

# INTEL DIVERSITY & INCLUSION

**ADDENDUM TO MID-YEAR REPORT 2016**

Notes on Data:

- Data is USA workforce only unless otherwise noted
- Data does not include subsidiaries and does not include Altera
- Early Grade= salary grades 2 to 6 and equivalent grades & Non-Exempt grades; Mid= salary grades 7 to 9 and equivalent grades; Senior= salary grades 10 & 11 and equivalent grades; Leadership= salary grades 12+ and equivalent grades, Vice President and above, includes Intel Fellows & Senior Fellows

Notes on Data:

- Data labeled "Dec 2015" is from the 2015 Annual Diversity Report.
- Data labeled "June 2016" is YTD (year-to-date) from start of 2016 fiscal year to June 27, 2016.
- Numbers may not add to 100% due to rounding, or uncategorized employees
- Ethnicity categories use EEOC Ethnicity definitions
- Definition of "Technical" is based on Intel internal job codes and reflects technical job requirements
- In column titled "June 2016 YTD % of Hires", green bold font indicates hiring % is above representation %

## INTEL OVERALL

Representation									
INTEL USA	Numbers			Percentages				Change in #	
	Dec 2014	Dec 2015	Current: June 2016	% of pop. Dec 2014	% of pop. Dec 2015	Current: % of pop. June 2016	Percentage Point change since Dec '15	# Change since Dec '15	% Change in # since Dec '15
Early (NE + 2 to 6)	21,181	21,903	19,544	42.1%	40.8%	39.2%	<b>-1.61%</b>	-2,359	-10.8%
Mid (7 to 9)	25,783	27,763	26,341	51.2%	51.7%	52.8%	<b>1.11%</b>	-1,422	-5.1%
Senior (10 & 11)	3,071	3,609	3,578	6.10%	6.72%	7.18%	<b>0.45%</b>	-31	-0.9%
Leadership (12+)	332	397	391	0.66%	0.74%	0.78%	0.04%	-6	-1.5%
Other									
<b>Total</b>	<b>50,367</b>	<b>53,672</b>	<b>49,854</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>		<b>-3,818</b>	<b>-7.1%</b>
Technical	43,401	45,546	42,348	86.2%	84.9%	84.9%	0.08%	-3,198	-7.0%
Non-Technical	6,965	8,125	7,506	13.8%	15.1%	15.1%	-0.08%	-619	-7.6%
Other	1	1	-	0.0%	0.0%	0.0%		-1	-100.0%
<b>Total</b>	<b>50,367</b>	<b>53,672</b>	<b>49,854</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>		<b>-3,818</b>	<b>-7.1%</b>

Hires and Exits						
INTEL USA	Numbers			Percentages		
	Dec 2015 YTD Hires	June 2016 YTD HIRES	June 2016 YTD EXITS	Dec 2015 YTD % of Hires	June 2016 YTD % of HIRES	June 2016 YTD % of EXITS
Early Grade	2,651	2,351	3,101	53.8%	<b>61.7%</b>	43.5%
Mid Grade	2,095	1,367	3,481	42.5%	35.9%	48.8%
Senior Grade	160	88	496	3.25%	2.31%	6.96%
Leadership	23	7	53	0.47%	0.18%	0.74%
Other	-	-	-	0.00%	0.00%	0.00%
<b>Total</b>	<b>4,929</b>	<b>3,813</b>	<b>7,131</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
Technical	4,167	3,215	5,910	84.5%	84.3%	82.9%
Non-Technical	757	597	1,221	15.4%	<b>15.7%</b>	17.1%
Other	5	1	-	0.10%	0.03%	0.00%
<b>Total</b>	<b>4,929</b>	<b>3,813</b>	<b>7,131</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

