

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 Employee

				Race/Ethnicity Non / Hispanic or Latino												
Job Catagorias	Salary Compensation Band	Hispanic	or Latino					N	lon / Hispa	nic or Latir	10					Total
Job Categories	Salary Compensation Band	riispanic	or Latino			М	ale					Fen	nale			Total
		Male	Female	White	Black	NHPI	Asian	AmInd	Two+	White	Black	NHPI	Asian	AmInd	Two+	
	\$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
1.1	\$39,000 - \$49,919	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Executive/Senior	\$49,920 - \$62,919	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Officials & Managers	\$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 \$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
	\$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
1.2 First/Mid	\$49,920 - \$62,919	1	1	5	0	0	1	0	0	5	1	0	2	0	1	17
Officials & Managers	\$62,920 - \$80,079	5	0	21	0	0	5	0	1	10	1	0	5	1	3	52
6	\$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
	\$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
2 Professionals	\$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 93	7	2522	27	47	714	72	4	1130	12	19	7927
	\$163,800 - \$207,999	244 154	67 33	2150 2248		1	1919 1525	20 15	34 25	420 330	24 15	0	569 268	3	7	5551 4685
	\$208,000 and over \$19,239 and under	19	17	80	61 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
3 Technicians	\$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

	\$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
5 Administrative	\$49,920 - \$62,919	0	13	5	0	0	0	0	0	93	6	0	11	1	6	135
Support	\$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
	\$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
6 Craft Workers	\$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 Nu	mber of Employees	3401	1102	18819	1511	94	13083	265	468	5335	516	31	6368	94	180	51267
Prev	ious 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
 1-Y 2-N 3-Y

