



U.S. Employees Exiting Intel FAQ



Employee information sessions are complete, please review the slide deck or watch the replay to learn more:

2024 Employees Exiting Intel Slide Deck

Replay of Employee Information Session

Frequently Asked Questions

Separation Pay | Bonus Payments | Document Completion | COBRA | Annual Enrollment |
Health Savings Account (HSA) & Flexible Savings Accounts (FSA) | 401K | Programs & Services |
Sabbatical & Vacation | Stock & ESPP | Data Transfers & Equipment Return | SERMA | SERPLUS |
Exit Dates & Processes | Staying Connected or Returning to Intel

How do I know what steps to take before I leave Intel?

You will receive a detailed email communication from the CPM tool that outlines the steps you need to take before exiting Intel. Included in that email is reference to the Employee Termination Checklist. Please review and complete this prior to your separation date. If you have any questions or need any assistance, please contact AskHR.

Where can I find more detailed information regarding things to do in preparation for retirement?

Refer to the Retirement from Intel tools, resources and more to help you prepare for retirement. You can also leverage the Retirement Checklist for Employees (global) or the U.S. Retirement Checklist.

Separation Pay

When will I receive my separation pay?

Separation pay will generally be paid within two payroll cycles on or after your termination date contingent upon signing and not revoking (where applicable) the Separation and Release Agreement (SARA). Please refer to the Intel Corporation Severance Plan Summary Plan for more information. Employees eligible for Enhanced Retirement may receive additional payments in a separate payroll cycle.

Will I receive a detailed statement of my separation package?

No, employees will not receive a personalized statement of their separation package payout before they exit. The final payslip, when separation package pays out will be the official record of employees' separation package payout. To get an estimate of your payment please visit the Employee Resource Center to find the Payment Estimator tool.

Will U.S. Exempt employees receive their separation payout on Sept. 30th?

Separation pay will generally be paid within two payroll cycles on or after your termination date contingent upon signing and not revoking (where applicable) the Separation and Release Agreement (SARA).

If I believe there is an error with my separation payments after I exit Intel, who should I contact?

Please contact Ask HR at 800-238-0486 if you feel there are errors in payments.

If I terminate in 2024, can I delay my separation payment until 2025 for tax purposes?

No, separation payments will be made based on exit date and payroll cycles in accordance with the CPM severance program. The option to defer separation payments into 2025 is not available.

If I exit Intel via CPM, am I eligible for unemployment insurance?

Each state makes its own determination of whether an employee is eligible for unemployment benefits. You should contact your state's unemployment insurance division to understand eligibility criteria for unemployment benefits. When separating from Intel in the US as part of a CPM (AP or ISP), your SARA/exit agreement or mutual agreement serves as your formal Intel-issued documentation of the terms of your separation.

Bonus Payments



What is the difference between the healthcare bonus versus healthcare cash payout?

The healthcare cash payout is a cash payment in lieu of Intel-paid COBRA premiums generally available to employees age 64+ leaving under CPM AP/ISP and employees age 63.5+ leaving under Enhanced Retirement. The Healthcare Bonus is a \$20,000 USD one-time bonus available through Enhanced Retirement.

Who is eligible for the Thank You Bonus?

Employees terminated under CPM-AP or CPM-ISP, or Enhanced Retirement from Jan. 1 – Dec. 2, 2024 will receive a Thank You Bonus. The Thank You Bonus will be equal to the market value of the 'Thank You RSUs' granted, multiplied by the Fair Market Value (average of the highest and lowest price of the stock for the trading day) share price on Dec. 3, 2024 – the scheduled vesting date"

The Bonus will be paid before December 31, 2024.

Am I eligible for APB for the year in which termination occurs?

Non-retirement eligible employees who terminate in Q2-Q4 may be eligible to receive an APB payment prorated based on the number of months worked within the calendar year. For example, employees who terminate any time in September will receive 9/12ths of the APB payment. The individual portion of the prorated APB will be paid at 100%. Non-retirement eligible employees who terminate in Q1 will not receive a prorated APB for the year in which they terminate.