Representation									
INTEL USA	Numbers			Percentages				Change in #	
	Dec 2014	Dec 2015	Current: June 2016	% of pop. Dec 2014	% of pop. Dec 2015	Current: % of pop. June 2016	Percentage Point change since Dec '15	# Change since Dec '15	% Change in # since Dec '15
Female	11,836	13,299	12,674	23.5%	24.8%	25.4%	<b>0.64%</b>	-625	-4.7%
Male	38,528	40,360	37,155	76.5%	75.2%	74.5%	<b>-0.67%</b>	-3,205	-7.9%
Unknown Gender	3	13	25	0.01%	0.02%	0.05%	0.03%	+12	92.3%
<b>Gender Total</b>	<b>50,367</b>	<b>53,672</b>	<b>49,854</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>		<b>-3,818</b>	<b>-7.1%</b>
White	27,518	28,616	25,327	54.6%	53.3%	50.8%	<b>-2.51%</b>	-3,289	-11.5%
Asian	16,036	17,627	17,710	31.8%	32.8%	35.5%	<b>2.68%</b>	+83	0.5%
Hispanic/Latino	4,199	4,482	4,011	8.34%	8.35%	8.05%	<b>-0.31%</b>	-471	-10.5%
Black/African American	1,734	1,882	1,830	3.44%	3.51%	3.67%	0.16%	-52	-2.8%
Native American	251	268	295	0.50%	0.50%	0.59%	0.09%	+27	10.1%
Pacific Islander	64	70	103	0.13%	0.13%	0.21%	0.08%	+33	47.1%
Multiracial	521	595	555	1.03%	1.11%	1.11%	0.00%	-40	-6.7%
Unknown Race	44	132	23	0.09%	0.25%	0.05%	-0.20%	-109	-82.6%
<b>Ethnicity Total</b>	<b>50,367</b>	<b>53,672</b>	<b>49,854</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>		<b>-3,818</b>	<b>-7.1%</b>

Hires and Exits						
INTEL USA	Numbers			Percentages		
	Dec 2015 YTD Hires	June 2016 YTD HIRES	June 2016 YTD EXITS	Dec 2015 YTD % of Hires	June 2016 YTD % of HIRES	June 2016 YTD % of EXITS
Female	1,748	1,299	1,722	35.5%	<b>34.1%</b>	24.1%
Male	3,169	2,405	5,409	64.3%	63.1%	75.9%
Unknown Gender	12	109	-	0.24%	2.86%	0.00%
<b>Gender Total</b>	<b>4,929</b>	<b>3,813</b>	<b>7,131</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
White	1,903	1,383	4,590	38.6%	36.3%	64.4%
Asian	2,221	1,682	1,552	45.1%	<b>44.1%</b>	21.8%
Hispanic/Latino	364	309	607	7.38%	<b>8.10%</b>	8.51%
Black/African American	209	179	261	4.24%	<b>4.69%</b>	3.66%
Native American	11	10	47	0.22%	0.26%	0.66%
Pacific Islander	6	13	7	0.12%	<b>0.34%</b>	0.10%
Multiracial	124	96	62	2.52%	<b>2.52%</b>	0.87%
Unknown Race	91	141	5	1.85%	3.70%	0.07%
<b>Ethnicity Total</b>	<b>4,929</b>	<b>3,813</b>	<b>7,131</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

## TECHNICAL ONLY

TECHNICAL Representation									
TECHNICAL ONLY	Numbers			Percentages				Change in #	
	Dec 2014	Dec 2015	Current: June 2016	% of pop. Dec 2014	% of pop. Dec 2015	Current: % of pop. June 2016	Percentage Point change since Dec '15	# Change since Dec '15	% Change in # since Dec '15
Early Grade	18,715	19,091	17,179	43.1%	41.9%	40.6%	-1.35%	-1,912	-10.0%
Mid Grade	22,178	23,548	22,238	51.1%	51.7%	52.5%	0.81%	-1,310	-5.6%
Senior Grade	2,349	2,710	2,730	5.41%	5.95%	6.45%	0.50%	+20	0.7%
Leadership	159	197	201	0.37%	0.43%	0.47%	0.04%	+4	2.0%
Other	-	-	-						
<b>Total</b>	<b>43,401</b>	<b>45,546</b>	<b>42,348</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100%</b>		<b>-3,198</b>	<b>-7.0%</b>

