



# INTEL DIVERSITY & INCLUSION

ADDENDUM TO 2016 ANNUAL REPORT



Notes on Data:

- Data is USA workforce only unless otherwise noted
- Data does not include subsidiaries and does not include Altera
- Early Grade= salary grades 2 to 6 and equivalent grades & Hourly grades; Mid= salary grades 7 to 9 and equivalent grades; Senior= salary grades 10 & 11 and equivalent grades; Leadership= salary grades 12+ and equivalent grades, Vice President and above, includes Intel Fellows & Senior Fellows
- Ethnicity categories use EEOC Ethnicity definitions
- Definition of "Technical" is based on Intel internal job codes and reflects technical job requirements

Notes on Data:

- Data labeled "Dec 2015" and "Dec 2014" are from the 2015 Annual Diversity Report
- Data labeled "Dec 2016" are from start of 2016 fiscal year to Dec 21, 2016
- Numbers may not add to 100% due to rounding
- In column titled "Percentage point change since Dec '15", increases of more than 0.2% are bolded green font, and decreases of more than 0.2% are bolded red font
- In column titled "Dec 2016 YTD % of Hires", green bold font indicates hiring % is above representation %

## INTEL OVERALL

Representation									
INTEL USA	Numbers			Percentages				Change in #	
	Dec 2014	Dec 2015	Current: Dec 2016	% of pop. Dec 2014	% of pop. Dec 2015	Current: % of pop. Dec 2016	Percentage Point change since Dec '15	# Change since Dec '15	% Change in # since Dec '15
Early (Hourly + 2 to 6)	21,181	21,903	19,744	42.1%	40.8%	39.3%	<b>-1.53%</b>	-2,159	-9.9%
Mid (7 to 9)	25,783	27,763	26,485	51.2%	51.7%	52.7%	<b>0.97%</b>	-1,278	-4.6%
Senior (10 & 11)	3,071	3,609	3,638	6.10%	6.72%	7.24%	<b>0.51%</b>	+29	0.8%
Leadership (12+)	332	397	396	0.66%	0.74%	0.79%	0.05%	-1	-0.3%
Other			-						
<b>Total</b>	<b>50,367</b>	<b>53,672</b>	<b>50,263</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>		<b>-3,409</b>	<b>-6.4%</b>
Technical	43,401	45,546	42,468	86.2%	84.9%	84.5%	<b>-0.37%</b>	-3,078	-6.8%
Non-Technical	6,965	8,125	7,793	13.8%	15.1%	15.5%	<b>0.37%</b>	-332	-4.1%
Other	1	1	2	0.0%	0.0%	0.0%		+1	100.0%
<b>Total</b>	<b>50,367</b>	<b>53,672</b>	<b>50,263</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>		<b>-3,409</b>	<b>-6.4%</b>

Hires and Exits				
INTEL USA	Numbers		Percentages	
	Dec 2016 YTD HIRES	Dec 2016 YTD EXITS	Dec 2016 YTD % of HIRES	Dec 2016 YTD % of EXITS
Early Grade	2,973	3,813	<b>57.4%</b>	42.8%
Mid Grade	2,022	4,430	39.0%	49.7%
Senior Grade	167	601	3.22%	6.75%
Leadership	21	65	0.41%	0.73%
Other	-	-	0.00%	0.00%
<b>Total</b>	<b>5,183</b>	<b>8,909</b>	<b>100.0%</b>	<b>100.0%</b>
Technical	4,320	7,343	83.3%	82.4%
Non-Technical	862	1,566	<b>16.6%</b>	17.6%
Other	1	-	0.02%	0.00%
<b>Total</b>	<b>5,183</b>	<b>8,909</b>	<b>100.0%</b>	<b>100.0%</b>