For employees who are not retirement eligible, receipt of the prorated APB payment is contingent on signing and not revoking (where applicable) the Separation and Release Agreement.

Retirement eligible employees are not required to sign the Separation and Release Agreement to receive the prorated APB Payment.

For additional information, visit the APB Circuit Page.

How will the APB payment be taxed?

APB payment is subject to applicable taxes and withholdings and will be taxed at the supplemental tax rate. Please refer to Tax Rates and Information.

When will I receive my APB payment?

APB payment is paid no later than March 15th of the calendar year following termination.

Am I eligible for QPB for the quarter in which termination occurs?

Non-retirement eligible employees must be employed through the last day of the applicable bonus period to receive QPB. These dates are:

- March 31 for Q1 QPB
- June 30 for Q2 QPB
- Sept. 30 for Q3 QPB
- Dec. 31 for Q4 QPB

For example: If your termination date in Workday is March 30, you are NOT eligible for Q1 QPB payout. If your termination date in Workday is March 31, you ARE eligible for Q1 QPB payout.

Retirement eligible employees are eligible to receive a prorated QPB based on actual eligible earnings up to the last day of employment.

For additional information, visit the [QPB Circuit Page](#).

How will the QPB payment be taxed?

QPB payment is subject to applicable taxes and withholdings and will be taxed at the supplemental tax rate. Refer to [Tax Rates and Information](#).

When will I receive my QPB payment?

QPB is paid in the quarter after termination.

Document Completion

When will I receive the Separation and Release Agreement (SARA) to sign?

You will receive the SARA through email approximately two weeks prior to your expected last day at Intel as indicated in the notification letter. An email will come from intel@workday.com with instructions on how to complete the document.

Can I receive the Separation and Release Agreement (SARA) earlier than two weeks ahead of my exit date?

No, the SARA will not be provided sooner than this date. If you are unable to access your Intel computer to sign the SARA or other documentation you can contact, Ask HR at 800-238-0486 to assist you.

**How do I sign the Separation and Release Agreement (SARA) if I am on vacation, or do not have a chance to before I exit Intel?**

If you need to sign your release agreement after you exit Intel, please contact Ask HR at 800-238-0486 to request external access to Workday so you can sign your document electronically or to request the document.

Can I review the Separation and Release Agreement (SARA) before I click "I agree" and submit?

Yes, there is a PDF version of the document available for you to view and print. You can later return to accept and submit.

How long do I have to sign the Separation and Release Agreement (SARA)?

You have forty-five (45) days upon receipt of the SARA to decide whether to sign the agreement. If you choose to sign the agreement before you exit Intel, you can sign and submit it electronically through Workday or by email to Workforce Transition Services. If you need to sign the SARA after you exit Intel, please contact Ask HR at 800-238-0486 to request external access to Workday so you can sign your document electronically or to request the document.

Is it required that all employees sign a Trade Secret Acknowledgement Form (TSAF)?

Yes, to remain in good standing all US employees must sign a TSAF. The link to sign the TSAF will be emailed to you prior to termination via an automated email from the CPM tool. If you are unable to access your Intel computer to sign the TSAF or other documentation you can contact, Ask HR at 800-238-0486 to assist you.

You can find more information at the Trade Secret Acknowledgment Form (TSAF) Q&A (intel.com)

What do I do with my POs?

For purchasing requisitions/orders (PRs/POs) in which you are the owner - cancel, close or reassign these items before your departure to ensure a smooth transition and avoid disruption to the procurement process.

- For Ariba/Shopping@Intel PR disposition – either self-service to cancel or submit a ServiceNow ticket to request a change of ownership.
 - Request Type is Change Requestor/Goods Receipt.
- For all PO disposition – open a ServiceNow ticket to close or request a change of ownership. Select the Change Needed as follows:
 - TO CLOSE – Shopping Cart 300xx POs select Cancel/Close; Ariba 350xx POs select Close PO
 - TO REASSIGN THE OWNER – Shopping Cart 300xx POs select Change requestor/recipient; Ariba 350xx POs select Recipient/Requestor (Buy on Behalf of).



