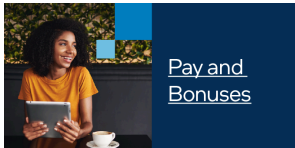




My Total Rewards

Derchang Kau, welcome to **My Total Rewards**. Intel invests in our people to accelerate our bold strategy and vision. My Total Rewards provides a holistic view of your compensation and benefits package. Beyond your compensation (base pay, bonuses or commission), your total rewards package also includes stock, health and wellness and retirement. Use the My Total Rewards tool to explore each component of your rewards package, review your personal details, and ensure you're taking advantage of each component of your total rewards.



[Pay and
Bonuses](#)



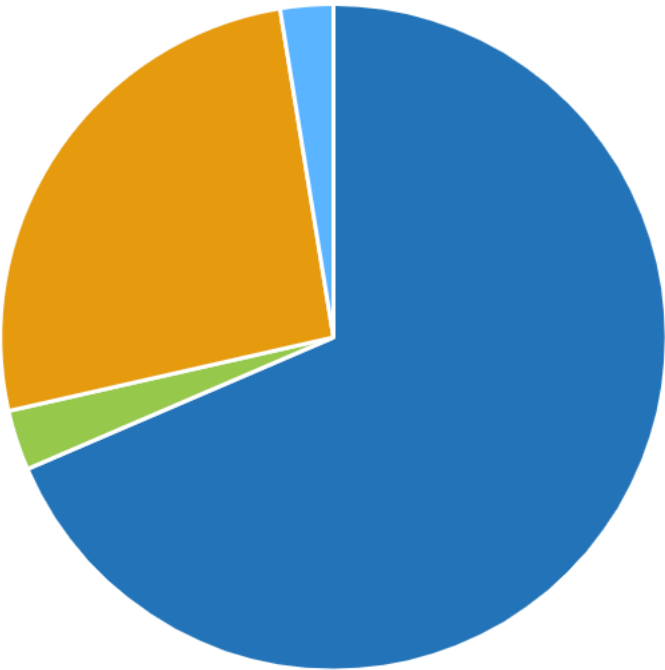
[Retirement](#)



[Stock](#)



[Health and
Wellness](#)



- Pay and Bonuses \$561,593.07
- Retirement \$23,900.00
- Stock \$212,866.93
- Health and Wellness \$21,047.52



Learn More

- About My Total Rewards
- [Pay, Stock and Benefits Handbook](#)
- [Your Personal Information](#)

Retirement Eligibility Dates*

See when you are eligible to retire in the U.S. View the retirement section of the [Pay, Stock and Benefits Handbook](#) to learn more about Intel eligibility rules. If you have questions, visit [AskHR](#).

Rule of 55 retirement eligibility date	07/02/2016
Rule of 65 retirement eligibility date	07/02/2026
Rule of 75 retirement eligibility date	06/26/2016

** Please note that, if you joined Intel through a merger, acquisition, hiring action or other similar transaction, your service with your prior employer may or may not count towards retirement eligibility for all applicable retirement benefits. Notwithstanding the dates set forth above, eligibility for particular retirement benefits will be determined under the governing documents, as determined by Intel in its sole discretion.*

My Total Rewards

Pay and Bonuses	\$561,593.07
Retirement	\$23,900.00
Stock	\$212,866.93
Health and Wellness	\$21,047.52
Intel's Total Annual Investment	\$819,407.52

Benefits and Services Index

Explore the complete guide to the benefits Intel offers to grow your career, make the most of your family and voluntary benefits and find new ways to enjoy your time off.

[Visit A to Z on Circuit to learn more](#)