Representation									
INTEL USA	Numbers			Percentages				Change in #	
	Dec 2014	Dec 2015	Current: Dec 2016	% of pop. Dec 2014	% of pop. Dec 2015	Current: % of pop. Dec 2016	Percentage Point change since Dec '15	# Change since Dec '15	% Change in # since Dec '15
Female	11,836	13,299	12,947	23.5%	24.8%	25.8%	<b>0.98%</b>	-352	-2.6%
Male	38,528	40,360	37,265	76.5%	75.2%	74.1%	<b>-1.06%</b>	-3,095	-7.7%
Unknown Gender	3	13	51	0.01%	0.02%	0.10%	0.08%	+38	292.3%
<b>Gender Total</b>	<b>50,367</b>	<b>53,672</b>	<b>50,263</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>		<b>-3,409</b>	<b>-6.4%</b>
White	27,518	28,616	25,126	54.6%	53.3%	50.0%	<b>-3.33%</b>	-3,490	-12.2%
Asian	16,036	17,627	17,949	31.8%	32.8%	35.7%	<b>2.87%</b>	+322	1.8%
Hispanic/Latino	4,199	4,482	4,119	8.34%	8.35%	8.19%	-0.16%	-363	-8.1%
Black/African American	1,734	1,882	1,874	3.44%	3.51%	3.73%	<b>0.22%</b>	-8	-0.4%
Native American	251	268	301	0.50%	0.50%	0.60%	0.10%	+33	12.3%
Pacific Islander	64	70	108	0.13%	0.13%	0.21%	0.08%	+38	54.3%
Multiracial	521	595	579	1.03%	1.11%	1.15%	0.04%	-16	-2.7%
Unknown Race	44	132	207	0.09%	0.25%	0.41%	0.17%	+75	56.8%
<b>Ethnicity Total</b>	<b>50,367</b>	<b>53,672</b>	<b>50,263</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>		<b>-3,409</b>	<b>-6.4%</b>

Hires and Exits				
INTEL USA	Numbers		Percentages	
	Dec 2016 YTD HIRES	Dec 2016 YTD EXITS	Dec 2016 YTD % of HIRES	Dec 2016 YTD % of EXITS
Female	1,819	2,246	<b>35.1%</b>	25.2%
Male	3,317	6,663	64.0%	74.8%
Unknown Gender	47	-	0.91%	0.00%
<b>Gender Total</b>	<b>5,183</b>	<b>8,909</b>	<b>100.0%</b>	<b>100.0%</b>
White	1,858	5,440	35.8%	61.1%
Asian	2,341	2,233	<b>45.2%</b>	25.1%
Hispanic/Latino	452	742	<b>8.72%</b>	8.33%
Black/African American	260	331	<b>5.02%</b>	3.72%
Native American	22	62	0.42%	0.70%
Pacific Islander	16	9	<b>0.31%</b>	0.10%
Multiracial	112	82	<b>2.16%</b>	0.92%
Unknown Race	122	10	2.35%	0.11%
<b>Ethnicity Total</b>	<b>5,183</b>	<b>8,909</b>	<b>100.0%</b>	<b>100.0%</b>

## TECHNICAL ONLY

TECHNICAL Representation									
TECHNICAL ONLY	Numbers			Percentages				Change in #	
	Dec 2014	Dec 2015	Current: Dec 2016	% of pop. Dec 2014	% of pop. Dec 2015	Current: % of pop. Dec 2016	Percentage Point change since Dec '15	# Change since Dec '15	% Change in # since Dec '15
Early Grade	18,715	19,091	17,354	43.1%	41.9%	40.9%	-1.05%	-1,737	-9.1%
Mid Grade	22,178	23,548	22,152	51.1%	51.7%	52.2%	0.46%	-1,396	-5.9%
Senior Grade	2,349	2,710	2,764	5.41%	5.95%	6.51%	0.56%	+54	2.0%
Leadership	159	197	198	0.37%	0.43%	0.47%	0.03%	+1	0.5%
Other	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>43,401</b>	<b>45,546</b>	<b>42,468</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100%</b>		<b>-3,078</b>	<b>-6.8%</b>

TECHNICAL Hires and Exits				
TECHNICAL ONLY	Numbers		Percentages	
	Dec 2016 YTD HIRES	Dec 2016 YTD EXITS	Dec 2016 YTD % of HIRES	Dec 2016 YTD % of EXITS
Early Grade	2,524	3,215	58.4%	43.8%
Mid Grade	1,673	3,654	38.7%	49.8%
Senior Grade	116	446	2.69%	6.07%
Leadership	7	28	0.16%	0.38%
Other	-	-	-	-
<b>Total</b>	<b>4,320</b>	<b>7,343</b>	<b>100.0%</b>	<b>100.0%</b>