COBRA

Update your email address with your healthcare/benefit providers (medical, dental, vision, voluntary benefits) to maintain access to your electronic medical record, scheduling portal, member communications, and other important tools.

When does COBRA coverage begin and how do I avoid a gap in healthcare coverage?

COBRA begins the day after your active coverage ends. You will not experience a gap in coverage.

Will my deductible and out-of-pocket max accumulators reset when I switch to COBRA?

Your deductible and out-of-pocket max progress will continue through the end of the year.

Does Intel-Paid COBRA cover myself and my dependents?

Yes. Intel-Paid COBRA will cover the same dependents you have enrolled as of your last day of employment.

Can I change my enrollment plans or dependents when I switch from active to COBRA coverage?

For initial enrollment, COBRA coverage is the same plans and dependents you were enrolled in while an active employee. However, you may make changes to your elections for 2025 during COBRA Annual Enrollment starting Oct. 21, 2024 and you will receive a COBRA Annual Enrollment guide in October with instructions.

Can we add a family member to our health insurance upon termination such that COBRA coverage also covers them?

Upon initial enrollment, which includes automatic enrollment, COBRA will only extend to your eligible dependents covered under one of the Intel medical, dental, or vision options the day before your employment ends. COBRA participants can make changes to their elections for the following year during COBRA annual enrollment, including changes to covered dependents. If you are actively employed during Annual Enrollment and your employment ends prior to the end of the year and you are enrolled in COBRA, any changes made to your medical, dental or vision elections will be applied to your COBRA coverage effective Jan. 1. If you do not want changes made to your active elections during Annual Enrollment to be applied to your COBRA coverage, contact the Intel Health Benefits Center (877-466-9236) before Dec. 31.

If I receive the healthcare cash payout, am I still eligible for COBRA?

Yes, you are still eligible to enroll and purchase COBRA to continue your active coverage within 60 days either online through My Health Benefits or using the COBRA election materials mailed to you. If you are Medicare eligible you should enroll in Medicare **right away** as COBRA will only pay secondary to Medicare.

For CPM-AP, what happens after my 12 months Intel-Paid COBRA premium is exhausted?

You may continue your COBRA coverage at your own cost through the end of your maximum COBRA coverage period, generally 18 months. You will be billed at the regular COBRA rates after your Intel-paid COBRA premium has been exhausted.

Can employees taking Enhanced Retirement still use the Intel Health for Life Centers (HFLC) while under COBRA?

You and your covered dependents may continue to use the HFLC if you are enrolled in COBRA coverage; however, Medicare eligible individuals and retirees and their dependents enrolled in the Intel Retiree Medical Plan are not able to use the HFLC.

Will I receive new insurance ID cards when transitioning to COBRA, or can I use the same cards I have now?

Anthem members receive new cards within ~2-3 weeks after your active coverage ends. For all other health plans, you can continue to use the same cards you had while active.

Is there a deadline for change of status events (e.g. getting married) to change benefits while an active employee prior to transitioning to COBRA?

Qualifying life events such as birth, adoption, or foster child placement, marriage or establishment of a domestic partnership or other qualifying life events have a 30-day window to make changes while you are an active employee or on COBRA. Refer to the Pay, Stock and Benefits Handbook, Chapter 5: Health and Insurance Benefits Enrollment for more information on qualified change-in-status events.



During the 18 months of COBRA, if I take another job and decline any offered health insurance, will COBRA continue for the 18 months?

While you may continue COBRA up to the maximum of 18 months, typically enrollment in a new employer group health coverage is only allowed during initial new hire eligibility, annual enrollment, or a qualifying change-in-status event. If you get another job that offers health coverage you are encouraged to enroll in their coverage during your new hire enrollment window and drop COBRA to ensure you do not have a gap in coverage.

Can you opt out of automatic enrollment in COBRA and get a cash out option for the premiums?

No. Employees do not have the ability to choose between receiving Intel-paid COBRA premiums vs. healthcare cash payout. You are allowed to drop COBRA at any time after you've been enrolled.

