

Total Compensation (USD)

Prior Base Salary

323,898

Compa-Ratio = 105%



0.0%

New Base Salary

323,898

Compa-Ratio = 105%

Prior APB Goal (51.0%)

165,188



0.0%

New APB Goal (51.0%)

165,188

Prior QPB Target (6%)

22,738



0.0%

New QPB Target (6%)

22,738

Prior Total Target Cash

511,823



0.0%

New Total Target Cash

511,823

Latest Annual Stock Grant

165,600

Latest Annual Stock Grant

165,600

Prior Total Target Compensation

677,423



0.0%

New Total Target Compensation**677,423**

Stock Information (USD)

Current Unvested Stock

\$356,644

Your Recommended Stock Grant

\$1,000,000

New Total Unvested Stock**\$1,356,644**

Total Compensation

How is my Annual Performance Bonus (APB) payout calculated? The APB payout is based on the company's annual performance goals. The formula is: $(\text{Base Salary} \times \text{APB Goal}) \times \text{Intel Performance Payout \% (targeted at 100\%)} = \text{Your APB Payout}$.

$$\text{Your Target APB Payout: } (323,898 \times 51.0\%) \times 100\% = 165,188$$

How is my Quarterly Profit Bonus (QPB) calculated? Intel shares its profits with employees by paying a cash bonus four times a year. The annualized target formula is: $(\text{Base Salary} + (\text{APB Goal}/3)) \times 6\% = \text{Your QPB Payout}$.

$$\text{Your Target QPB Payout: } (323,898 + 165,188/3) \times 6.00\% = 22,738$$

NOTE: New target bonus amounts displayed on the previous page do not constitute a guarantee of that amount or promise of payment.

Stock

How is the number of RSUs granted to me determined? The number of RSUs granted to you will be based on the recommended stock grant value divided by the 30 day trailing stock price average on the grant date of the RSU award. RSUs will be scheduled to vest over 3 Years Annually in equal increments. Following approval by the Compensation Committee, you will receive a Notice of Grant which includes links to your RSU Agreement and the 2016 Equity Incentive

Plan, which together constitute the terms and conditions of your RSU grant. For the actual vesting schedule, visit your E*Trade account.

How is the unvested stock value calculated? Your eligible unvested shares * approximate current stock price. This amount may be slightly different than what is visible in your E*Trade account.

Other

Where can I find information about my pay range? Access the pay modeling application for more details about your compensation package and your respective pay range.

Where can I learn more about my compensation package? Visit the pay, stock and benefits videos page on Circuit.

Note: Stock is a corporate discretionary benefit granted by Intel Corporation and does not form part of your employment contract.