TECHNICAL Hires and Exits						
TECHNICAL ONLY	Numbers			Percentages		
	Dec 2015 YTD Hires	June 2016 YTD HIRES	June 2016 YTD EXITS	Dec 2015 YTD % of Hires	June 2016 YTD % of HIRES	June 2016 YTD % of EXITS
Early Grade	2,277	2,014	2,618	54.6%	62.6%	44.3%
Mid Grade	1,779	1,144	2,893	42.7%	35.6%	49.0%
Senior Grade	104	56	375	2.50%	1.74%	6.35%
Leadership	7	1	24	0.17%	0.03%	0.41%
Other						
<b>Total</b>	<b>4,167</b>	<b>3,215</b>	<b>5,910</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

TECHNICAL Representation									
TECHNICAL ONLY	Numbers			Percentages				Change in #	
	Dec 2014	Dec 2015	Current: June 2016	% of pop. Dec 2014	% of pop. Dec 2015	Current: % of pop. June 2016	Percentage Point change since Dec '15	# Change since Dec '15	% Change in # since Dec '15
Female	8,230	9,176	8,959	19.0%	20.1%	21.2%	1.01%	-217	-2.4%
Male	35,169	36,361	33,370	81.0%	79.8%	78.8%	-1.03%	-2,991	-8.2%
Unknown Gender	2	9	19	0.00%	0.02%	0.04%	0.03%	+10	111.1%
<b>Gender Total</b>	<b>43,401</b>	<b>45,546</b>	<b>42,348</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>		<b>-3,198</b>	<b>-7.0%</b>
White	22,627	22,969	20,193	52.1%	50.4%	47.7%	-2.75%	-2,776	-12.1%
Asian	15,048	16,513	16,614	34.7%	36.3%	39.2%	2.98%	+101	0.6%
Hispanic/Latino	3,533	3,670	3,279	8.14%	8.06%	7.74%	-0.31%	-391	-10.7%
Black/African American	1,451	1,522	1,446	3.34%	3.34%	3.41%	0.07%	-76	-5.0%
Native American	216	221	238	0.50%	0.49%	0.56%	0.08%	+17	7.7%
Pacific Islander	54	57	89	0.12%	0.13%	0.21%	0.09%	+32	56.1%
Multiracial	434	493	473	1.00%	1.08%	1.12%	0.03%	-20	-4.1%
Unknown Race	38	101	16	0.09%	0.22%	0.04%	-0.18%	-85	-84.2%
<b>Ethnicity Total</b>	<b>43,401</b>	<b>45,546</b>	<b>42,348</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>		<b>-3,198</b>	<b>-7.0%</b>

TECHNICAL Hires and Exits						
TECHNICAL ONLY	Numbers			Percentages		
	Dec 2015 YTD Hires	June 2016 YTD HIRES	June 2016 YTD EXITS	Dec 2015 YTD % of Hires	June 2016 YTD % of HIRES	June 2016 YTD % of EXITS
Female	1,332	1,029	1,083	32.0%	32.0%	18.3%
Male	2,825	2,104	4,827	67.8%	65.4%	81.7%
Unknown Gender	10	82	-	0.24%	2.55%	0.00%
<b>Gender Total</b>	<b>4,167</b>	<b>3,215</b>	<b>5,910</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
White	1,431	1,040	3,694	34.3%	32.3%	62.5%
Asian	2,104	1,592	1,412	50.5%	49.5%	23.9%
Hispanic/Latino	293	250	490	7.03%	7.78%	8.29%
Black/African American	165	134	219	3.96%	4.17%	3.71%
Native American	9	7	39	0.22%	0.22%	0.66%
Pacific Islander	4	12	5	0.10%	0.37%	0.08%
Multiracial	97	79	47	2.33%	2.46%	0.80%
Unknown Race	64	101	4	1.54%	3.14%	0.07%
<b>Ethnicity Total</b>	<b>4,167</b>	<b>3,215</b>	<b>5,910</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