If my address changes while enrolled in COBRA, making me ineligible for my health plan, will I be allowed to pick a plan that is available at my new address?

Contact the Intel Health Benefits Center at 877-466-9236 to update your address and discuss changing your elections.

How do I get the cost of COBRA for my spouse and children if I am not on COBRA but they are?

2024 COBRA premiums are available on Circuit under Pay and Benefits > Health and Wellness > Healthcare Benefits or you can contact the Intel Health Benefits Center at 877-466-9236.

My spouse works at Intel, can I be added as a dependent in the health insurance plan?

Yes, leaving Intel is a qualifying life event for your spouse to add you to their coverage within 30 days.

Annual Enrollment

Should I participate in Annual Enrollment if I am an active employee while the Annual Enrollment window is open?



Yes. As an employee of Intel, you should review your benefit elections for the coming year and decide what is best for you. If you are enrolled and your COBRA extends into the following calendar year, your elections at annual enrollment will apply to your COBRA coverage in the following year. If you do not want changes made to your active elections during Annual Enrollment to be applied to your COBRA coverage, contact the Intel Health Benefits Center (877-466-9236) before Dec. 31.

Health Savings Account (HSA) & Flexible Savings Accounts (FSA)

Can a lump sum deduction be taken from my termination check to reach the IRS annual limit for HSA?

No. The IRS requires employees to be enrolled in a HDHP and eligible for an HSA in December in order to contribute the IRS annual limit. If not, their max contribution must be adjusted based on the number of eligible months, retroactively, is subject to income tax and a possible penalty if not adjusted in a timely manner.

If you remain in an HDHP after leaving Intel, you may make direct post-tax deposits to your HSA to reach 2024 annual limit and claim the taxes back when you file your taxes.

Does the Intel-paid COBRA premium include the monthly contribution I was making to my Health Flexible Spending Account (FSA)?

No. Once you terminate employment with Intel, your pre-tax Health FSA contributions stop.

Can I still contribute to an FSA while on COBRA?

If you are enrolled in a Health FSA on the day prior to your termination, then you will have the opportunity to elect Health FSA via COBRA for the remainder of the year. To elect to continue your Health FSA, please reference the COBRA election materials mailed to you.

Can I still contribute to my HSA after I leave Intel while on COBRA?

As long as you remain HSA-eligible, you can continue contributing post-tax funds to your HSA up to the IRS annual limit and claim the taxes back when you file your taxes.

Review the IRS publication 969 for information on HSA eligibility rules.

Is there a time limit to reimburse myself from my HSA?

Since there is no time limit to reimburse yourself for qualified medical expenses; you can pay your medical bills with "regular" after-tax money and invest your HSA funds to help build up your balance and reimburse yourself in the future or pay for your healthcare expenses during retirement. You should retain your receipt in the event of an IRS audit.



Will there be a maintenance fee for my HSA account when I leave Intel?

Currently, there is no maintenance fee for HSA accounts via Fidelity.

Can I move the Healthcare Bonus or Healthcare cash payout to my HSA or SERMA account?

No. These are additional cash payouts you will receive in your last paycheck.

How do I clear out the last of my flexible spending accounts after I've left? (FSA/DCAP)?

Health FSA/Limited Use Health FSA: If you are enrolled in Health FSA on the day prior to your termination, then you will have the opportunity to elect Health FSA and continue contributing via COBRA for the remainder of the year. To elect to continue your Health FSA, please reference the COBRA election materials.

If you do not elect FSA COBRA, you will have until May 31, 2025, to submit claims for eligible expenses that were incurred through your termination date.

DCAP: You will have until May 31, 2025 to submit claims for expenses that were incurred while you were on the plan through Dec. 31, 2024.

401K

Can you explain the process for employees with active 401(k) loans that are currently being paid back out of our paychecks?

If you have an active 401(k) loan being repaid through payroll, once you leave the company, you'll need to make payments directly to Fidelity through bank deductions. If the loan isn't repaid, there may be tax consequences. Contact Fidelity at 888-401-7377 for more details.