Sabbatical

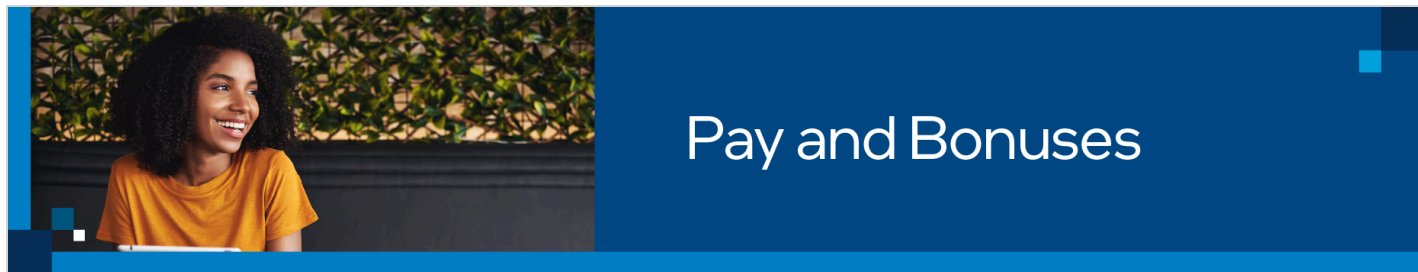
One of Intel's most popular benefits, sabbaticals allow employees to take a four-week leave after four years of eligible service or an eight-week leave after seven years of eligible service (pro-rated for part-time).

Visit [Sabbatical](#) on Circuit to learn more.

**Get help from AskHR**

Find answers to your questions about benefits, pay and more.

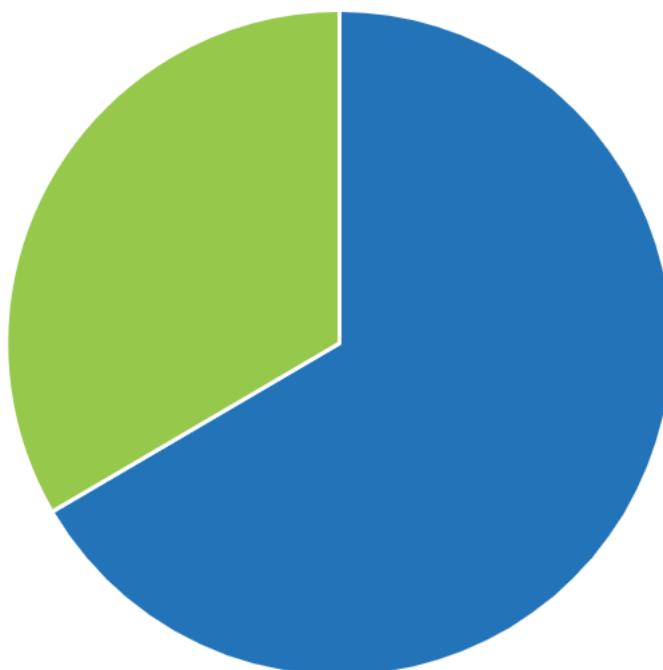
Intel's benefit programs are based on eligibility and offered in accordance with the terms of the plan documents governing each program. In the event of a discrepancy in the information contained here and the plan document, the plan document will prevail. Intel reserves the right to amend, reduce, suspend, or terminate any plan, program, or benefit at any time.



Tools and Other Resources

- [Workday - Get paystub, tax and bank forms](#)
- [Pay Modeling Application](#)
- [About APB \(Annual Performance Bonus\)](#)
- [About QPB \(Quarterly Profit Bonus\)](#)
- [Pay, Stock and Benefits Handbook - Pay & Bonuses](#)

Cash Pay



Base Pay	\$373,836.83
Bonuses and Commissions	\$187,756.24

Pay and Bonuses

Your base pay and bonuses are foundational elements of your total rewards package. Intel’s goal is to have base pay and bonus structures that support our pay-for-performance culture and recognize and reward our employees for their contributions.

Review the breakdown of your cash pay, including recognition awards and bonuses below.

Cash Pay Amounts

This breakdown shows your current base pay, bonuses, commissions and awards during the last 12 months as of **09/01/2024**.

Base Pay	\$373,836.83
Bonuses and Commissions	\$187,756.24
Total Cash Pay	\$561,593.07

Note: Amounts shown may not match your W-2 Form due to different reporting periods or other forms of taxable income that may be added to your W-2 aligned to federal requirements.

Bonus and Commissions Breakdown

This breakdown shows your current base pay, bonuses, commissions and awards during the last 12 months as of **09/01/2024**.

Annual performance bonus (APB) *	\$179,332.00
Quarterly profit bonus (QPB) **	\$8,424.24
Bonus and Commissions in last 12 months	\$187,756.24

* For more information on APB, including the formula and the One Intel Scorecard, visit [goto/APB](#).

