

## Qualcomm Benefits in China

The benefits listed below apply to the employees of all Qualcomm entities located in China (hereafter referred to as Qualcomm). Since this document is a summary of the benefits available, there may be additional terms, conditions, and limitations that apply. Please refer to the actual policy or insurance contract for additional information.

### Statutory Programs

<b>Social Security</b>	Qualcomm will make the necessary contributions for statutory benefit programs (including health, pension, etc).
<b>Statutory Leave</b>	Qualcomm will comply with all statutory leave requirements

### Time-Off Benefit Programs

<b>Holidays</b>	Qualcomm will provide holiday time each year, to include any statutorily required holidays. As the observed holidays may change from one year to the next, please see the Holiday Policy for additional detail.
<b>Vacation</b>	Employees are eligible for vacation based upon years of service: less than 1 year = 1.25 days per month, 1 to 5 years = 15 days per year, over 5 years = 20 days per year. Please see the vacation policy for additional detail.

### Insurance Programs

<b>Health Insurance</b>	Qualcomm will provide health coverage in addition to the national scheme to eligible employees and their dependents.
<b>Life Insurance</b>	Qualcomm will provide eligible employees with life insurance coverage equal to 2 times annual salary minus CNY 100,000, with a minimum benefit of CNY 100,000. Coverage is provided overseas with coverage equal to 2 times annual salary minus CNY 200,000.
<b>Accidental Death &amp; Dismemberment Insurance</b>	Qualcomm will provide eligible employees with AD&D coverage equal to 2 times annual salary, with a minimum benefit of CNY 200,000.
<b>Travel Medical Insurance</b>	Qualcomm provides coverage for emergency medical treatment employees may require while traveling on company business outside of China.
<b>Business Travel Accident Insurance</b>	Qualcomm provides coverage for up to \$100,000 USD if death occurs while traveling on company business.

### Retirement & Savings Programs

<b>Pension Benefits</b>	Included in statutory payments
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### Additional Benefit Programs

<b>Service Awards</b>	Employees are recognized for years of service through the Service Award Program. Employees receive awards for their 5, 10, 15, and 20 year anniversaries with Qualcomm.
<b>Education Assistance</b>	Based upon a reimbursement schedule, employees are eligible for up to CNY 75,000 each calendar year towards an Undergraduate, Graduate or PhD Program or CNY 37,500 each calendar year towards an Associate's Degree.

**Health Club Reimbursement**

Qualcomm will reimburse up to 50% of health club membership fees, up to a maximum of CNY 4,000 per year. Those who use the corporate membership card are not eligible for this benefit.

**Computer Subsidy Program**

Qualcomm will subsidize 20% up to CNY 5,000 of the purchase of a computer, this subsidy is available once every 3 years.

**Note:** Where legally possible, the Company reserves the right to modify or terminate these plans at any time. Eligibility for insurance coverage will be subject to meeting applicable insurance company underwriting requirements and maximum benefit levels.