Is there a maintenance fee for keeping a 401(k) with Intel?

Currently, there is no maintenance fee for keeping balances within Intel retirement plans.

Is the separation package eligible to be put into a 401(k) account?

No. 401(k) contributions are not deducted from separation pay.

Will the sabbatical pay out amount, included on last paycheck on September 30, be eligible for Intel 401k deductions?

No. 401(k) contributions are not deducted from sabbatical payouts on the last paycheck.

Programs & Services

How do I find out more about Lee Hecht Harrison (LHH) and when does the 6 months begin?

Employees will receive an email from External provider @LHH.COM called "Important Benefit Information: Your LHH Career Services". The 6 months begin when you initiate their services. You have 90 days after termination to begin but can begin as soon as you get the email, including before exit, if you would like.

Can I continue my life insurance policy or MetLife Legal coverage after I leave?

Yes. You can convert basic, supplemental and dependent life insurance coverage without a Statement of Health medical exam; you will need to complete and return the enrollment form within 31 days of material mailed to you, post-exit. For MetLife Legal, please call MetLife Legal Plans within 30 days of your termination date to request portability.

Is it possible to sign up for Intel legal insurance now as part of my exit?

You are unable to sign up for MetLife Legal coverage outside of Annual Enrollment windows. Intel retirees may enroll in MetLife legal for 2025 by contacting MetLife directly at 800-821-6400 during their open enrollment from Oct. 15 – Nov. 30, 2024.

Is there anything employees need to do with existing travel credits (such as hotel or airlines)?

For any airline credits, no need to take any action. Intel will handle the credits internally.

If an employee has credit on their American Express Card for travel such as a hotel refund, the employee can refer to How to refund Intel and Amex Corporate Card if the funds are owed to Intel. Additional information also referenced in response below.

What is the correct process to manage employee AMEX cards?

- **Corporate Credit Card Balance.** View your outstanding balance for the American Express Corporate Travel Card at americanexpress.com. Be sure to submit any business-related expenses in SAP Concur and pay personal charges directly to American Express, either online or by calling the phone number on the back of your card. Your personal credit will be impacted if you fail to clear the balance.
- **Credit Balance Refunds.** If you have a credit balance on your American Express, you can open a Service Now task to refund merchant credits to Intel, or have a personal overpayment check mailed to the address you provide in the ticket.
- **Corporate Credit Card Cancellation.** Cancellation of your card will be automatically processed on your term date.

How do I arrange to pick up my personal belongings that I have on site?

If you need to return to the office to retrieve personal items from your cube or locker, you must follow on-site protocols. Go to Global Workplace Services for site-specific guidelines and updates. If you are unable to return to the office, please contact your Business HR representative to make arrangements to have your belongings retrieved and sent to you.

Can Intel Retiree badges be used for access to Intel Fitness Centers?

Unfortunately, former Intel employees, including retirees, are not permitted in the Intel Fitness Centers. Intel Retiree badges are replica badges and do not have the RFID technology to permit access to Intel facilities.

Is Intel offering the work phone to be personalized and given to the employee at separation or are we to return it?

No, employees do need to return their phones.

Can employees buy and keep their laptop?

No all laptops must be returned to IT.

Will benefits such as student college counselling be available to retirees after their exit?

No. Bright Horizons' College Coach is not available to retirees or former Intel employees.

What happens to my recognition debit card when I leave Intel?

Employees can continue to use their Intel Recognition debit card until all funds have been used or it expires. If employees have a remaining balance at the time the card expires, they need to contact the card issuer directly using information on the back of the card to order a renewal card. There may be fees associated with ordering a new card, as they are no longer employed at Intel.



Do I need to update my email address with the recognition debit card issuer?

Yes, you are advised to contact the card issuer to update your profile with your personal email address. Use the contact number on the back of your card for assistance. Former employees can contact Recognition Customer Service at CustomerService@recognition.intel.com.

Sabbatical & Vacation

Can you confirm that fully earned sabbaticals will be paid out to employees?