TECHNICAL Representation									
TECHNICAL ONLY	Numbers			Percentages				Change in #	
	Dec 2014	Dec 2015	Current: Dec 2016	% of pop. Dec 2014	% of pop. Dec 2015	Current: % of pop. Dec 2016	Percentage Point change since Dec '15	# Change since Dec '15	% Change in # since Dec '15
Female	8,230	9,176	9,173	19.0%	20.1%	21.6%	1.45%	-3	0.0%
Male	35,169	36,361	33,251	81.0%	79.8%	78.3%	-1.54%	-3,110	-8.6%
Unknown Gender	2	9	44	0.00%	0.02%	0.10%	0.08%	+35	388.9%
<b>Gender Total</b>	<b>43,401</b>	<b>45,546</b>	<b>42,468</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>		<b>-3,078</b>	<b>-6.8%</b>
White	22,627	22,969	19,866	52.1%	50.4%	46.8%	-3.65%	-3,103	-13.5%
Asian	15,048	16,513	16,794	34.7%	36.3%	39.5%	3.29%	+281	1.7%
Hispanic/Latino	3,533	3,670	3,360	8.14%	8.06%	7.91%	-0.15%	-310	-8.4%
Black/African American	1,451	1,522	1,468	3.34%	3.34%	3.46%	0.12%	-54	-3.5%
Native American	216	221	238	0.50%	0.49%	0.56%	0.08%	+17	7.7%
Pacific Islander	54	57	92	0.12%	0.13%	0.22%	0.09%	+35	61.4%
Multiracial	434	493	483	1.00%	1.08%	1.14%	0.05%	-10	-2.0%
Unknown Race	38	101	167	0.09%	0.22%	0.39%	0.17%	+66	65.3%
<b>Ethnicity Total</b>	<b>43,401</b>	<b>45,546</b>	<b>42,468</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>		<b>-3,078</b>	<b>-6.8%</b>

TECHNICAL Hires and Exits				
TECHNICAL ONLY	Numbers		Percentages	
	Dec 2016 YTD HIRES	Dec 2016 YTD EXITS	Dec 2016 YTD % of HIRES	Dec 2016 YTD % of EXITS
Female	1,407	1,422	32.6%	19.4%
Male	2,872	5,921	66.5%	80.6%
Unknown Gender	41	-	0.95%	0.00%
<b>Gender Total</b>	<b>4,320</b>	<b>7,343</b>	<b>100.0%</b>	<b>100.0%</b>
White	1,352	4,321	31.3%	58.8%
Asian	2,208	2,036	51.1%	27.7%
Hispanic/Latino	353	588	8.17%	8.01%
Black/African American	195	267	4.51%	3.64%
Native American	17	53	0.39%	0.72%
Pacific Islander	14	7	0.32%	0.10%
Multiracial	86	63	1.99%	0.86%
Unknown Race	95	8	2.20%	0.11%
<b>Ethnicity Total</b>	<b>4,320</b>	<b>7,343</b>	<b>100.0%</b>	<b>100.0%</b>

## NON-TECHNICAL ONLY

NON-TECHNICAL Representation									
NON-TECHNICAL ONLY	Numbers			Percentages				Change in #	
	Dec 2014	Dec 2015	Current: Dec 2016	% of pop. Dec 2014	% of pop. Dec 2015	Current: % of pop. Dec 2016	Percentage Point change since Dec '15	# Change since Dec '15	% Change in # since Dec '15
Early Grade	2,465	2,812	2,390	35.4%	34.6%	30.7%	-3.94%	-422	-15.0%
Mid Grade	3,605	4,214	4,331	51.8%	51.9%	55.6%	3.71%	+117	2.8%
Senior Grade	722	899	874	10.4%	11.1%	11.2%	0.15%	-25	-2.8%
Leadership	173	200	198	2.48%	2.46%	2.54%	0.08%	-2	-1.0%
Other	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>6,965</b>	<b>8,125</b>	<b>7,793</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>		<b>-332</b>	<b>-4.1%</b>