 2200 Mission College Blvd Suite 42
 EIN:941672743

 Santa Clara, CA 95054

Santa Clara County c.Y

SECTION E - ESTABLISHMENT INFORMATION

NAICS:334413

Section D - EMPLOYMENT DATA: Number of Employees

\$128,960 - \$163,799									Race/E	thnicity								
Part	Job Catagoriae	Salary Compensation Band	Hienania or I stin-		-													
\$\frac{2}{2} Part of the content of the con	Job Categories		Hispanic	or Latino			М	ale			Female							
\$18,00			Male	Female	White	Black	NHPI	Asian	AmInd	Two+	White	Black	NHPI	Asian	AmInd	Two+		
Section Sect		\$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	
Section Sect		\$24,440 - \$30,679	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Processor Proc		\$30,680 - \$38,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
No.	1.1	\$39,000 - \$49,919	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Manual		\$49,920 - \$62,919	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Section Sect		\$62,920 - \$80,079	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Section Sect	Managers	\$80,080 - \$101,919	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Page		\$101,920 - \$128,959	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
1.2 Fibration 1.2 Fibratio		\$128,960 - \$163,799	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
1992.99 and member 0 0 0 3 1 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	
\$1,240-\$1,3459 \$0 0 0 0 2 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	
Part		\$19,239 and under	0	0	3	1	0	0	0	0	0	0	0	1	0	0	5	
1.2 Final Marian 1.2 Final M		\$19,240 - \$24,439	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2	
1.2 Final Marian 1.2 Final M			0	0	1	0	0	2	0	1	1	0	0	0	0	0	5	
Page																		
Official Amanges 66/2003 - 880/079 3 0 19 0 0 0 0 8 0 2 2 1 4 4 Manages 500,000 - \$101/19 6 8 61 10 0 12 0 3 25 11 0 9 0 1 20 0 1 22 1 1 20 0 0 1 22 0 1 22 0 1 22 0 1 20 0 7 2 5 8 1 0 0 7 2 5 8 1 0 0 7 2 5 5 8 1 0 0 1 2 1 2 1 1 2 1 2 0 0 1 2 1 1 2 0 0 0 0 0 0 0 0 0 0 0																		
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2 Professional Sano, San																	-	
2 Professionals										_								
2 Professionals Se2_920 - S80,0779																		
\$80,080 - \$101,019\$ 284 108 1096 148 100 1025 188 55 453 67 2 973 8 22 4179 1012 1025 118 1032 1045 10125 118 105 105 105 105 105 105 10	2 Professionals														-			
Sintangle Sint																		
\$128,960 - \$163,799																	-	
S163,800 - S207,999 337																	7155	
\$19,230 and under		\$128,960 - \$163,799	479	171	2366	221	6	2564	23	66	677	81	2	1286	8	13	7963	
S19,239 and under		\$163,800 - \$207,999	337	80	2317	124		2156	29	48	518	40	0	806	6	12	6478	
Signature Sign		\$208,000 and over	253	50	2826	95	2	2155	16	36	467	23	2	448	3	9	6385	
S24,440 - S30,679 19 4 51 6 0 16 0 3 10 1 0 13 2 3 128 \$30,680 - S38,999 18 5 40 8 1 15 2 1 17 3 1 11 1 1 124 \$30,000 - \$49,919 22 8 66 19 2 29 5 5 22 8 3 31 1 6 227 \$49,20 - \$62,919 102 44 283 63 2 79 12 17 118 14 2 78 4 14 14 83 \$62,920 - \$80,079 266 71 943 162 17 215 28 45 185 47 6 102 12 18 1 14 18 14 6 13 14 14 16 0 0 3 1 14 18 <		\$19,239 and under	68	11	142	18	3	32	9	11	28	4	2	18	1	5	352	
\$\frac{1}{3}\$ \frac{1}{3}\$ \fra		\$19,240 - \$24,439	10	3	47	7	0	8	2	2	7	1	1	5	0	0	93	
3 Technician 3 39,000 - \$49,919		\$24,440 - \$30,679	19	4	51	6	0	16	0	3	10	1	0	13	2	3	128	
3 Technicians \$49,920 - \$62,919		\$30,680 - \$38,999	18	5	40	8	1	15	2	1	17	3	1	11	1	1	124	
3 Technicians		\$39,000 - \$49,919	22	8	66	19	2	29	5	5	22	8	3	31	1	6	227	
\$62,920 - \$80,079	3 Tachnicians	\$49,920 - \$62,919	102	44	283	63	2	79	12	17	118	14	2	78	4	14	832	
\$\begin{array}{c c c c c c c c c c c c c c c c c c c	J recinicians	\$62,920 - \$80,079	266	71	943	162	17	215	28	45	185	47	6	102	12	16	2115	
\$128,960 - \$163,799\$ \$39\$ \$5\$ \$134\$ \$8\$ \$1\$ \$35\$ \$1\$ \$4\$ \$16\$ \$0\$ \$0\$ \$0\$ \$0\$ \$11\$ \$0\$ \$0\$ \$54 \$208,000 and over \$1\$ \$1\$ \$1\$ \$4\$ \$0\$ \$0\$ \$1\$ \$1\$ \$0\$ \$0\$ \$1\$ \$20,000 and over \$1\$ \$1\$ \$1\$ \$4\$ \$0\$ \$0\$ \$1\$ \$0\$ \$0\$ \$0\$ \$0\$ \$0\$ \$0\$ \$0		\$80,080 - \$101,919	421	78	1476	158	18	275	39	54	162	26	3	64	6	5	2785	
\$163,800 - \$207,999\$ 3		\$101,920 - \$128,959	243	24	775	89	8	130	12	13	51	2	2	34	4	0	1387	
\$208,000 and over		\$128,960 - \$163,799	39	5	134	8	1	35	1	4	16	0	0	37	1	0	281	
4 Sales Workers \$19,239 and under 0 0 1 0 0 0 0 0 0 0		\$163,800 - \$207,999	3	1	23	2	0	8	0	0	6	0	0	11	0	0	54	
\$19,240 - \$24,439		\$208,000 and over	1	1	4	0	0	1	0	0	2	0	0	5	0	0	14	
\$24,440 - \$30,679	4 Sales Workers	\$19,239 and under	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	
\$30,680 - \$38,999		\$19,240 - \$24,439	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	
\$39,000 - \$49,919		\$24,440 - \$30,679	0	0	2	0	0	0	0	0	1	0	0	0	0	0	3	
\$49,920 - \$62,919		\$30,680 - \$38,999	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	
\$62,920 - \$80,079		\$39,000 - \$49,919	0	2	0	0	0	0	0	0	3	0	0	0	0	0	5	
\$62,920 - \$80,079		\$49,920 - \$62,919	0	0	4	0	0	0	0	0	0	0	0	0	0	0	4	
\$80,080 - \$101,919 1 0 2 0 0 0 0 1 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																		
\$101,920 - \$128,959																		
\$128,960 - \$163,799																		
\$163,800 - \$207,999 7 3 48 3 0 15 0 1 8 1 0 7 0 0 93		-																
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		\$208,000 and over	34	7	291	12	1	56	3	3	68	1	1	29	0	2	508	

	\$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
5 Administrative	\$49,920 - \$62,919	1	11	5	0	0	3	0	1	61	4	0	3	1	2	92
Support	\$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
	\$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
6 Craft Workers	\$49,920 - \$62,919	4	1	16	3	0	0	1	0	0	0	0	0	0	1	26
o Clait workers	\$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 Nu	imber of Employees	3686	1196	18621	1775	102	13446	294	532	5290	612	36	6722	101	205	52618
Prev	ious Year Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0