Yes, fully-earned sabbaticals are paid out; partially-earned sabbaticals are paid where required by local law.

Will I be paid for my unused vacation days?

Earned unused vacation is paid out in your final paycheck if you are a non-exempt employee, or an exempt employee who works in a state where payout is required by law.

How do I provide my unused vacation days to the CPM office?

When you access the CPM tool you will be directed to enter unused vacation and holiday time if required by local laws. Refer to the Pay stock and benefits handbook chapter 13 for specifics.

Can I take my unused vacation before I leave Intel?

Yes, with your manager's approval, you can take paid vacation subject to business needs during the transition period.

I have a planned vacation in the next few weeks. Can I extend my Transition Period?

No. You cannot extend your transition period due to vacation, sabbatical, or other time off. However, with your manager's approval, you can take paid vacation during the transition period. Earned unused vacation is paid out in your final paycheck if you are a non-exempt employee, or an exempt employee who works in a state where payout is required by law, in California, Colorado, Illinois, Louisiana, Massachusetts, Maine, Montana, New Mexico, Nebraska, North Dakota, Oklahoma, and Rhode Island.



Stock & ESPP

Do employees get a refund for ESPP contributions made in the subscription period in which termination occurred?

Yes. You will not purchase ESPP shares for the subscription period in which termination occurs. You will receive a full refund of your ESPP payroll contributions for the subscription period within two to four pay periods following your termination.

How long after the last day of work will any RSU vesting be completed and available to the employee in their E*TRADE account?

If eligible, vesting acceleration generally takes ~1 week to transact.

Will the Thank You RSUs granted Dec. 3, 2023 be accelerated if I retire now?

No. Thank You RSUs are ineligible for vesting acceleration.

Which RSUs are eligible for vesting acceleration?

Vesting acceleration generally applies to equity granted during annual Rewards Planning. Equity granted outside of annual Rewards Planning is ineligible for vesting acceleration (e.g. promo RSUs, retention RSUs, Thank You RSUs).

I received a notification about FICA withholdings but have now been identified as part of a corporate people movement action. What happens to the FICA funds collected from my paycheck starting in November?

You will receive a refund on the amount that was collected to cover your current year pre-vest tax withholding obligations.

Data Transfers & Equipment Return

How do I transfer information from a personal device?

Personal data is allowed on your system for a short period of time. For example, if you are reviewing your bank account and wish to download your monthly statement, you can. Once you have downloaded it, you should delete it. Prior to deleting it you can print it or send it via Intel's email to your personal email account as an attachment. In short, the only approved method to transfer personal data from your computer is by attaching it to an email and mailing it through Intel's email service. USB drives and cloud storage solutions such as Google Drive aren't allowed for moving personal data. Find more information through the Limited Personal Use (LPU) guidance on Circuit.



Which IT Assets do I need to return?

IT-issued laptops and their power supplies, desktop PCs and small form factor devices including cell phones and tablets should be returned.

Do I need to return my monitor, keyboard, mouse, headsets or docking station?

IT will not collect these peripherals. Please check with your Business Unit if they would like you to return BU funded monitors.

How do I return IT issued assets?

Please use one of the following methods to return your IT Issued Assets. Do not drop your PCs off at a security desk, manned or unmanned.

1. Return to an IT Service Centers (ITSC).
2. Return via the IT Grab-n-Go Lockers. To reserve a bay in the IT Grab-n-Go locker system at this link. <https://grabngo.intel.com/Ldobayreservation>
3. Return from home/remote location (US/Canada only). If you require a FedEx box with a return label shipped to your home address you can request one at this link. <https://quickticket.intel.com/fedexiot>

What are the hours for the IT Service Centers at my campus?

