



# Intel's Diversity & Inclusion Journey

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- From Macon, GA
- Bachelors in Business Administration – Mercer University
- Executive MBA – Arizona State University
- Army Officer – Field Artillery & Quartermaster - 6 yrs
- General Mills – Supply Chain – 6 yrs
- Intel Corporation – Supply Chain, Operations, & HR – 23 yrs.
- 2 Expat Assignments – Malaysia and China – 3 yrs
- Lived in AZ – 14 yrs; Oregon - 5 yrs; Married Jennifer – 11 years
- Lean/Six Sigma and PMP Certified





Our purpose  
is to create world-changing technology that  
enriches the lives of every person on earth



## Our Vision

To be the trusted performance leader  
that unleashes the potential of data

### ● Fast, actionable insights change what's possible:

- Vehicle collision avoidance
- MRI results instantly
- Energy management in real time



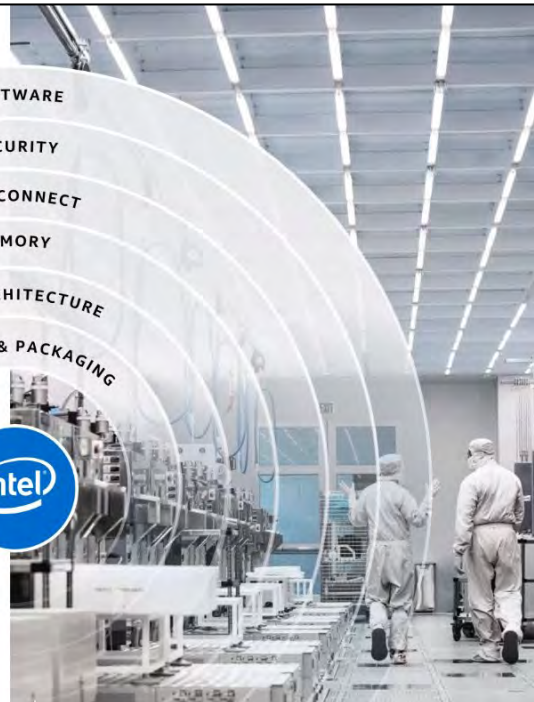
## Our Journey

We are transforming for a world where everything computes, requiring technology to move, store and process data faster than ever before



Our six pillars of innovation enable breakthrough product designs that unleash value from data

SOFTWARE  
SECURITY  
INTERCONNECT  
MEMORY  
XPU ARCHITECTURE  
PROCESS & PACKAGING







## Our Strategy

- Make the world's best semiconductors
- Lead technology inflections
- Provide an end-to-end platform for new data world
- Relentless focus on operational excellence and efficiency
- Continue to hire, develop, and retain the best, most diverse and inclusive talent

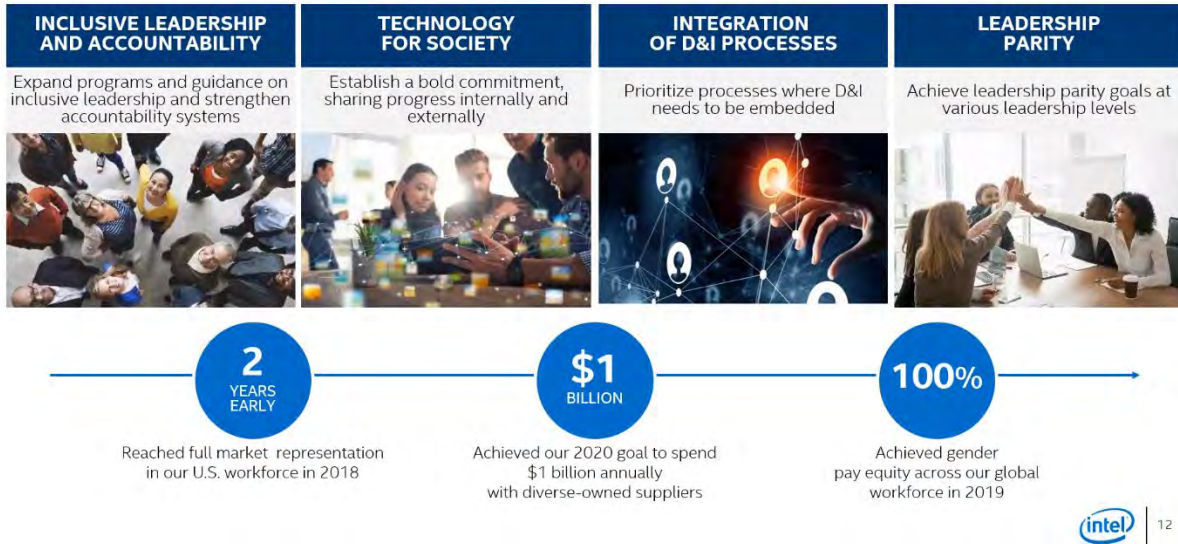
We are united by  
our purpose and  
values to help our  
customers succeed

