128,960 - $163,799	3	3	15	4	0	4	0	1	7	2	0	4	0	0	43
	$163,800 - $207,999	7	3	48	3	0	15	0	1	8	1	0	7	0	0	93
	$208,000 and over	34	7	291	12	1	56	3	3	68	1	1	29	0	2	508

5 Administrative Support	$19,239 and under	1	11	3	1	0	0	0	0	14	12	0	2	0	3	47
	$19,240 - $24,439	0	4	1	1	0	1	0	0	2	4	0	1	0	1	15
	$24,440 - $30,679	0	2	3	1	0	0	0	0	8	2	0	1	0	2	19
	$30,680 - $38,999	0	5	2	1	0	0	0	0	8	1	0	4	0	1	22
	$39,000 - $49,919	0	9	1	0	0	1	0	0	16	4	0	3	0	2	36
	$49,920 - $62,919	1	11	5	0	0	3	0	1	61	4	0	3	1	2	92
	$62,920 - $80,079	2	39	7	0	0	0	0	0	173	11	0	20	4	2	258
	$80,080 - $101,919	0	35	5	0	0	2	0	0	112	4	0	14	1	3	176
	$101,920 - $128,959	0	15	3	0	0	1	0	0	38	3	0	10	0	0	70
	$128,960 - $163,799	0	9	1	1	0	0	0	0	10	2	0	2	0	0	25
	$163,800 - $207,999	0	0	0	0	0	0	0	0	2	0	1	2	0	0	5
	$208,000 and over	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6 Craft Workers	$19,239 and under	3	0	8	0	0	0	1	2	3	0	0	0	0	0	17
	$19,240 - $24,439	0	0	5	0	1	0	0	0	0	0	0	0	0	0	6
	$24,440 - $30,679	2	0	2	1	0	0	0	0	0	0	0	0	1	0	6
	$30,680 - $38,999	0	0	5	2	0	0	2	0	0	0	0	0	0	0	9
	$39,000 - $49,919	2	0	4	0	0	1	0	0	2	0	0	0	0	1	10
	$49,920 - $62,919	4	1	16	3	0	0	1	0	0	0	0	0	0	1	26
	$62,920 - $80,079	11	1	50	4	0	8	1	2	10	1	0	0	0	0	88
	$80,080 - $101,919	33	3	99	2	0	8	7	3	3	1	0	0	1	1	161
	$101,920 - $128,959	18	1	62	2	0	1	4	1	1	0	0	0	0	0	90
	$128,960 - $163,799	4	0	16	1	0	0	0	0	0	0	0	0	0	0	21
	$163,800 - $207,999	0	0	0	0	0	1	1	0	0	0	0	0	0	0	2
	$208,000 and over	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Number of Employees		3686	1196	18621	1775	102	13446	294	532	5290	612	36	6722	101	205	52618
Previous Year Total		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0