

The Intel logo is displayed in a bold, blue, lowercase sans-serif font. A small blue square is positioned above the letter 'i'. A registered trademark symbol (®) is located at the end of the word.

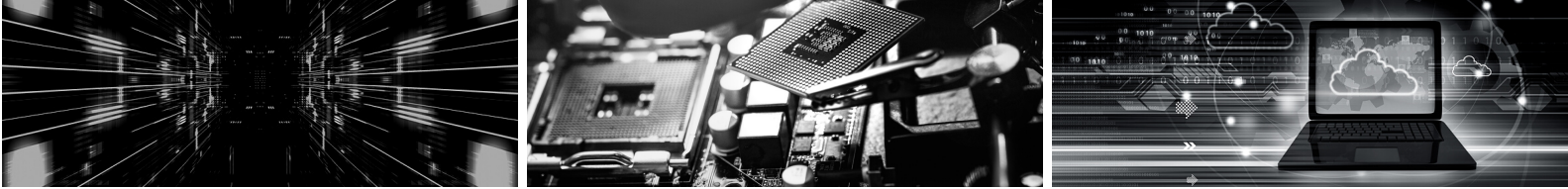
2022

# Company Profile

Women's Power & Influence Index (1.0)

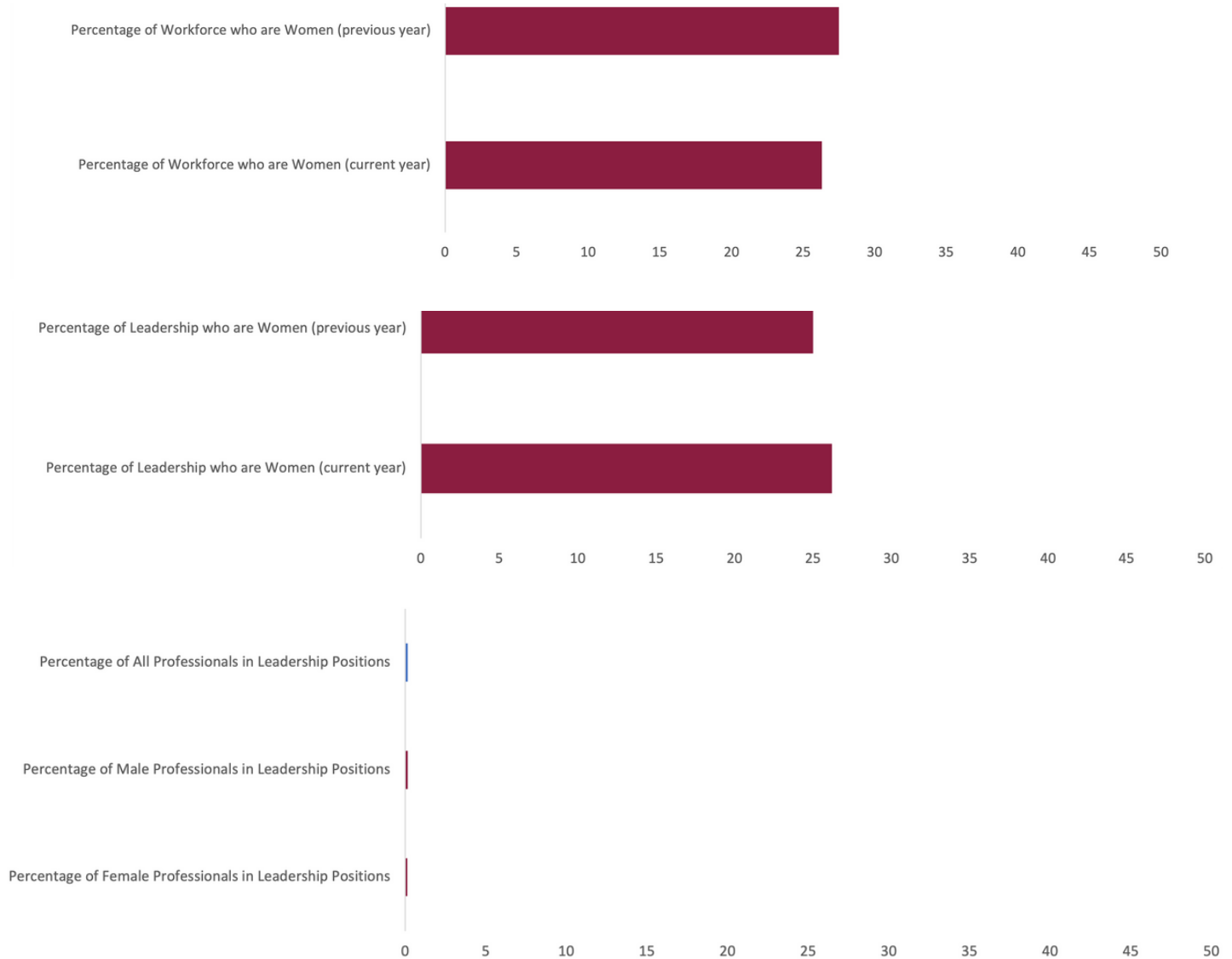
**ASU** <sup>®</sup> **The Difference  
Engine**

**Arizona State University**



Intel, a multi-national semiconductor technology company, has been ranked as a **PACESETTER** based on the criteria used for the Women's Power and Influence Index. Intel has several female-centric programs including Intel's Women's Initiative, The Command Presence Workshop, and the Accelerated Women's Leadership Program. The Intel Network of Executive Women started in 2009, is a mentorship program that helps develop talent and advances women's initiatives. Intel does offer childcare benefits, paid time leave for new parents, and fertility benefits. The Intel "She Will Connect" program is focused on community engagement and empowering women through technology and expanding their economic opportunities. Based on Intel's most recent Equal Employment Opportunity (EEO) data, 25% of executives are women and 27% of the total workforce is female. We could not find any information about diverse recruitment processes or a gender equality program.