NON-TECHNICAL Hires and Exits				
NON-TECHNICAL ONLY	Numbers		Percentages	
	Dec 2016 YTD HIRES	Dec 2016 YTD EXITS	Dec 2016 YTD % of HIRES	Dec 2016 YTD % of EXITS
Early Grade	449	598	52.1%	38.2%
Mid Grade	348	776	40.4%	49.6%
Senior Grade	51	155	5.92%	9.90%
Leadership	14	37	1.62%	2.36%
Other	-	-	-	-
<b>Total</b>	<b>862</b>	<b>1,566</b>	<b>100.0%</b>	<b>100.0%</b>

NON-TECHNICAL Representation									
NON-TECHNICAL ONLY	Numbers			Percentages				Change in #	
	Dec 2014	Dec 2015	Current: Dec 2016	% of pop. Dec 2014	% of pop. Dec 2015	Current: % of pop. Dec 2016	Percentage Point change since Dec '15	# Change since Dec '15	% Change in # since Dec '15
Female	3,605	4,123	3,774	51.8%	50.7%	48.4%	-2.32%	-349	-8.5%
Male	3,359	3,998	4,012	48.2%	49.2%	51.5%	2.28%	+14	0.4%
Unknown Gender	1	4	7	0.01%	0.05%	0.09%	0.04%	+3	75.0%
Gender Total	6,965	8,125	7,793	100.0%	100.0%	100.0%		-332	-4.1%
White	4,891	5,647	5,258	70.2%	69.5%	67.5%	-2.03%	-389	-6.9%
Asian	987	1,113	1,155	14.2%	13.7%	14.8%	1.12%	+42	3.8%
Hispanic/Latino	666	812	759	9.56%	9.99%	9.74%	-0.25%	-53	-6.5%
Black/African American	283	360	406	4.06%	4.43%	5.21%	0.78%	+46	12.8%
Native American	35	47	63	0.50%	0.58%	0.81%	0.23%	+16	34.0%
Pacific Islander	10	13	16	0.14%	0.16%	0.21%	0.05%	+3	23.1%
Multiracial	87	102	96	1.25%	1.26%	1.23%	-0.02%	-6	-5.9%
Unknown Race	6	31	40	0.09%	0.38%	0.51%	0.13%	+9	29.0%
Ethnicity Total	6,965	8,125	7,793	100.0%	100.0%	100.0%		-332	-4.1%

NON-TECHNICAL Hires and Exits				
NON-TECHNICAL ONLY	Numbers		Percentages	
	Dec 2016 YTD HIRES	Dec 2016 YTD EXITS	Dec 2016 YTD % of HIRES	Dec 2016 YTD % of EXITS
Female	411	824	47.7%	52.6%
Male	445	742	51.6%	47.4%
Unknown Gender	6	-	0.7%	0.0%
Gender Total	862	1,566	100.0%	100.0%
White	505	1,119	58.6%	71.5%
Asian	133	197	15.4%	12.6%
Hispanic/Latino	99	154	11.48%	9.83%
Black/African American	65	64	7.54%	4.09%
Native American	5	9	0.58%	0.57%
Pacific Islander	2	2	0.23%	0.13%
Multiracial	26	19	3.02%	1.21%
Unknown Race	27	2	3.13%	0.13%
Ethnicity Total	862	1,566	100.0%	100.0%

### EARLY GRADE ONLY (grades 2 to 6, and Hourly)

EARLY GRADE Representation									
EARLY GRADE ONLY	Numbers			Percentages				Change in #	
	Dec 2014	Dec 2015	Current: Dec 2016	% of pop. Dec 2014	% of pop. Dec 2015	Current: % of pop. Dec 2016	Percentage Point change since Dec '15	# Change since Dec '15	% Change in # since Dec '15
Female	5,773	6,124	5,598	27.3%	28.0%	28.4%	0.39%	-526	-8.6%
Male	15,407	15,776	14,132	72.7%	72.0%	71.6%	-0.45%	-1,644	-10.4%
Unknown Gender	1	3	14	0.00%	0.01%	0.07%	0.06%	+11	366.7%
Gender Total	21,181	21,903	19,744	100.0%	100.0%	100.0%		-2,159	-9.9%
White	11,349	11,482	9,671	53.6%	52.4%	49.0%	-3.44%	-1,811	-15.8%
Asian	5,543	6,061	6,094	26.2%	27.7%	30.9%	3.19%	+33	0.5%
Hispanic/Latino	2,647	2,692	2,332	12.5%	12.3%	11.8%	-0.48%	-360	-13.4%
Black/African American	1,076	1,059	964	5.08%	4.83%	4.88%	0.05%	-95	-9.0%
Native American	180	179	179	0.85%	0.82%	0.91%	0.09%	0	0.0%
Pacific Islander	48	42	76	0.23%	0.19%	0.38%	0.19%	+34	81.0%
Multiracial	319	360	369	1.51%	1.64%	1.87%	0.23%	+9	2.5%
Unknown Race	19	28	59	0.09%	0.13%	0.30%	0.17%	+31	110.7%
Ethnicity Total	21,181	21,903	19,744	100.0%	100.0%	100.0%		-2,159	-9.9%