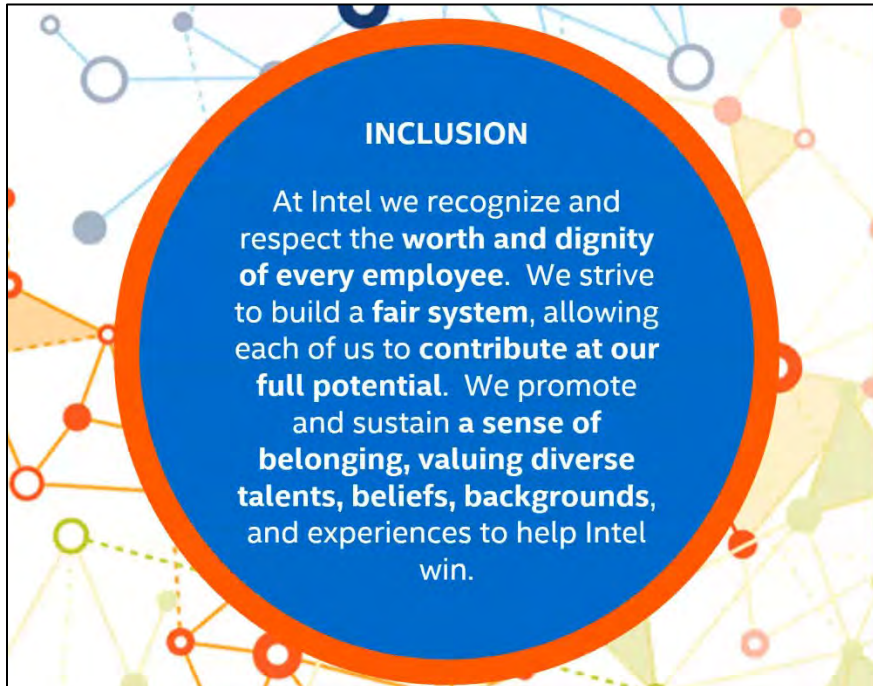







## 2020 Diversity and Inclusion Priorities





## INCLUSION

At Intel we recognize and respect the **worth and dignity of every employee**. We strive to build a **fair system**, allowing each of us to **contribute at our full potential**. We promote and sustain a **sense of belonging, valuing diverse talents, beliefs, backgrounds, and experiences** to help Intel win.



**Inclusion** runs through each culture attribute and is integral to our culture evolution.



## Accountability

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- Leader Led
- BU Playbooks
- Annual Performance Bonus

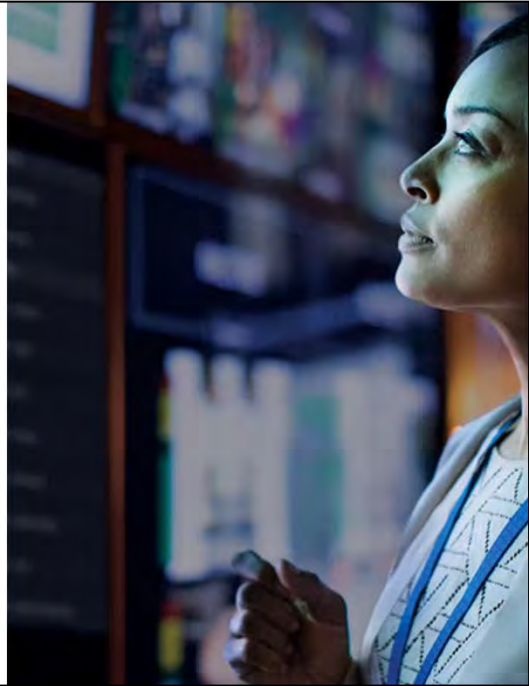
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## Transparency

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Public Commitment  
Annual Reports  
Thought Leadership

Intel® Confidential



## Holistic Approach

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Communities  
Warmline  
Social impact



## Value of our Communities

*Our Communities\* are in place to foster an inclusive workplace aligning to Intel's mission, values, business goals and objectives. Our communities help employees reach their full potential through professional and career development, creating a sense of belonging by connecting employees with shared experiences and providing community ambassadors outside of Intel.*

\* (Employee Resource Groups, Leadership Councils and external partnerships)



## Key Skills

- Understanding and awareness of diversity, inclusion, belonging issues and best practice
- Dedicated to continual progression diversity and inclusion policies
- Strong interpersonal skills are vital, as are communication and influencing at multiple levels
- Manage multiple complex projects simultaneously

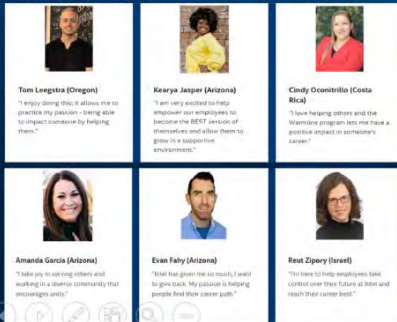


# WHAT IS THE WARMLINE

Confidential program focused on retaining Intel's talent by partnering 1:1 with employees to help resolve their concerns.

Available for US, Costa Rica, Mexico, and Israel employees

## DIRECT CONFIDENTIAL CONNECTION WITH A WARMLINE ADVISOR



  
**Kimberly Smieja (Manager)**  
Arizona

  
**Reuben Miller (Director)**  
Oregon



**SUBMIT A WARMLINE REQUEST**  
[goto/warmline](https://goto/warmline)

# WHAT DO WE DO?

- ✓ Partnership
- ✓ Coach/Guide
- ✓ Connect
- ✓ Solve Problems

GLOBAL DIVERSITY & INCLUSION





## WHY DO WE DO IT?

- ✓ Retain Talent
- ✓ Improve Culture
- ✓ Identify Trends
- ✓ Proactive Retention

GLOBAL DIVERSITY & INCLUSION



## How We Help?

- ✓ Improve Integration
- ✓ Career Progression
- ✓ Belonging
- ✓ Improve Manager and Employee Relationships
- ✓ Resource Connections
- ✓ Job/Skills Alignment

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# GDI WARMLINE TEAM LINKAGES

## GDI WarmLine Advisors



**Partnership to move talent  
into solution space**

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**Any  
Questions?**



To learn more about Diversity and Inclusion at Intel, [VISIT HERE.](#)

To view or download the 2019 Annual Intel Diversity and Inclusion Report, [VISIT HERE.](#)

