



EXECUTIVE BENEFITS

Exceptional benefits and services that
suit your work and lifestyle needs.

As a leader you receive both exclusive and standard benefits and services
to reward the role you play in transforming our company. For full details
on all your benefits and services, [goto/ExecServices](https://www.intel.com/go/ExecServices).

AMAZING BENEFITS HERE



EXECUTIVE SERVICES

HR Support to Make Your Work Life Easier

Need help navigating your benefits and services? Contact the dedicated team of specially-trained experts who will answer any HR benefits and services related questions. Office hours are Monday through Friday, 8:00 a.m. to 5:00 p.m. Pacific Time.

hr.executive.services@intel.com

PAY AND RECOGNITION/ FINANCIAL REWARDS

A market competitive package that rewards you for driving and growing our business.

Bonuses

Two bonuses delivering five payouts per year:

ANNUAL PERFORMANCE BONUS (APB) is linked to overall company financial metrics and business unit operational performance – [goto/APB](#).

QUARTERLY PROFIT BONUS (QPB) is linked to Intel's financial growth and expressed as a number of days of pay – [goto/QPB](#).

Stock

Performance and participation stock programs:

RESTRICTED STOCK UNITS (RSUs) are granted annually based on grade level and performance, and vest every quarter (not annually as with the standard program).

PERFORMANCE STOCK UNITS (PSUs) are performance-based RSUs that can pay between 0-200% based on Relative Total Shareholder Return (rTSR) performance and Earnings per Share (EPS) growth rate at the end of a three-year period.

- PSU/RSU split is 60/40 for non-MCM members and 80/20 for MCM members

EMPLOYEE STOCK PURCHASE PLAN (ESPP) allows you to purchase Intel stock at a 15% discount twice per year by contributing 2-10% of your pay – [goto/ESPP](#).

SERPLUS

A voluntary non-qualified deferred compensation program that allows you to defer (on a pre-tax basis) up to 60% of your eligible base pay, and up to 75% of your commission and eligible bonuses – [goto/serplus](#).



Retirement

A variety of exclusive and standard retirement services, programs, and benefits to help you explore your options for the future, including:

A 401(K) SAVINGS PLAN with a wide array of options and funds for all levels of investors – 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 (from 2020 Intel will provide a match on pre-tax and Roth 401(k) contributions, which will vest immediately) – [goto/retirement](#).

EXECUTIVE RETIREMENT COUNSELING that provides you with access to an experienced, single point-of-contact who will assist and support you before, during, and after retirement.

BENEFITS AND SERVICES

To help you be at your best while making your travel and relocation hassle free.

Time Off

REFRESH AND RECHARGE with 20 days annual leave and 10 holidays each calendar year, in addition to 1 floating day of your choice.

The **EXTRAORDINARY SABBATICAL BENEFIT** allows you to try something new, explore the world, volunteer, or simply spend more time with family and friends. Take 4 weeks paid sabbatical after 4 years or 8 weeks after 7 years.

BENEFITS AND SERVICES

Health

Enroll in one of **TWO WORLD CLASS HEALTH PLANS:** High Deductible Health Plan (HDHP) or Health Maintenance Organization (HMO).

Access to on-site **HEALTH FOR LIFE CENTERS** that provide convenient, personalized care at our Arizona, New Mexico, and Oregon campuses as well as **CONNECTED CARE** providers near our Folsom and Santa Clara facilities in California.

Choose from **TWO VISION AND DENTAL INSURANCE OPTIONS** with on-site services also available.

FERTILITY ASSISTANCE BENEFITS worth \$40,000 with additional \$20,000 in prescription coverage.

Wellness and Vitality

EMPLOYEE ASSISTANCE PROGRAM (EAP) offers you and your family 24/7 independent support, consultation, and assistance with work or personal matters – [goto/eap](#).

Access onsite gyms, wellness resources, physical therapy, fitness centers, and alternate care services.

Travel, Expenses, and Relocation

Exclusive access to **SEASONED TRAVEL COUNSELLORS** with strong domestic and international experience. Services include travel booking, private car service, reservations, and management of all travel preferences.

EXPENSE AND REIMBURSEMENT SERVICES. Manage expenses via Concur, a simple, mobile-friendly web interface. Track all your travel details from a single app with a complimentary Triplt* Pro subscription.

HERTZ PRESIDENT CIRCLE* MEMBERSHIP UPGRADE.

Receive all the benefits of Gold membership, plus:

- Guaranteed availability of standard equipment vehicles in U.S. and Canada
- Guaranteed one-car-class upgrades
- 25% bonus on Hertz Gold Plus Rewards* points
- 675 rewards points after every 15 qualifying rentals

AMERICAN EXPRESS* CORPORATE TRAVEL CARD UPGRADE.

Take advantage of some amazing benefits, including airport lounge access, complementary in-flight wireless sessions, and other membership rewards.

RELOCATION. Access to a personalized relocation service that provides you with an experienced relocation consultant who will provide 1:1 consultation services with you and your family members, an in-depth review of your relocation package and assist with travel planning, hotel previews, and house-hunting trips.

LEARNING AND CAREER

Dedicated programs and resources to help you continuously develop your skills and behaviors.

THE EXECUTIVE DEVELOPMENT PROGRAM provides consultation and facilitation support when new to Intel, new to role, or new to an organization and helps you continuously develop your skills and behaviors by experiencing other roles, participating in coaching, mentoring and self-assessments, and connecting you with other executives through regular events.

LIFE AND COMMUNITY

Family friendly and other convenient benefits and services to suit your work and lifestyle needs.

SUPPORT FOR YOU AND YOUR FAMILY. Tuition discounts, priority enrollment at local childcare centers, resource and referral services including in-home care options, adoption assistance, elder care programs, short-term disability, and additional life insurance for spouses or children are some examples of the what may be available to you.

CONVENIENCES, HAVING FUN, AND GIVING BACK. Take advantage of onsite conveniences such as dry cleaning and banking, discount programs, and sponsored events. Network with other employees who have similar interests through Employee Resource Groups and give back to the community through volunteer and fund-raising programs.

EXECUTIVE RECRUITING

Support to hire the best leaders for your organization.

A dedicated **EXECUTIVE SEARCH TEAM** is at your fingertips. The Search Expert responsible for your business group will support you from start to finish on your hiring needs. They have a wealth of industry intelligence, insights, expertise and contacts to find and attract all types of technical and business leaders – [goto/execsearch](#).

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

- ANDY BRYANT, INTEL CHAIRMAN

GREAT LEADERS DESERVE GREAT REWARDS



For more information about your Benefits and Services,
visit **[goto/ExecServices](https://goto.ExecServices.com)**.

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