EARLY GRADE Hires and Exits				
EARLY GRADE	Numbers		Percentages	
	Dec 2016 YTD HIRES	Dec 2016 YTD EXITS	Dec 2016 YTD % of HIRES	Dec 2016 YTD % of EXITS
Female	1,152	1,142	38.7%	30.0%
Male	1,807	2,671	60.8%	70.0%
Unknown Gender	14	-	0.5%	0.0%
Gender Total	2,973	3,813	100.0%	100.0%
White	1,008	2,281	33.9%	59.8%
Asian	1,364	774	45.9%	20.3%
Hispanic/Latino	301	476	10.12%	12.48%
Black/African American	151	195	5.08%	5.11%
Native American	14	39	0.47%	1.02%
Pacific Islander	15	4	0.50%	0.10%
Multiracial	81	41	2.72%	1.08%
Unknown Race	39	3	1.31%	0.08%
Ethnicity Total	2,973	3,813	100.0%	100.0%

### MID GRADE ONLY (grades 7, 8, & 9)

MID GRADE Representation									
MID GRADE ONLY	Numbers			Percentages				Change in #	
	Dec 2014	Dec 2015	Current: Dec 2016	% of pop. Dec 2014	% of pop. Dec 2015	Current: % of pop. Dec 2016	Percentage Point change since Dec '15	# Change since Dec '15	% Change in # since Dec '15
Female	5,580	6,511	6,591	21.6%	23.5%	24.9%	1.43%	+80	1.2%
Male	20,201	21,243	19,860	78.4%	76.5%	75.0%	-1.53%	-1,383	-6.5%

MID GRADE Hires and Exits				
MID GRADE	Numbers		Percentages	
	Dec 2016 YTD HIRES	Dec 2016 YTD EXITS	Dec 2016 YTD % of HIRES	Dec 2016 YTD % of EXITS
Female	624	998	30.9%	22.5%
Male	1,368	3,432	67.7%	77.5%

Unknown Gender	2	9	34	0.01%	0.03%	0.13%	0.10%	+25	277.8%
Gender Total	25,783	27,763	26,485	100.0%	100.0%	100.0%		-1,278	-4.6%
White	13,884	14,506	12,945	53.8%	52.2%	48.9%	-3.37%	-1,561	-10.8%
Asian	9,574	10,455	10,643	37.1%	37.7%	40.2%	2.53%	+188	1.8%
Hispanic/Latino	1,435	1,642	1,620	5.57%	5.91%	6.12%	0.20%	-22	-1.3%
Black/African American	613	756	830	2.38%	2.72%	3.13%	0.41%	+74	9.8%
Native American	58	70	97	0.22%	0.25%	0.37%	0.11%	+27	38.6%
Pacific Islander	16	26	29	0.06%	0.09%	0.11%	0.02%	+3	11.5%
Multiracial	185	215	197	0.72%	0.77%	0.74%	-0.03%	-18	-8.4%
Unknown Race	18	93	124	0.07%	0.33%	0.47%	0.13%	+31	33.3%
Ethnicity Total	25,783	27,763	26,485	100.0%	100.0%	100.0%		-1,278	-4.6%