## NON-TECHNICAL ONLY

NON-TECHNICAL Representation									
NON-TECHNICAL ONLY	Numbers			Percentages				Change in #	
	Dec 2014	Dec 2015	Current: June 2016	% of pop. Dec 2014	% of pop. Dec 2015	Current: % of pop. June 2016	Percentage Point change since Dec '15	# Change since Dec '15	% Change in # since Dec '15
Early Grade	2,465	2,812	2,365	35.4%	34.6%	31.5%	-3.10%	-447	-15.9%
Mid Grade	3,605	4,214	4,103	51.8%	51.9%	54.7%	2.80%	-111	-2.6%
Senior Grade	722	899	848	10.4%	11.1%	11.3%	0.23%	-51	-5.7%
Leadership	173	200	190	2.48%	2.46%	2.53%	0.07%	-10	-5.0%
Other									
<b>Total</b>	<b>6,965</b>	<b>8,125</b>	<b>7,506</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>		<b>-619</b>	<b>-7.6%</b>

NON-TECHNICAL Hires and Exits						
NON-TECHNICAL ONLY	Numbers			Percentages		
	Dec 2015 YTD Hires	June 2016 YTD HIRES	June 2016 YTD EXITS	Dec 2015 YTD % of Hires	June 2016 YTD % of HIRES	June 2016 YTD % of EXITS
Early Grade	371	337	483	49.0%	56.4%	39.6%
Mid Grade	314	222	588	41.5%	37.2%	48.2%
Senior Grade	56	32	121	7.40%	5.36%	9.91%
Leadership	16	6	29	2.11%	1.01%	2.38%
Other						
<b>Total</b>	<b>757</b>	<b>597</b>	<b>1,221</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

NON-TECHNICAL Representation

NON-TECHNICAL Hires and Exits

NON-TECHNICAL ONLY	Numbers			Percentages				Change in #	
	Dec 2014	Dec 2015	Current: June 2016	% of pop. Dec 2014	% of pop. Dec 2015	Current: % of pop. June 2016	Percentage Point change since Dec '15	# Change since Dec '15	% Change in # since Dec '15
Female	3,605	4,123	3,715	51.8%	50.7%	49.5%	-1.25%	-408	-9.9%
Male	3,359	3,998	3,785	48.2%	49.2%	50.4%	1.22%	-213	-5.3%
Unknown Gender	1	4	6	0.01%	0.05%	0.08%	0.03%	+2	50.0%
Gender Total	6,965	8,125	7,506	100.0%	100.0%	100.0%		-619	-7.6%
White	4,891	5,647	5,134	70.2%	69.5%	68.4%	-1.10%	-513	-9.1%
Asian	987	1,113	1,096	14.2%	13.7%	14.6%	0.90%	-17	-1.5%
Hispanic/Latino	666	812	732	9.56%	9.99%	9.75%	-0.24%	-80	-9.9%
Black/African American	283	360	384	4.06%	4.43%	5.12%	0.69%	+24	6.7%
Native American	35	47	57	0.50%	0.58%	0.76%	0.18%	+10	21.3%
Pacific Islander	10	13	14	0.14%	0.16%	0.19%	0.03%	+1	7.7%
Multiracial	87	102	82	1.25%	1.26%	1.09%	-0.16%	-20	-19.6%
Unknown Race	6	31	7	0.09%	0.38%	0.09%	-0.29%	-24	-77.4%
Ethnicity Total	6,965	8,125	7,506	100.0%	100.0%	100.0%		-619	-7.6%

NON-TECHNICAL ONLY	Numbers			Percentages		
	Dec 2015 YTD Hires	June 2016 YTD HIRES	June 2016 YTD EXITS	Dec 2015 YTD % of Hires	June 2016 YTD % of HIRES	June 2016 YTD % of EXITS
Female	416	269	639	55.0%	45.1%	52.3%
Male	339	301	582	44.8%	50.4%	47.7%
Unknown Gender	2	27	-	0.00%	0.00%	0.0%
Gender Total	757	597	1,221	100.0%	100.0%	100.0%
White	471	342	896	62.2%	57.3%	73.4%
Asian	114	90	140	15.1%	15.1%	11.5%
Hispanic/Latino	70	59	117	9.25%	9.88%	9.58%
Black/African American	44	45	42	5.81%	7.54%	3.44%
Native American	2	3	8	0.26%	0.50%	0.66%
Pacific Islander	2	1	2	0.26%	0.17%	0.16%
Multiracial	27	17	15	3.57%	2.85%	1.23%
Unknown Race	27	40	1	3.57%	6.70%	0.08%
Ethnicity Total	757	597	1,221	100.0%	100.0%	100.0%

