

Leaving Intel: **Pay & Benefits Considerations At-a-Glance*** (Version: 8/12/2024)

This table highlights considerations for US employees leaving Intel. This information is a general guide, and employees are responsible for confirming how their pay and benefits will be treated upon leaving Intel based on their personal circumstances. For a comprehensive summary of Intel's Pay & Benefits Programs, please review the [Pay Stock & Benefits Handbook](#). The information contained in this table does not reflect benefits that may be available to employees who are terminating under Intel's Severance Plan.

To view your retirement eligibility dates on Circuit go to: [My Total Rewards](#) => scroll to the Retirement Eligibility Dates box on the bottom left of the page.

	Retirement Eligible	Not Retirement Eligible	Additional Resources
Annual Performance Bonus (APB)	<p>Prorated: According to the number of calendar months of participation; APB payout in the year after termination.</p> <p>APB is calculated as:</p> <ul style="list-style-type: none"> Company performance metrics will reflect actual results achieved for the year in which termination occurred Individual performance, to the extent applicable, will be graded at 100% Prorated APB payout according to the number of calendar months of participation, for example, if an employee retires on December 2nd, the employee will receive 12 months proration. 	<p>Prorated for those who terminate Q2-Q4: According to the number of calendar months of participation; APB payout in the year after termination.</p> <p>APB is calculated as:</p> <ul style="list-style-type: none"> Company performance metrics will reflect actual results achieved for the year in which termination occurred Individual performance, to the extent applicable, will be graded at 100% Prorated APB payout according to the number of calendar months of participation, for example, if an employee retires on December 2nd, the employee will receive 12 months proration. 	<ul style="list-style-type: none"> 2024 Pay Stock & Benefits Handbook Page(s) 16.9
Quarterly Profit Bonus (QPB)	<p>Prorated: QPB will be prorated based on actual eligible earnings up to the last day of employment.</p>	<p>Must be employed through the last day of the applicable bonus period:</p> <ul style="list-style-type: none"> Mar. 31 for Q1 QPB Jun. 30 for Q2 QPB Sep. 30 for Q3 QPB Dec. 31 for Q4 QPB <p>(Termination date in WD may be the last day of the period for QPB eligibility)</p> <p>For example: If your termination date in Workday is Mar. 30, you are NOT eligible for Q1 QPB payout. If your termination date in Workday is Mar. 31, you ARE eligible for Q1 QPB payout.</p>	<ul style="list-style-type: none"> 2024 Pay Stock & Benefits Handbook Pages(s): 16.10

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Healthcare (medical, dental vision)	<p>Your medical, dental, and vision coverage ends on the last day of the month during which your employment with Intel ends.</p> <p>If you are terminating under Intel's Separation Plan (e.g. CPM Application Program), reference the benefits provided in your Separation Agreement.</p>		<ul style="list-style-type: none"> • 2024 Pay Stock & Benefits Handbook Chapters 6-7 • Intel Health Benefits Center: (877) GoMyBen or (877) 466-9236 • Visit the My Health Benefits Web site
Life Insurance (Dependent, supplements & Accidental Death & Dismemberment (AD&D))	Coverage ends on the last day of the month your employment with Intel ends. You may be eligible to convert your policies within 30 days of your termination .		<ul style="list-style-type: none"> • 2024 Pay Stock & Benefits Handbook: Chapter 15 • Supplier: Securian website or call at (866) 365-2374 (Policy Number 34112 Access Key: intel)
Critical Illness Insurance (Securian)	Under certain circumstances, you can take your coverage with you if you leave Intel. To continue coverage, you must make a request in writing to MetLife within a specified period after you leave your employer. You must also continue to pay your premiums to keep the coverage in force. Proof of good health will not be required to obtain continuation of coverage. If you obtain continuation of coverage, you may also continue dependent insurance.		<ul style="list-style-type: none"> • 2024 Pay Stock & Benefits Handbook Page(s): 20.1-20.11 • Supplier: MetLife: (877) 770-4638, prompt 3 or via MetLife's My Benefit website
Long-Term Care (MetLife)	Coverage can continue after termination. Please immediately contact MetLife directly if you are interested in continuing coverage.		<ul style="list-style-type: none"> • 2024 Pay Stock & Benefits Handbook Page(s): 20.29-20.39 • Supplier: MetLife: (877) 770-4638, prompt 4