### Workforce Profile



Binary scores are calculated as 1, 0.5, or 0.

- 1 indicates that all information for this category was found in publicly available resources.
- 0 indicates that information for this category was not readily available to the public.

All hyperlinks are valid as of 12/14/22

## Compensation

### Pay Gap

### Pay Gap Score

1

#### *Existence of policy to address the gender pay gap*

"We have achieved previous goals including full representation in our U.S. workforce for women and underrepresented minorities, gender pay equity across our global workforce, and an annual spend of \$1bn with diverse suppliers. "

Ref: Pg 3, [Intel Diversity and Inclusion Backgrounder](#)

## Career Growth

### Professional Development

### Professional Development Score

1

#### *Existence of professional development programs geared towards female employees*

"Formed in 2000, Intel's Women's Initiative is focused internally on connecting, inspiring, developing and advancing women at Intel. Our innovative programs are uniquely designed to help women build meaningful careers as individual contributors, managers and leaders. The primary strategy of the initiative is to create a strong, supportive environment where female employees can thrive."

Ref: Pg 1, [Intel Diversity and Inclusion Backgrounder](#)

### Mentorship

### Mentorship Score

1

#### *Existence of formal mentoring programs to facilitate advancement of careers of female employees*

"The Intel Network of Executive Women (INEW) – Formed in 2009, it advances women's initiatives and champions efforts that are focused on identifying, mentoring and developing talent. Its protégés are central to our senior- and executive-level mentor programs."

Ref: pg 1, [Intel Diversity and Inclusion Backgrounder](#)

### Recruitment Efforts

### Recruitment Efforts Score

0

#### *Written commitment to attracting women to open positions*

Information related to this criterion could not be found.

## Work-Life Balance

### Childcare Benefits

### Childcare Benefits Score

#### *Existence of childcare subsidies and support*

1

"At most sites, we offer tuition discounts and priority enrollment at local childcare centers, emergency backup childcare for families who need help when regular child-care, and referral services including in-home care options."

Ref: Pg 5, [Intel Rewards Experience](#)

### Caregiver Paid Time Off (PTO)

### Caregiver PTO Score

#### *Availability of paid caregiver leave in excess of government mandates*

1

"Our Intel bonding leave gives all eligible parents, through birth, adoption, or foster care, up to twelve workweeks of paid time off in addition to qualified pregnancy and Intel family leave options. We also have reserved parking for expectant mothers at most U.S. sites."

Ref: Pg 3, [Intel Rewards Experience](#)

### Health Benefits

### Health Benefits Score

#### *Existence of female oriented health benefits*

1

"Conceiving a child can be both a choice and a challenge. Intel helps employees prepare for the road ahead, offering best-in-class fertility benefits worth \$40,000, with an additional \$20,000 for prescription coverage under the Anthem and Connected Care plan options."

Ref: Pg 4, [Intel Rewards Experience](#)

## External Stakeholder

### Community Engagement

### Community Engagement Score

#### *Organizational support of initiatives that drive gender equality and women's empowerment in the community*

1

"Through Intel® She Will Connect, we focus on closing two key gaps: first, in emerging markets, we are working to connect more women to the Internet and to basic technology skills so they can access information and new economic and social opportunities; and second, in mature markets, we are working to intervene in middle school when girls decide whether to pursue technology careers."

Ref: Pg 1, [Intel She Will Connect](#)

## **Inclusive Culture**

### **Gender Equality Program**

### **Gender Equality Program Score**

*Additional programs that promote gender equality within the industry or the company*

0

Information related to this criterion could not be found.

### **Harassment Policy**

### **Harassment Policy Score**

*Explicitly defined policies against sexual harassment and existence of anti-harassment policies that address verbal, physical, sexual and psychological harassment and violence*

1

"We are committed to providing a workplace free of harassment based on personal characteristics such as race, color, religion, religious creed, sex, national origin, ancestry, age, physical or mental disability, medical condition, genetic information, military and veteran status, marital status, pregnancy, gender, gender expression, gender identity, sexual orientation, or any other characteristic protected by local law, regulation, or ordinance. We strongly disapprove of and do not tolerate harassment of employees by managers or co-workers. We must treat everyone we interact with while performing work with dignity and respect."

Ref: Pg 4, [Intel Code of Conduct](#)

### **Harassment and Discrimination Training**

### **Harassment & Discrimination Training Score**

*Existence of policies mandating discrimination and sexual harassment training*

1

Detailed in the Intel Code of Conduct.

Ref: Pg 13, [Intel Code of Conduct](#)