

Intel Announces Industry-Leading Enhancements to U.S. Benefits; Supports Diverse Needs of Working Moms and Dads

October 20, 2015 — In support of its overall commitment to diversity and inclusion, Intel [announced](#) industry-leading enhancements to its U.S. benefits to provide a range of choices for employees.

Expanded Family Benefits for U.S. Employees

- **Fertility:** Intel increased lifetime maximum coverage for medical and prescription expenses, and expansion of covered services.
 - For 2016, Intel will quadruple its fertility benefit coverage, increasing it to \$40,000 for medical services and \$20,000 for prescription expenses, up from \$10,000 and \$5,000 in 2015, respectively.
 - Intel will remove the medical diagnosis requirement for fertility benefits, making conception services available to all employees, including same-sex couples.
 - Expanded services will include cryopreservation and storage of egg, embryo, sperm, and cord blood.
- **Adoption:** Intel removed the lifetime spending cap for adoptions, and increased the reimbursement value for adoption services.
 - For 2016, Intel will triple its adoption benefit coverage, increasing it to \$15,000 per adoption, up from \$5,000 in 2015. There is no limit to the number of children for which an employee can seek adoption assistance.
 - Services added in 2016 now include:
 - Expenses incurred with surrogate parenting arrangements
 - The adoption of your spouse's or your existing child
 - Home inspections
 - Expenses associated with an unsuccessful attempt to adopt a child

Existing Benefits for Intel Families

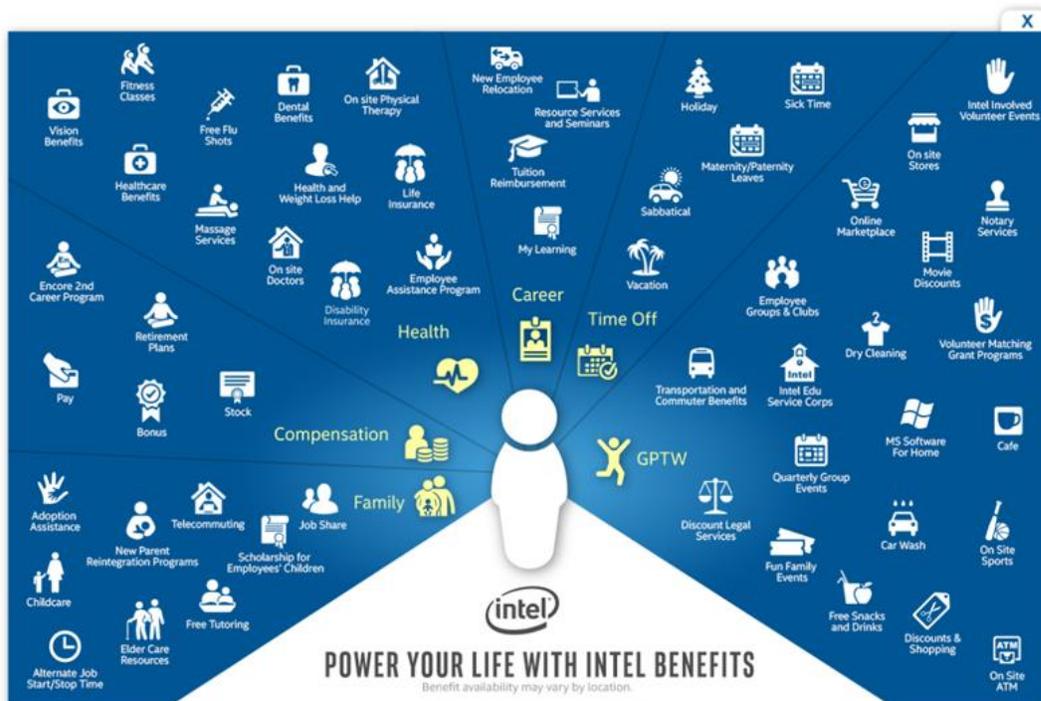
This announcement builds upon Intel's other leading programs, including some introduced in 2015, to support working moms and dads.

Family Leave:

- Intel offers Intel Bonding Leave (new in 2015) where new moms and dads can each take eight weeks paid time off to bond with their family. Intel Bonding Leave can be taken any time within 12 months of a child's birth, adoption or foster care placement, and is in addition to the existing pregnancy leave program.
- Intel Expanded Family Leave allows employees to take unpaid leave to care for a relative who has a serious health condition as defined by FMLA, but whose relationship to them is not covered under FMLA. Under Intel's Expanded Family Leave, Family Members include: Same Sex Domestic Partner, Grandchild, Grandparent, Sibling, or Parent-in-law.
- Employees are eligible for four paid weeks of paid sabbatical after four years of employment, and for eight weeks of paid sabbatical after seven years of employment. Employees can combine their Sabbatical with existing bonding or family leave.

Childcare:

- Intel has a national contract with a leading early childhood education provider that offers employees a tuition discount upon enrolling in full or part time care, waived enrollment and registration fees, and provides space for emergency backup childcare. Intel also maintains a relationship with 10 near-site childcare centers that offer priority enrollment and backup care.
- Intel partners with two family childcare networks to provide locally managed home-based childcare programs that offer extended hours not generally served by traditional childcare centers. This service accommodates the needs of Intel's shift workers and compressed workweek schedules.
- Intel's emergency back-up childcare benefit doubled in May 2015 from 5 days per child to 10 days per child, with a maximum of 30 days per family, per year. Employees can use prepaid backup childcare through Intel's national provider, or utilize reimbursement when seeking care through their preferred caregiver.



About Intel

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