AMR IT Service Center Locations and Hours of Operation

Site	Campus	Building	Floor	Pole
Arizona	Chandler	CH2	2	C3
Arizona	Ocotillo	OC2	1	C5
Arizona	Ocotillo	OC8	1	G.5
Folsom, CA	Folsom	FM2	2	G1

Site	Campus	Building	Floor	Pole
Santa Clara, CA	Mission	SC9	2	A5
Massachusetts	Hudson	HD2	2	F7
New Mexico	Rio Rancho	RR5	2	J3
Oregon	Gordon Moore Park (Ronler Acres)	RA2	2	Near South Elevator
Oregon	Jones Farm	JF3	1	H6
Texas	Barton Skyway	AN4	2	-

What happens to office items (furniture, equipment, etc.) provided under the Work at Intel Telecommuting Program?

While you are employed with Intel, items provided, borrowed, or reimbursed under this program are primarily intended for use directly related to conducting Intel work. In general, separated employees will determine the placement or disposition of office equipment/furniture (including chairs) provided (whether reimbursed, provided directly by Intel, or borrowed from the site) under the Work at Intel Telecommuting Program. Intel may ask for specified items to be returned or ask employees to provide documentation to comply with local taxation reporting requirements and last-day-office procedures (LDO). Employees will be notified in these instances.

Do I need to return my Intel Badge?

Yes, your badge should be returned when you drop off your laptop or at a security desk. If you are an Intel retiree and would like to request a retiree badge please email badgeandkeyNM@intel.com. If you are shipping back your laptop via FedEx please include your badge in the box.

SERMA

What is SERMA and how do I use it?

SERMA is a Health Reimbursement Arrangement that you can use to pay for insurance premiums. If eligible, your SERMA funds will be available 45-60 days following retirement and you will receive a welcome packet in the mail with instructions on how view your SERMA balance to use SERMA funds. Your SERMA funds will be accessed through My Health Benefits. 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. You cannot move SERMA funds to any other account and it is not taxable.

How can we find out what the balance is in our SERMA account?

If eligible, your SERMA funds will be available 45-60 days following retirement and you will receive a welcome packet in the mail with instructions on how to view your SERMA balance and use SERMA funds.

SERPLUS

How can I get answers to questions about Sheltered Employee Retirement Plan Plus (SERPLUS)?

For details on SERPLUS, call the Fidelity Executive Service Center at 1-800-533-8004. Representatives are available Monday – Friday, from 5:30 a.m. to 5:30 p.m. Pacific Time.

Can I change the timing of my SERPLUS distributions?

It depends. You cannot make changes to distribution elections for amounts that were deferred prior to 2008. For amounts that were deferred in 2008 or after, please work with Fidelity on your specific situation. Fidelity Executive Service Center can be reached at 1-800 533-8004.

Where can I go to view my SERPLUS distribution elections?

To view your distribution schedule, access the document in the resources section below or follow these steps:

- Step 1: Log on to NetBenefits®
- Step 2: Select "Retirement Savings"
- Step 3: Select "Intel SERPLUS"
- Step 4: View your distribution timing by clicking "View details here"

Exit Dates & Processes

Can I request to stay on longer than my exit date?

No. Intel is not extending exit dates for employees, unless specifically requested by your business unit.

Is there any flexibility to extend my termination date to allow me to become eligible for Enhanced Retirement, retirement eligibility rules or sabbatical?

No. Intel is not extending separation dates to allow employees to become eligible for Enhanced Retirement, retirement eligibility rules or sabbatical.

What is the exit date for employees on leave for CPM-AP and Enhanced Retirement employees?

The stated CPM-AP exit date or last day worked for all employees in a particular BU and country will also be the exit date for employees who apply for the CPM-AP while on leave or sabbatical. Their leave or sabbatical ends, regardless of the original leave or sabbatical end date, on the CPM-AP exit date.

The acceptance email indicates that Intel has the right to extend release dates due to business conditions. When are we supposed to be notified if this is the situation?

In most cases this would have already taken place. This should ideally be a discussion between manager and employee.

Are there processes to address the concern that multiple levels of management might be leaving during this period?

Yes, processes are in place and will be worked through via the Business Unit and your HR representative.

Is there an exit interview that will be scheduled with HR prior to leaving?

