



Congratulations! You have been awarded a special stock grant in recognition of the critical role you play in the success of the organization. Thank you for your contributions now and in the future.

Total Compensation (USD)

Prior Base Salary

\$181,487

Compa-Ratio = 96%

Prior APB Goal (15.0%)

\$27,223

Prior QPB Target (6.0%)

\$11,434

Prior Total Target Cash

\$220,144

2020 Rewards Grant

\$53,400 USD



+0.0%



+0.0%



+0.0%



+0.0%

New Base Salary

\$181,487

Compa-Ratio = 96%

New APB Goal (15.0%)

\$27,223

New QPB Target (6.0%)

\$11,434

New Total Target Cash

\$220,144

Special Stock Grant

\$37,380 USD

Compensation Statement FAQs

Cash

What is my Compa-ratio and how is it calculated? This compares your base pay to the midpoint of the pay range for your job, grade and location. A Compa-ratio of 100% means you are paid at the midpoint. For most employees, the calculation is your current base pay divided by the midpoint.

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

$$\text{Your Target APB Payout: } (181,487 \times 15.0\%) \times 100\% = 27,223$$

The APB goal % is the individual target percentage assigned to each employee (based on grade and performance). That, along with the Intel Performance Payout %, is used to calculate each individual's APB payout. To learn more, visit the [Annual Performance Bonus \(APB\) page on Circuit](#).

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: (Base Salary + (APB Goal/3)) x 6% = Your QPB Payout.

$$\text{Your Target QPB Payout: } (181,487 + (27,223/3)) \times 6\% = 11,434$$

To learn more about QPB and to view payout history, visit the [Quarterly Profit Bonus \(QPB\) page on Circuit](#).

What is Total Target Cash? It is the sum of your base salary and your applicable estimated bonus program payouts, specifically an Intel Performance Payout of 100% and a Quarterly Profit Bonus payout (QPB) of 6%. Formulas shown below:

$$\text{Your Total Target Cash: } (181,487 + 27,223) + ((181,487 + 27,223 / 3) \times 6\%)$$

NOTE: New target bonus amounts displayed on the previous page do not constitute a guarantee of that amount or promise of payment. Actual APB and QPB payouts may vary depending upon a variety of factors under the terms of the bonus programs and may be higher or lower based on actual performance. As previously communicated, 3x APB target is now referred to as APB Goal and APB Multiplier is referred to as Intel Performance %.

Stock

How is the number of shares granted to me determined? 100 percent of the total recommended stock grant value will be granted in the form of Restricted Stock Units (RSUs). The number of RSUs granted to you will be based on the recommended stock grant value in USD divided by the 30 day trailing stock price average on the grant date on or around October 30, 2020. Your RSUs will vest annually over 3 years in three substantially equal installments. Following approval by the Compensation Committee, you will receive a New Grant Notice from E*TRADE which includes instructions to log in to your E*TRADE account to view your grant details (such as the grant date, vesting schedule, number of RSUs granted) and your Notice of Grant, Grant Agreements, and the 2006 Equity Incentive Plan, which together constitute the terms and conditions of your stock grants.

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