Unknown Gender	30	-	1.48%	0.00%
Gender Total	2,022	4,430	100.0%	100.0%
White	751	2,687	37.1%	60.7%
Asian	920	1,305	45.5%	29.5%
Hispanic/Latino	144	244	7.12%	5.51%
Black/African American	101	125	5.00%	2.82%
Native American	8	19	0.40%	0.43%
Pacific Islander	1	5	0.05%	0.11%
Multiracial	30	38	1.48%	0.86%
Unknown Race	67	7	3.31%	0.16%
Ethnicity Total	2,022	4,430	100.0%	100.0%

### SENIOR GRADE ONLY (grades 10 & 11)

SENIOR GRADE Representation									
SENIOR GRADE ONLY	Numbers			Percentages				Change in #	
	Dec 2014	Dec 2015	Current: Dec 2016	% of pop. Dec 2014	% of pop. Dec 2015	Current: % of pop. Dec 2016	Percentage Point change since Dec '15	# Change since Dec '15	% Change in # since Dec '15
Female	432	594	685	14.1%	16.5%	18.8%	2.37%	+91	15.3%
Male	2,639	3,014	2,951	85.9%	83.5%	81.1%	-2.40%	-63	-2.1%
Unknown Gender	-	1	2	0.00%	0.03%	0.05%	0.03%	+1	100.0%
Gender Total	3,071	3,609	3,638	100.0%	100.0%	100.0%		+29	0.8%
White	2,043	2,352	2,239	66.5%	65.2%	61.5%	-3.63%	-113	-4.8%
Asian	848	1,020	1,119	27.6%	28.3%	30.8%	2.50%	+99	9.7%
Hispanic/Latino	108	133	151	3.52%	3.69%	4.15%	0.47%	+18	13.5%
Black/African American	38	58	70	1.24%	1.61%	1.92%	0.32%	+12	20.7%
Native American	13	18	23	0.42%	0.50%	0.63%	0.13%	+5	27.8%
Pacific Islander	-	2	3	0.00%	0.06%	0.08%	0.03%	+1	50.0%
Multiracial	14	17	12	0.46%	0.47%	0.33%	-0.14%	-5	-29.4%
Unknown Race	7	9	21	0.23%	0.25%	0.58%	0.33%	+12	133.3%
Ethnicity Total	3,071	3,609	3,638	100.0%	100.0%	100.0%		+29	0.8%

SENIOR GRADE Hires and Exits				
SENIOR GRADE	Numbers		Percentages	
	Dec 2016 YTD HIRES	Dec 2016 YTD EXITS	Dec 2016 YTD % of HIRES	Dec 2016 YTD % of EXITS
Female	38	92	22.8%	15.3%
Male	127	509	76.0%	84.7%
Unknown Gender	2	0	1.20%	0.00%
Gender Total	167	601	100.0%	100.0%
White	86	425	51.5%	70.7%
Asian	53	139	31.7%	23.1%
Hispanic/Latino	7	20	4.19%	3.33%
Black/African American	7	10	4.19%	1.66%
Native American	-	4	0.00%	0.67%
Pacific Islander	-	0	0.00%	0.00%
Multiracial	1	3	0.60%	0.50%
Unknown Race	13	0	7.78%	0.00%
Ethnicity Total	167	601	100.0%	100.0%

### LEADERSHIP ONLY (grades 12+)

LEADERSHIP Representation									
LEADERSHIP ONLY	Numbers			Percentages				Change in #	
	Dec 2014	Dec 2015	Current: Dec 2016	% of pop. Dec 2014	% of pop. Dec 2015	Current: % of pop. Dec 2016	Percentage Point change since Dec '15	# Change since Dec '15	% Change in # since Dec '15
Female	51	70	73	15.4%	17.6%	18.4%	0.80%	+3	4.3%
Male	281	327	322	84.6%	82.4%	81.3%	-1.05%	-5	-1.5%
Unknown Gender	-	-	1	0.0%	0.0%	0.3%	0.25%	+1	
Gender Total	332	397	396	100.0%	100.0%	100.0%		-1	-0.3%
White	242	276	271	72.9%	69.5%	68.4%	-1.09%	-5	-1.8%
Asian	71	91	93	21.4%	22.9%	23.5%	0.56%	+2	2.2%