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Long Term Care Plus Life Insurance (Trustmark)	You and your family members have the right to continue coverage when your employment ends. When your employment ends, Trustmark will contact you to be transitioned to direct bill within 15 business days of notice of termination. If you choose to continue coverage, you will be direct-billed from that point forward. You can cancel coverage at any time.		<ul style="list-style-type: none"> 2024 Pay Stock & Benefits Handbook Page(s): 20.18-20.30 Supplier: Trustmark: Trustmark's website or (833) 743-1939
Vacation	<p>Exempt EE: Unused vacation will not be paid out at termination (except where required by law).</p> <p>Non-exempt EE: Any earned, unused vacation will be paid at the employee's final base rate of pay (not inclusive of bonuses or other incentives).</p>		<ul style="list-style-type: none"> 2024 Pay Stock & Benefits Handbook Page(s): 13.2
Personal Absence (non-exempt EE's only)	<p>When employment with Intel ends any accrued PA will be paid out.</p> <p>PA time is converted to cash as follows:</p> <ul style="list-style-type: none"> ▪ Shift Differential is included in the PA cash out ▪ At time and one half of straight time pay for hours over a 40-hour balance ▪ At straight time for hours below a 40-hour balance <ul style="list-style-type: none"> - For example: if employee has a 50-hour balance and chooses to cash out 20 hours, 10 of those hours would be cashed out at straight time and 10 hours would be cashed out at time and one half of straight time ▪ CWW Differential is included 		<ul style="list-style-type: none"> 2024 Pay Stock & Benefits Handbook Page(s): 13.4
Holiday	Upon leaving Intel, holiday time will not be paid out at termination (except where required by law).		<ul style="list-style-type: none"> 2024 Pay Stock & Benefits Handbook Page(s): 13.3
Sabbatical	<p>Employees who have reached their sabbatical <i>eligibility date</i> at the time of their termination will be paid out for their unused eligible sabbatical time. Employees who terminate before becoming eligible for sabbatical will not be paid for any time which would have counted toward sabbatical eligibility (except where required by law).</p> <p>For example: Scenario 1: You are eligible for a 4-week sabbatical on Feb. 3, 2024, and you leave Intel Sept. 15, 2024 (after you have become sabbatical eligible), you will be paid out for 4-weeks of sabbatical (your unused eligible sabbatical time).</p>		<ul style="list-style-type: none"> 2024 Pay Stock & Benefits Handbook Page(s): 13.5 Visit the Circuit Sabbatical Scheduler to view your sabbatical eligibility dates, and to schedule/change sabbatical dates

	Retirement Eligible	Not Retirement Eligible	Additional Resources
	Scenario 2: You are eligible for a 4-week sabbatical on Feb. 3, 2025, and you leave Intel Sept. 15, 2024 (before you are eligible for sabbatical), you will not be paid out for sabbatical (except where required by law) because you are not sabbatical eligible at the time of termination.		
Restricted Stock Units (RSU) Vesting	<p>Accelerated vesting of RSUs: If your grant agreement has a section on retirement vesting acceleration, it will typically contain two types of retirement qualifications: Rule of 75 and Standard Retirement at age 60.</p> <p>Rule of 75: If the sum of your age and years of service with Intel is 75 or greater (calculated in whole years), all RSUs that were scheduled to vest within one year of your retirement date will vest as-of your retirement date.</p> <p>Standard Retirement at 60: If you retire at age 60 or higher, you receive one year of vesting acceleration for every five years of service with Intel. As with Rule of 75, your years of service are in whole years only; you don't receive credit for partial years of service.</p> <p>If you are eligible for both Rule of 75 retirement and Age 60 retirement, you will receive whichever results in the most RSUs being vested.</p>	At the time your employment with Intel is terminated, all unvested RSUs will generally be canceled.	<ul style="list-style-type: none"> 2024 Pay Stock & Benefits Handbook Page(s): 17.2 Review: Stock Options & RSU Event Rules Chart on Circuit Review: How a Life Event Could Impact Your Stock Awards. Supplier: ETRADE Website or call: (800) 838-0908
Employee Stock Purchase Plan (ESPP)	<p>You will not purchase ESPP shares for the subscription period in which you terminate, but you will receive a full refund of your ESPP payroll contributions for the subscription period within two to four pay periods following your termination.</p> <p>Subscription periods: Feb. 20-Aug 19; and Aug. 20-Feb. 19</p>		<ul style="list-style-type: none"> 2024 Pay Stock & Benefits Handbook Page(s): 17.3