### EARLY GRADE ONLY (grades 2 to 6, and Non-Exempt)

EARLY GRADE Representation									
EARLY GRADE ONLY	Numbers			Percentages				Change in #	
	Dec 2014	Dec 2015	Current: June 2016	% of pop. Dec 2014	% of pop. Dec 2015	Current: % of pop. June 2016	Percentage Point change since Dec '15	# Change since Dec '15	% Change in # since Dec '15
Female	5,773	6,124	5,455	27.3%	28.0%	27.9%	-0.05%	-669	-10.9%
Male	15,407	15,776	14,075	72.7%	72.0%	72.0%	-0.01%	-1,701	-10.8%
Unknown Gender	1	3	14	0.00%	0.01%	0.07%	0.06%	+11	366.7%
Gender Total	21,181	21,903	19,544	100.0%	100.0%	100.0%		-2,359	-10.8%
White	11,349	11,482	9,770	53.6%	52.4%	50.0%	-2.43%	-1,712	-14.9%
Asian	5,543	6,061	5,912	26.2%	27.7%	30.2%	2.58%	-149	-2.5%
Hispanic/Latino	2,647	2,692	2,287	12.5%	12.3%	11.7%	-0.59%	-405	-15.0%
Black/African American	1,076	1,059	953	5.08%	4.83%	4.88%	0.04%	-106	-10.0%
Native American	180	179	181	0.85%	0.82%	0.93%	0.11%	+2	1.1%
Pacific Islander	48	42	72	0.23%	0.19%	0.37%	0.18%	+30	71.4%
Multiracial	319	360	362	1.51%	1.64%	1.85%	0.21%	+2	0.6%
Unknown Race	19	28	7	0.09%	0.13%	0.04%	-0.09%	-21	-75.0%
Ethnicity Total	21,181	21,903	19,544	100.0%	100.0%	100.0%		-2,359	-10.8%

EARLY GRADE Hires and Exits						
EARLY GRADE	Numbers			Percentages		
	Dec 2015 YTD Hires	June 2016 YTD HIRES	June 2016 YTD EXITS	Dec 2015 YTD % of Hires	June 2016 YTD % of HIRES	June 2016 YTD % of EXITS
Female	979	856	912	36.9%	36.4%	29.4%
Male	1,670	1,430	2,189	63.0%	60.8%	70.6%
Unknown Gender	2	65	-	0.1%	2.8%	0.0%
Gender Total	2,651	2,351	3,101	100.0%	100.0%	100.0%
White	987	808	1,942	37.2%	34.4%	62.6%
Asian	1,184	1,044	540	44.7%	44.4%	17.4%
Hispanic/Latino	242	219	390	9.13%	9.32%	12.58%
Black/African American	121	109	160	4.56%	4.64%	5.16%
Native American	9	7	31	0.34%	0.30%	1.00%
Pacific Islander	2	12	3	0.08%	0.51%	0.10%
Multiracial	86	76	33	3.24%	3.23%	1.06%
Unknown Race	20	76	2	0.75%	3.23%	0.06%
Ethnicity Total	2,651	2,351	3,101	100.0%	100.0%	100.0%

### MID GRADE ONLY (grades 7, 8, & 9)

MID GRADE Representation									
MID GRADE ONLY	Numbers			Percentages				Change in #	
	Dec 2014	Dec 2015	Current: June 2016	% of pop. Dec 2014	% of pop. Dec 2015	Current: % of pop. June 2016	Percentage Point change since Dec '15	# Change since Dec '15	% Change in # since Dec '15
Female	5,580	6,511	6,496	21.6%	23.5%	24.7%	1.21%	-15	-0.2%
Male	20,201	21,243	19,834	78.4%	76.5%	75.3%	-1.22%	-1,409	-6.6%
Unknown Gender	2	9	11	0.01%	0.03%	0.04%	0.01%	+2	22.2%
Gender Total	25,783	27,763	26,341	100.0%	100.0%	100.0%		-1,422	-5.1%
White	13,884	14,506	13,053	53.8%	52.2%	49.6%	-2.70%	-1,453	-10.0%