** For more information on QPB, including the calculation, visit [goto/QPB](#).

APB Goal/Commission Target Amount

Current annual APB goal amount	\$190,656.78
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Tools and Other Resources

- [US Retirement Programs](#)
- [Fidelity NetBenefits](#)
- [Pay, Stock and Benefits Handbook - Retirement Programs](#)

Retirement

The best time to prepare for your future is now. Make the most of the financial rewards Intel offers to help you build your wealth.

Financial experts recommend saving as much as you can for retirement...and then a little more. Check your contributions to ensure you're maximizing Intel's retirement match opportunities.

Not sure you're on track or meeting your financial goals? Meet with a Fidelity representative. Visit Circuit for more information on [Lunch and Learn Sessions](#), [Workshops](#), [1:1 Counseling](#) and [New Hire Webinars](#).

Retirement

Intel 401(k) Savings Plan Contributions

These contributions have been made to your 401(k) Savings Plan during the last 12 months. All data below is as of **09/01/2024**.

Intel Contribution - Match	\$14,737.00
Employee Contribution - Pre-tax/Roth	\$49,259.00
Employee Contribution - After-tax	\$22,105.00

Retirement Account Balances

All data below is as of **09/01/2024**.

Intel 401(k) Savings Plan Total Balance	\$1,618,772.00
Intel Retirement Contribution Plan Total Balance	\$842,596.00



Intel Minimum Pension Plan

If you are eligible for the Intel Minimum Pension Plan (generally, employees hired before Jan. 1, 2011), it will only provide a benefit if the Intel Retirement Contribution Plan balance at termination does not offer a minimum level of retirement income. Go to [NetBenefits](#) and click on the Intel Minimum Pension Plan to see if you are currently estimated to have a benefit. For additional information on Intel's Minimum Pension Plan benefit, please access the [MPP Overview](#).

SERPLUS - Non-qualified Deferred Compensation

Sheltered Employee Retirement Plan Plus (SERPLUS)

These deferrals and contributions have been made to your SERPLUS account during the last 12 months. All data below is as of **09/01/2024**.

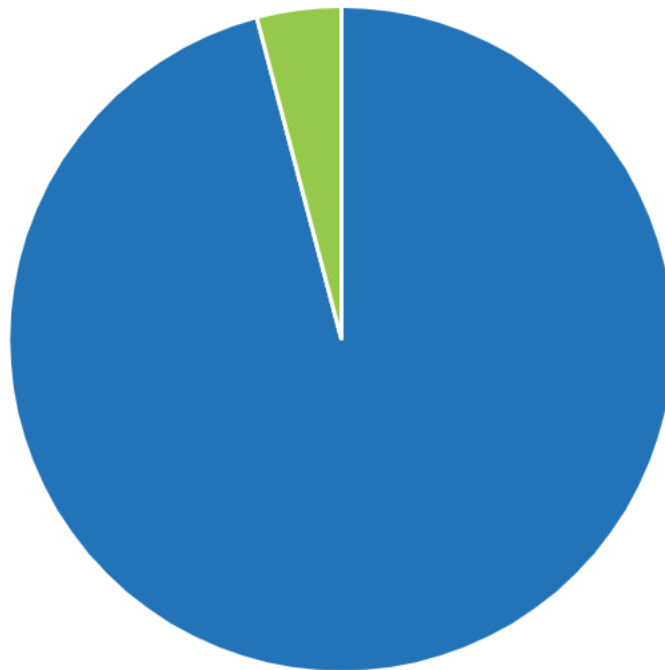
Intel SERPLUS Match Contribution	\$9,163.00
Regular Pay and/or Bonus Deferral - Employee Deferral	\$247,796.00
SERPLUS total balance	\$8,141,291.00



Tools and Other Resources

- [E*TRADE](#)
- [ESPP Q&A](#)
- [RSU Q&A](#)
- [Pay, Stock and Benefits Handbook - Stock](#)
- [How a Life Event Could Impact Your Stock Awards](#)

Stock



■ Current RSU Value \$204,144.33

■ Total ESPP Discount \$8,722.60

Stock

Another foundational component of your total compensation is stock.