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			<ul style="list-style-type: none">Supplier: ETRADE Website or call: (800) 838-0908Review: How a Life Event Could Impact Your Stock Awards										
Intel 401(k) Savings Plan	Annual match true-up: Eligible	Annual match true-up: If you terminate during December under this program, you may be eligible (see PSB pg. 18.2 for full details); otherwise, not eligible.	<ul style="list-style-type: none">2024 Pay Stock & Benefits Handbook Section 18.2Supplier: Fidelity: Fidelity NetBenefits® website; or call the Fidelity Service Center at (888) 401-7377										
	Employee contributions & per pay period match: Contributions stop after termination. Note: Employee contributions are not deducted from severance pay.												
Minimum Pension Plan (MPP) <i>(Generally, employees hired prior to Jan 1, 2011)</i>	<p>How your benefit is calculated: Your MPP benefit is calculated using your RC balance and the interest rates in effect on the first day you are no longer an Intel employee (day after exit date).</p> <table><tr><th>If your Intel Termination date is:</th><th>MPP will use the:</th></tr><tr><td>Dec 31 - March 30</td><td>Q1 PBGC rate</td></tr><tr><td>March 31 - June 29</td><td>Q2 PBGC rate</td></tr><tr><td>June 30 - September 29</td><td>Q3 PBGC rate</td></tr><tr><td>September 30 - December 30</td><td>Q4 PBGC rate</td></tr></table> <p>For more information about how interest rates affect your MPP benefit, please access the Circuit page Intel Retirement Contribution and Minimum Pension Plans.</p>		If your Intel Termination date is:	MPP will use the:	Dec 31 - March 30	Q1 PBGC rate	March 31 - June 29	Q2 PBGC rate	June 30 - September 29	Q3 PBGC rate	September 30 - December 30	Q4 PBGC rate	<ul style="list-style-type: none">2024 Pay Stock & Benefits Handbook Section 18.3MPP - in Plain English (video)Supplier: Fidelity: Fidelity NetBenefits® website; or call the Fidelity Service Center at (888) 401-7377
If your Intel Termination date is:	MPP will use the:												
Dec 31 - March 30	Q1 PBGC rate												
March 31 - June 29	Q2 PBGC rate												
June 30 - September 29	Q3 PBGC rate												
September 30 - December 30	Q4 PBGC rate												
SERPLUS	SERPLUS Annual Match: Eligible (Paid in Q1 of year following termination)	SERPLUS Annual Match: If you terminate during December under this program, you may be eligible (see the SERPLUS enrollment Guide for full details (FAQ #1, p 12)); otherwise, not eligible. (Paid in Q1 of year following termination)	<ul style="list-style-type: none">SERPLUS Open Enrollment GuideSupplier: Fidelity: Fidelity NetBenefits®, or call the Fidelity										