MID GRADE Hires and Exits						
MID GRADE	Numbers			Percentages		
	Dec 2015 YTD Hires	June 2016 YTD HIRES	June 2016 YTD EXITS	Dec 2015 YTD % of Hires	June 2016 YTD % of HIRES	June 2016 YTD % of EXITS
Female	712	419	732	34.0%	30.7%	21.0%
Male	1,373	905	2,749	65.5%	66.2%	79.0%
Unknown Gender	10	43	-	0.48%	3.15%	0.00%
Gender Total	2,095	1,367	3,481	100.0%	100.0%	100.0%
White	816	527	2,246	38.9%	38.6%	64.5%

Asian	9,574	10,455	10,606	37.1%	37.7%	40.3%	2.61%	+151	1.4%
Hispanic/Latino	1,435	1,642	1,562	5.57%	5.91%	5.93%	0.02%	-80	-4.9%
Black/African American	613	756	805	2.38%	2.72%	3.06%	0.33%	+49	6.5%
Native American	58	70	92	0.22%	0.25%	0.35%	0.10%	+22	31.4%
Pacific Islander	16	26	28	0.06%	0.09%	0.11%	0.01%	+2	7.7%
Multiracial	185	215	180	0.72%	0.77%	0.68%	-0.09%	-35	-16.3%
Unknown Race	18	93	15	0.07%	0.33%	0.06%	-0.28%	-78	-83.9%
<b>Ethnicity Total</b>	<b>25,783</b>	<b>27,763</b>	<b>26,341</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>		<b>-1,422</b>	<b>-5.1%</b>

Asian	982	606	898	46.9%	44.3%	25.8%
Hispanic/Latino	118	84	200	5.63%	6.14%	5.75%
Black/African American	81	66	92	3.87%	4.83%	2.64%
Native American	1	3	12	0.05%	0.22%	0.34%
Pacific Islander	2	1	4	0.10%	0.07%	0.11%
Multiracial	35	20	27	1.67%	1.46%	0.78%
Unknown Race	60	60	2	2.86%	4.39%	0.06%
<b>Ethnicity Total</b>	<b>2,095</b>	<b>1,367</b>	<b>3,481</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

### SENIOR GRADE ONLY (grades 10 & 11)

SENIOR GRADE Representation									
SENIOR GRADE ONLY	Numbers			Percentages				Change in #	
	Dec 2014	Dec 2015	Current: June 2016	% of pop. Dec 2014	% of pop. Dec 2015	Current: % of pop. June 2016	Percentage Point change since Dec '15	# Change since Dec '15	% Change in # since Dec '15
Female	432	594	650	14.1%	16.5%	18.2%	1.71%	+56	9.4%
Male	2,639	3,014	2,928	85.9%	83.5%	81.8%	-1.68%	-86	-2.9%
Unknown Gender	-	1	-	0.00%	0.03%	0.00%	-0.03%	-1	
<b>Gender Total</b>	<b>3,071</b>	<b>3,609</b>	<b>3,578</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>		<b>-31</b>	<b>-0.9%</b>
White	2,043	2,352	2,235	66.5%	65.2%	62.5%	-2.71%	-117	-5.0%
Asian	848	1,020	1,098	27.6%	28.3%	30.7%	2.42%	+78	7.6%
Hispanic/Latino	108	133	146	3.52%	3.69%	4.08%	0.40%	+13	9.8%
Black/African American	38	58	63	1.24%	1.61%	1.76%	0.15%	+5	8.6%
Native American	13	18	20	0.42%	0.50%	0.56%	0.06%	+2	11.1%
Pacific Islander	-	2	3	0.00%	0.06%	0.08%	0.03%	+1	
Multiracial	14	17	12	0.46%	0.47%	0.34%	-0.14%	-5	-29.4%
Unknown Race	7	9	1	0.23%	0.25%	0.03%	-0.22%	-8	-88.9%
<b>Ethnicity Total</b>	<b>3,071</b>	<b>3,609</b>	<b>3,578</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>		<b>-31</b>	<b>-0.9%</b>