LEADERSHIP Hires and Exits				
LEADERSHIP	Numbers		Percentages	
	Dec 2016 YTD HIRES	Dec 2016 YTD EXITS	Dec 2016 YTD % of HIRES	Dec 2016 YTD % of EXITS
Female	5	14	23.8%	21.5%
Male	15	51	71.4%	78.5%
Unknown Gender	1	0	4.8%	0.0%
Gender Total	21	65	100.0%	100.0%
White	13	47	61.9%	72.3%
Asian	4	15	19.0%	23.1%

Hispanic/Latino	9	15	16	2.71%	3.78%	4.04%	0.26%	+1	6.7%
Black/African American	7	9	10	2.11%	2.27%	2.53%	0.26%	+1	11.1%
Native American	-	1	2	0.00%	0.25%	0.51%	0.25%	+1	100.0%
Pacific Islander	-	-	-	0.00%	0.00%	0.00%	0.00%	0	0.0%
Multiracial	3	3	1	0.90%	0.76%	0.25%	-0.50%	-2	-66.7%
Unknown Race	-	2	3	0.00%	0.50%	0.76%	0.25%	+1	50.0%
Ethnicity Total	332	397	396	100.0%	100.0%	100.0%		-1	-0.3%

Hispanic/Latino	-	2	0.00%	3.08%
Black/African American	1	1	4.76%	1.54%
Native American	-	0	0.00%	0.00%
Pacific Islander	-	0	0.00%	0.00%
Multiracial	-	0	0.00%	0.00%
Unknown Race	3	0	14.29%	0.00%
Ethnicity Total	21	65	100.0%	100.0%

GLOBAL DATA										
GLOBAL Representation										
GLOBAL - INTEL OVERALL	Numbers			Percentages			Changes in %		Changes in #	
	Dec 2014	Dec 2015	Dec 2016	% of population Dec '14	% of population Dec '15	% of population Dec 2016	% pt change since Dec '14	% pt change since Dec '15	# change since Dec '14	# change since Dec '15
Female	23,982	26,540	26,159	24.7%	25.1%	25.8%	1.13%	0.75%	+2,177	-381
Male	73,138	79,315	75,125	75.3%	74.9%	74.1%	-1.15%	-0.77%	+1,987	-4,190
Unknown Gender	13	15	38	0.01%	0.01%	0.04%				
Gender Total	97,133	105,870	101,322	100.0%	100.0%	100.0%			+4,189	-4,548
Technical	83,851	90,015	86,071	86.3%	85.0%	84.9%	-1.38%	-0.08%	+2,220	-3,944
Non-Technical	13,280	15,854	15,251	13.7%	15.0%	15.1%	1.38%	0.08%	+1,971	-603
Other	2	1		0.00%	0.00%	0.00%				
Total	97,133	105,870	101,322	100.0%	100.0%	100.0%			+4,189	-4,548
Global Representation - TECHNICAL ONLY										
GLOBAL - TECHNICAL ONLY	Numbers			Percentages			Changes in %		Changes in #	
	Dec 2014	Dec 2015	Dec 2016	% of population Dec '14	% of population Dec '15	% of population Dec 2016	% pt change since Dec '14	% pt change since Dec '15	# change since Dec '14	# change since Dec '15
Female	16,818	18,311	18,524	20.1%	20.3%	21.5%	1.46%	1.18%	+1,706	+213
Male	67,022	71,693	67,515	79.9%	79.6%	78.4%	-1.49%	-1.20%	+493	-4,178
Unknown Gender	11	11	32	0.01%	0.01%	0.04%				
Total	83,851	90,015	86,071	100.0%	100.0%	100.0%			+2,220	-3,944
Global Representation - NON-TECHNICAL ONLY										
GLOBAL - NON-TECHNICAL ONLY	Numbers			Percentages			Changes in %		Changes in #	
	Dec 2014	Dec 2015	Dec 2016	% of population Dec '14	% of population Dec '15	% of population Dec 2016	% pt change since Dec '14	% pt change since Dec '15	# change since Dec '14	# change since Dec '15
Female	7,163	8,229	7,635	53.9%	51.9%	50.1%	-3.88%	-1.84%	+472	-594
Male	6,115	7,621	7,610	46.0%	48.1%	49.9%	3.85%	1.83%	+1,495	-11
Unknown Gender	2	4	6	0.02%	0.03%	0.04%				
Total	13,280	15,854	15,251	100.0%	100.0%	100.0%			+1,971	-603