	Retirement Eligible	Not Retirement Eligible	Additional Resources
	<p>Deferrals: Deferrals stop after termination. Note: Employee deferrals are not deducted from severance pay.</p> <p>Distributions: Elected distributions apply. Note: if you have date-based elections (prior to 2020) they will be accelerated upon termination.</p> <p>Note: If you have SERPLUS distributions* selected as "After Employment Ends":</p> <ul style="list-style-type: none"> SERPLUS distribution elections as 1.) Lump sum, 5-year installments or 10-year installments – OR – 2.) Future Dated distributions elections made prior to 2020 will commence in March of the year after employment ends. Employment end date is based on the first day you are no longer employed by Intel. <ul style="list-style-type: none"> Example 1: If your termination date is Dec. 30, 2024, the first day you are no longer an Intel employee is Dec. 31, 2024, and your distributions will begin Mar. 2025. Example 2: If your termination date is Dec. 31, 2024, the first day you are no longer an Intel employee is Jan. 1, 2025, and your distributions will begin Mar. 2026. SERPLUS distributions selected as Immediate lump sum will be paid ~60-100 days after employment ends. Employment end date is based on the first day you are no longer employed by Intel. <ul style="list-style-type: none"> Example 1: If your termination date is Dec. 30, 2024, the first day you are no longer an Intel employee is Dec. 31, 2024, and your distributions will begin in 2025 since it will be paid ~60-100 days after employment ends. Example 2: If your termination date is Dec. 31, 2024, the first day you are no longer an Intel employee is Jan. 1, 2025, and your distributions will begin in 2025 since it will be paid ~60-100 days after employment ends. <p>*Distributions may be delayed up to a year if you are a Specified Employee (top 50 wage earners in the company).</p>		Executive Service Center at (800) 533-8004
SERMA Sheltered Employee Retirement Medical Account <i>(Generally, employees hired prior to 1/1/2014)</i>	The amount of SERMA credits available (for eligible employees) upon retirement are capped using eligible years of service up to the 2020 anniversary of your hire date. Eligible retirees may use SERMA toward medical insurance premium payments.	Benefit does not apply if eligible employee is not retirement-eligible upon termination.	<ul style="list-style-type: none"> 2024 Pay Stock & Benefits Handbook Page(s): 18.9 Review: Intel Retiree Medical Plan (IRMP) and SERMA SPD

	Retirement Eligible	Not Retirement Eligible	Additional Resources
	<p>If you are rehired after Jan. 1, 2014, and later retire from Intel, there is no bridging of service for SERMA benefits.</p> <p>NOTE: SERMA is not calculated until retirement occurs.</p>		<ul style="list-style-type: none"> Intel Health Benefits Center: (877) GoMyBen or (877) 466-9236 Visit the My Health Benefits Web site
HSA Health Savings Account	<p>HSA contributions cease with your last paycheck. Although you no longer have payroll contributions from Intel to your HSA, <i>you can make after-tax contributions (directly to Fidelity) up to the annual limit.</i> You can continue to use your HSA dollars on qualified expenses.</p>		<ul style="list-style-type: none"> 2024 Pay Stock & Benefits Handbook Page(s): 6.12 Supplier: Fidelity: Fidelity NetBenefits® website; or call the Fidelity Customer Service at (800) 544-3716
FSA Flexible Spending Account	<p>Health FSA and Limited Use FSA contributions cease with your last paycheck. You may submit claims for eligible expenses incurred from your coverage effective date through your coverage end date until March 31 of the following calendar year.</p> <p>Please pay close attention to the <i>“Use it or Lose It”</i> Rule of FSA’s (page 8.2 of the Pay Stock & Benefits Handbook), <i>and be sure you know if/when your funds will be forfeited as applicable if you don’t spend them.</i></p> <p>If you are enrolled in Health FSA or Limited Use FSA on the day prior to your termination, then you will have the opportunity to elect FSA and continue your contributions via COBRA for the remainder of the year.</p> <p>To elect to continue your FSA, please reference the COBRA election materials.</p>		<ul style="list-style-type: none"> 2024 Pay Stock & Benefits Handbook Page(s): 8.1-8.3 Intel Health Benefits Center: (877) GoMyBen or (877) 466-9236 Visit the My Health Benefits Web site
DCAP Dependent Care Assistance Program	<p>DCAP contributions cease with your last paycheck. You may submit claims for eligible expenses incurred from your coverage effective date through December 31 of the current year as long as you meet the DCAP requirements for reimbursement.</p> <p>Please pay close attention to the <i>“Use it or Lose It”</i> Rule of DCAP (page 8.23 of the Pay Stock & Benefits Handbook), <i>and be sure you know if/when your funds will be forfeited as applicable if you don’t spend them.</i></p>		<ul style="list-style-type: none"> 2024 Pay Stock & Benefits Handbook Page(s): 8.4 Intel Health Benefits Center: (877) GoMyBen or (877) 466-9236

	Retirement Eligible	Not Retirement Eligible	Additional Resources
			<ul style="list-style-type: none"> Visit the My Health Benefits Web site
Recognition Card Balance	If you have a reloadable recognition debit card, you may continue using the card until funds are depleted. If the card expires before the balance has been used, you should contact the bank that issued the card and request a new card.		<ul style="list-style-type: none"> For debit card questions call: (877) 855-7201

*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 in this communication 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.