SENIOR GRADE Hires and Exits						
SENIOR GRADE	Numbers			Percentages		
	Dec 2015 YTD Hires	June 2016 YTD HIRES	June 2016 YTD EXITS	Dec 2015 YTD % of Hires	June 2016 YTD % of HIRES	June 2016 YTD % of EXITS
Female	51	21	68	31.9%	23.9%	13.7%
Male	109	66	428	68.1%	75.0%	86.3%
Unknown Gender	-	1	0	0.00%	1.14%	0.00%
<b>Gender Total</b>	<b>160</b>	<b>88</b>	<b>496</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
White	91	46	364	56.9%	52.3%	73.4%
Asian	46	30	102	28.8%	34.1%	20.6%
Hispanic/Latino	3	6	15	1.88%	6.82%	3.02%
Black/African American	6	4	8	3.75%	4.55%	1.61%
Native American	1	-	4	0.63%	0.00%	0.81%
Pacific Islander	2	-	0	1.25%	0.00%	0.00%
Multiracial	2	-	2	1.25%	0.00%	0.40%
Unknown Race	9	2	1	5.63%	2.27%	0.20%
<b>Ethnicity Total</b>	<b>160</b>	<b>88</b>	<b>496</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

### LEADERSHIP ONLY (grades 12+)

LEADERSHIP Representation									
LEADERSHIP ONLY	Numbers			Percentages				Change in #	
	Dec 2014	Dec 2015	Current: June 2016	% of pop. Dec 2014	% of pop. Dec 2015	Current: % of pop. June 2016	Percentage Point change since Dec '15	# Change since Dec '15	% Change in # since Dec '15
Female	51	70	73	15.4%	17.6%	18.7%	1.04%	+3	4.3%
Male	281	327	318	84.6%	82.4%	81.3%	-1.04%	-9	-2.8%
Unknown Gender	-	-	-	-	-	-	-	-	-
<b>Gender Total</b>	<b>332</b>	<b>397</b>	<b>391</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>		<b>-6</b>	<b>-1.5%</b>
White	242	276	269	72.9%	69.5%	68.8%	-0.72%	-7	-2.5%
Asian	71	91	94	21.4%	22.9%	24.0%	1.12%	+3	3.3%
Hispanic/Latino	9	15	16	2.71%	3.78%	4.09%	0.31%	+1	6.7%
Black/African American	7	9	9	2.11%	2.27%	2.30%	0.03%	0	0.0%
Native American	-	1	2	0.00%	0.25%	0.51%	0.26%	1	100.0%
Pacific Islander	-	-	-	0.00%	0.00%	0.00%	0.00%	0	0.0%
Multiracial	3	3	1	0.90%	0.76%	0.26%	-0.50%	-2	-66.7%

LEADERSHIP Hires and Exits						
LEADERSHIP	Numbers			Percentages		
	Dec 2015 YTD Hires	June 2016 YTD HIRES	June 2016 YTD EXITS	Dec 2015 YTD % of Hires	June 2016 YTD % of HIRES	June 2016 YTD % of EXITS
Female	6	3	10	26.1%	42.9%	18.9%
Male	17	4	43	73.9%	57.1%	81.1%
Unknown Gender	-	-	-	-	-	-
<b>Gender Total</b>	<b>23</b>	<b>7</b>	<b>53</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
White	9	2	38	39.1%	28.6%	71.7%
Asian	9	2	12	39.1%	28.6%	22.6%
Hispanic/Latino	1	-	2	4.35%	0.00%	3.77%
Black/African American	1	-	1	4.35%	0.00%	1.89%
Native American	-	-	0	0.00%	0.00%	0.00%
Pacific Islander	-	-	0	0.00%	0.00%	0.00%
Multiracial	1	-	0	4.35%	0.00%	0.00%

Unknown Race	-	2	-	0.00%	0.50%	0.00%	-0.50%	-2	-100.0%
Ethnicity Total	332	397	391	100.0%	100.0%	100.0%		-6	-1.5%