Stock is just one of the many ways Intel is investing in your future to make sure you feel appreciated and motivated. Both stock awards and participation in the employee stock purchase plan (ESPP) makes you an Intel stockholder so you can share in the company's future growth potential, vote your shares, and receive any cash dividends that are paid.

Be sure to access your E*TRADE for a detailed [view of your Intel Stock Portfolio](#).

Total Stock-Based Incentives

Stock	\$212,866.93
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Restricted Stock Units

This section details the restricted stock units (RSUs) received during the last 12 months as of **07/01/2024**. View your [E*TRADE account](#) for a detailed view of your Intel stock portfolio.

Note: Your current RSU Value is based on the previous day's closing stock price.

Total Restricted Stock Units (subject to vesting requirements)	9763
Current RSU Value	\$204,144.33

Employee Stock Purchase Plan

This section details your employee stock purchase plan (ESPP) contribution percentage as of **09/01/2024**, and the total discount received by participating during the last 12 months as of **07/01/2024**.

The value of your Total ESPP Discount is calculated based on the number of shares you purchased multiplied by the difference between the discounted stock purchase price and purchase day fair market value. For more information on ESPP, visit [goto/ESPP](#). [View your Intel Stock Portfolio](#).

Current ESPP Contribution Rate	10%
Total ESPP Discount	\$8,722.60



Health and Wellness

Tools and Other Resources

- [My Health Benefits](#)
- [Medical, Dental, and Vision Plans](#)
- [MetLife Voluntary Benefits](#)
- [Pay, Stock and Benefits Handbook](#)
- [Medicare](#)

Employee Assistance Plan (EAP)

The Employee Assistance Plan (EAP) is available to help you and your family through tough times. It provides you and your eligible dependents confidential and convenient access to short-term professional counseling services at no cost to you. Your EAP offers 10 sessions with a counselor per concern, per year.

Improve your mental health: Learn more about counseling and get started working on your goals at **goto/EAP**.



Health for Life Centers

If available in your area, the [Health for Life Centers](#) offer full-service primary care with an on-site physician and medical staff to help you with your health care needs. In addition to occupational health services, the Health for Life Centers provide services such as routine primary care, urgent care, lab testing, allergy and flu shots, travel medicine and vaccinations, and physical therapy.

Health and Wellness

Intel employees build products and services that make the world a better place, and your benefits should do the same for you. Intel is committed to curating a benefits package that prioritizes the health and well-being of you and your family.

The benefits available to you are comprehensive, competitive and designed to fit your life. These programs allow you to make your health and wellness a top priority.

Health Plans

Your Annual Contribution

Your Contributions to Delta Dental PPO	\$245.04
Your Contributions to Health Plans	\$245.04

Intel's Annual Contribution

Intel's Contributions to Connected Care California HDHP	\$18,807.72
Intel's Contributions to Delta Dental PPO	\$928.56
Intel's Contributions to VSP Basic Vision	\$91.80
Intel's Contributions to Employee Assistance Program (EAP)	\$20.16
Intel's Contribution to Health Plans	\$19,848.24

Spending Accounts

Your Contributions to Health Savings Account	\$9,300.00
My Total Contributions	\$9,300.00

Disability

Short-Term Disability

Intel provides you Short-Term Disability coverage at no cost. Employees residing in states with mandatory disability or paid family leave programs will have taxes related to those programs deducted from their paycheck.

Long-Term Disability

Intel provides you Long-Term Disability coverage at no cost. Coverage level: 65% of earnings tax free up to a maximum of \$20,000 per month.

Life & Accident

Life and Accident coverage amounts are based on eligible earnings. Eligible earnings include base salary plus commission or Annual Performance Bonus (APB) goals. They do not include overtime, shift premiums, GEO differentials, or other adjustments to base pay.

Your Annual Contribution

Your Contributions to Supplemental AD&D - Up to 1 Million	\$108.00
My Total Contributions	\$108.00

Intel's Annual Contribution

Intel's Contributions to Basic Life Insurance - 2x Salary - Up to 2 Million	\$1,036.44
Intel's Contributions to Basic AD&D - Up to 2 Million	\$108.36
Intel's Total Contribution	\$1,144.80