INTEL EMPLOYEE PLANNING SERIES

Leaving Intel

A financial checklist for final pay, equity awards, benefits, and retirement accounts

Leaving Intel can cause several financial decisions to arrive at once. The first objective is not to act quickly; it is to identify the deadlines, elections, and transactions that could permanently change your compensation, benefits, equity, taxes, or retirement options.

PRESERVE YOUR RECORDS Before access changes, download pay and bonus records, benefit elections, every equity grant agreement, ESPP statements, SERPLUS elections, Fidelity retirement-plan statements, and any pension or retiree-medical records.

MAP EVERY DEADLINE Confirm the official separation date, final payroll, bonus-period eligibility, healthcare end date, COBRA and insurance elections, equity vesting and option expirations, ESPP refund timing, and any SERPLUS payment schedule.

PAUSE BEFORE MOVING RETIREMENT ASSETS Review vested balances, outstanding loans, Roth and after-tax sources, Intel Stock Fund cost basis, potential NUA treatment, and any legacy pension or minimum-pension interaction before requesting a rollover or distribution.

Your Intel Transition Checklist

Begin with the documents that control. Separate a voluntary departure, involuntary separation, and qualifying retirement; then obtain written treatment for each award and benefit. Intel's public retiree materials state that unvested RSUs are generally cancelled on the last day worked while stock-option vesting may accelerate when specific retirement criteria are met. Each grant's agreement, expiration date, and updated E*TRADE record must control the decision.

Intel's public departure guide states that bonus eligibility can depend on remaining on payroll through the applicable bonus-period end date. Medical and dental coverage generally ends at month-end, while disability coverage can end on the last day of employment. A departure before an ESPP subscription period ends generally results in a refund of that period's contributions without a stock purchase. Fidelity access continues after departure, but distributions, loans, Intel stock, and SERPLUS payments should be evaluated before transactions begin.

> **Planning principle:** *Preserve every available option until you understand which decisions are irreversible.*

QUESTIONS TO RESOLVE BEFORE YOU ACT

WHAT ENDS - AND WHEN? Confirm payroll, bonus, medical, disability, life insurance, HSA/FSA, sabbatical, system-access, and claim-submission dates.

WHAT EQUITY CHANGES? Separate vested from unvested awards and document each grant's cancellation, acceleration, settlement, withholding, and option-expiration rules.

WHAT SHOULD REMAIN IN PLACE? Compare leaving retirement assets at Fidelity, a rollover, outstanding-loan repayment, and - if Intel stock is held - an in-kind NUA strategy before initiating transactions.

WHAT ARRIVES IN THE SAME TAX YEAR? Coordinate final pay, separation payments, bonus income, equity settlement, ESPP refunds, SERPLUS distributions, retirement-plan transactions, and multi-state tax exposure.

Educational overview. Current plan documents, award agreements, separation notices, elections, and participant records control. Sources: Intel Leaving Intel; Intel U.S. Retiree Benefit Programs and Resources; Intel 401(k) Savings Plan, amended September 30, 2025; Intel 2025 Form 10-K; and U.S. Department of Labor COBRA guidance. Intel Corporation is not affiliated with Oswego Legacy Partners or Prudential. Reviewed August 2026.