

Intel SERPLUS Overview

SERPLUS Contributions and Intel Match

Salary	Bonus	SERPLUS Match
1-60% of regular pay	1-75% of bonus and commission income (APB, ICAP bonus, commissions)	1:1 up to 5% of excess pay

SERPLUS Distribution Options

While Employed

- Paid in March of year selected
- First year available is 2025

- Lump sum
- 5-Year installments
- 10-Year installments

After Employment Ends

- Paid in March of year after employment end except for Immediate

- Immediate lump sum (~60-100 days after employment)
- Lump sum (March of year after employment ends)
- 5-Year installments
- 10-Year installments

SERPLUS Changes to Elections

Irrevocable Elections

What you CANT change

- How much you contribute
- Type of pay deferred (salary or bonus)
- Distribution election: Lump sum vs. installments
- Distribution timing (after employment ends)

Partially Modifiable Elections

What you MAY be able to change

Distribution timing (if you elected a "while employed" distribution and if you extend the timing out at least five years or more)

Modifiable Elections

What you CAN change

- Investment allocation
- Your beneficiaries