Unknown Race	2	3	0	8.70%	42.86%	0.00%
Ethnicity Total	23	7	53	100.0%	100.0%	100.0%

U.S. REPRESENTATION VS. INTEL MARKET AVAILABILITY				
USA	Intel Representation			Intel Market Availability
	Dec 2014	Dec 2015	June 2016	
<b>Female</b>	23.5%	24.8%	25.4%	
Technical Female	19.0%	20.1%	21.2%	22.7%
Non-technical Female	51.8%	50.7%	49.5%	50.4%
<b>Underrepresented Minorities</b>	12.3%	12.4%	12.3%	
Technical Hispanic	8.1%	8.1%	7.7%	8.4%
Technical African American	3.3%	3.3%	3.4%	4.5%
Technical Native American	0.5%	0.5%	0.6%	0.6%
Non-technical Hispanic	9.6%	9.9%	9.8%	10.0%
Non-technical African American	4.1%	4.4%	5.1%	5.0%
Non-technical Native American	0.5%	0.6%	0.8%	0.5%

## GLOBAL DATA

GLOBAL Representation										
GLOBAL - INTEL OVERALL	Numbers			Percentages			Changes in %		Changes in #	
	June 2015	Dec 2015	June 2016	% of population June '15	% of population Dec '15	% of population June 2016	% pt change since June'15	% pt change since Dec '15	# change since June '15	# change since Dec '15
Female	25,819	26,540	25,745	24.8%	25.1%	25.4%	0.69%	0.38%	-74	-795
Male	78,469	79,315	75,428	75.2%	74.9%	74.5%	-0.69%	-0.37%	-3,041	-3,887
Unknown Gender	14	15	12	0.01%	0.01%	0.01%				
<b>Gender Total</b>	<b>104,302</b>	<b>105,870</b>	<b>101,185</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>			<b>-3,117</b>	<b>-4,685</b>
Technical	88,630	90,015	85,937	85.0%	85.0%	84.9%	-0.04%	-0.09%	-2,693	-4,078
Non-Technical	15,668	15,854	15,248	15.0%	15.0%	15.1%	0.05%	0.09%	-420	-606
Other	4	1	-	0.00%	0.00%	0.00%				
<b>Total</b>	<b>104,302</b>	<b>105,870</b>	<b>101,185</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>			<b>-3,117</b>	<b>-4,685</b>

  

Global Representation - TECHNICAL ONLY										
GLOBAL - TECHNICAL ONLY	Numbers			Percentages			Changes in %		Changes in #	
	June 2015	Dec 2015	June 2016	% of population June '15	% of population Dec '15	% of population June 2016	% pt change since June'15	% pt change since Dec '15	# change since June '15	# change since Dec '15
Female	17,791	18,311	18,002	20.1%	20.3%	20.9%	0.87%	0.61%	+211	-309
Male	70,826	71,693	67,927	79.9%	79.6%	79.0%	-0.87%	-0.60%	-2,899	-3,766
Unknown Gender	13	11	8	0.01%	0.01%	0.01%				
<b>Total</b>	<b>88,630</b>	<b>90,015</b>	<b>85,937</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>			<b>-2,693</b>	<b>-4,078</b>

  

Global Representation - NON-TECHNICAL ONLY										
GLOBAL - NON-TECHNICAL ONLY	Numbers			Percentages			Changes in %		Changes in #	
	June 2015	Dec 2015	June 2016	% of population June '15	% of population Dec '15	% of population June 2016	% pt change since June'15	% pt change since Dec '15	# change since June '15	# change since Dec '15
Female	8,028	8,229	7,743	51.2%	51.9%	50.8%	-0.46%	-1.12%	-285	-486
Male	7,639	7,621	7,501	48.8%	48.1%	49.2%	0.44%	1.12%	-138	-120
Unknown Gender	1	4	4	0.01%	0.03%	0.03%				
<b>Total</b>	<b>15,668</b>	<b>15,854</b>	<b>15,248</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>			<b>-420</b>	<b>-606</b>