No, generally we will not be providing exit interviews for CPM-AP, Enhanced Retirement or CPM-ISP employees. If an employee would like to provide detailed feedback, please share it with their direct manager or their BHR representative.

Staying Connected or Returning to Intel

Are there ways for me to stay connected with Intel?

Yes, there are a few different ways to stay connected. James Cape, President of the Intel Alumni Network, encourages all exiting employees to join the Intel Alumni Network (IAN). The charter of the Intel Alumni Network is “Revitalizing our connections from Intel through compelling social, educational, and professional programs, both locally and globally online”. IAN can help you maintain and expand your professional and social networks as you chart your post-Intel journey.

You can browse recent events and join the mailing list via the IAN website. The IAN LinkedIn group is a good resource for professional opportunities and to keep up with former colleagues. The IAN Facebook community hosts conversations and topics that may be of interest. Intel alumni may reach out to IAN with questions at info@intelalumni.org.

If you are retiring, complement your IAN membership by also joining the Intel Retiree Organization (IRO).

If an employee exits Intel via CPM or Enhanced Retirement, can they return to Intel as an employee in the future?

Yes, employees in good standing who exit via CPM may be rehired in the future. If you return to Intel as a blue badge employee or to one of its subsidiaries as the equivalent of a blue badge employee within 12 (twelve months) of your separation date, you will be required to repay a portion of your separation pay and other separation benefits as described in your Separation and Release Agreement (SARA) or Mutual Agreement and/or Intel’s rehire policies. It is important to notify HR before your separation from Intel if you are anticipating a written or verbal job offer from Intel or one of its subsidiaries.

If I am rehired by Intel or one of its subsidiaries, am I required to repay a portion of my Intel separation pay and/or other separation benefits?

Yes, if you are rehired by Intel or one of its subsidiaries within 12 months of separation date, you are required to repay a portion of Intel separation pay and/or other separation benefits as described in the Separation and Release Agreement or Mutual Agreement and/or Intel’s rehire policies. Note: local regulations will apply.

If an employee exits Intel via CPM or Enhanced Retirement, can they return to Intel as a contingent worker in the future?

Yes, however, waiting periods apply if you wish to be assigned to Intel as a contingent worker. Because you will be working for another employer, however, you will not be required to repay your Separation Pay and other separation benefits. Please review Intel's Global Contingent Workforce Policies, Section 3.3.9: Former Employees Returning as Contingent Workers, and the Time Away & Duration Policy for details. Find additional information and support for contingent workers at [Goto/CWHelp](#).

For additional resources, see the Intel Pay, Stock and Benefits Handbook. You can access this also via [intel.com/go/myben](#) HR Services and Benefits External Portal for Intel employees information, resources, and services for former employees and their families is available at the U.S. Leaving Intel site.



Benefits Contact Information

For Questions	Contact	Phone Number
Health Benefits Center, COBRA, Flexible Spending Accounts/Dependent Care Assistance Program (DCAP), Intel Retiree Medical Plan (IRMP) or Sheltered Employee Retiree Medical Account (SERMA)	Intel Health Benefits Center -My Health Benefits	(877) 466-9236
Life Insurance coverage or claims	Minnesota Life a Securian Company	(877) 494-1673
Health Savings Account, Retirement Plans (401k, Profit Sharing, Pension)	Fidelity	(888) 401-7377
Stock Options, Restricted Stock Units (RSU's) and Stock Purchase Plan share transactions	E*TRADE	(800) 838-0908
Leave of Absence, Disability and Worker's Compensation administration	Alight	5664, or outside U.S. (720) 490-4932
Prepaid Legal, Critical Illness, Auto & Home Insurance, Long Term Care, Supplemental Long-Term Disability	MetLife	(877) 494-1673
Corporate Travel Card and Expenses	From Circuit> Travel and Expense	

For additional resources, see the Intel Pay, Stock and Benefits Handbook. You can access this also via intel.com/go/myben HR Services and Benefits External Portal for Intel Employees Information, resources, and services for former employees and their families are available at the [U.S. Leaving Intel](https://intel.com/go/leaving) site.

