



QUALCOMM India Benefits

The benefits listed below apply to the employees of all QUALCOMM entities located in India (hereafter referred to as QUALCOMM).

Statutory India Programs

Public Holidays

QUALCOMM provides paid time off to employees so that they may celebrate holidays and festivals. Please see the Holiday Policy for a complete listing of specific days.

Statutory Programs

QUALCOMM will make the necessary contributions towards statutory benefit programs such as Provident Fund and Gratuity Fund.

Leave Programs

Annual Leave

For every month of continuous service, employees in Hyderabad, Bangalore, and Delhi will accrue 1.67 days (20 days per year) and employees in Mumbai will accrue 1.75 days (21 days per year).

Paid Paternity Leave

QUALCOMM provides fathers with 5 consecutive business days off within 3 months of the baby's birth; fathers who have worked for the Company for a minimum of 12 months and 1,250 hours will be eligible.

Sick/Casual Leave

QUALCOMM provides employees with 12 days per calendar year (pro-rated for first year of employment based on hire date).

Additional QUALCOMM Benefit Programs

Computer Subsidy Program

QUALCOMM will subsidize 20% up to 27,500 INR of the purchase of a computer; this subsidy is available once every 3 years. Employees are eligible for this benefit after 3 months of employment.

Concierge Service

At some locations, employees may be eligible for concierge services that provide assistance with things such as errand running, planning vacations, home repair and much more.

Education Assistance

Employees who work at least 30 hours per week will be eligible for Education Assistance after 3 months of employment. Based upon a reimbursement schedule, eligible employees are eligible for up to \$2,000USD (approx. 91,600 INR) for approved local and distance education. QUALCOMM will pay the full cost of the BITS, Pilani MS in Electronics Program.

Employee Recognition

QUALCOMM will provide recognition to employees for life events such as marriage and births. Employees are also recognized for their accomplishments via QUALCOMM's QUALStar Program.

Employee Stock Purchase Program

QUALCOMM Incorporated, QUALCOMM's parent company, will give eligible employees the opportunity to purchase QUALCOMM Incorporated stock at a 15% discount through payroll deductions; there are 2 offering periods each year. Employees may contribute between 1% to 15% of their monthly salary.

Fitness Center Reimbursement

QUALCOMM will reimburse eligible employees up to 50% of their health-club and recreational-facility membership fees, up to a maximum of 11,000 INR on an annual basis. Employees are eligible for this benefits after 3 months of employment. Employees located at offices with fitness centers provided by QUALCOMM are not eligible for this benefit.

Group Personal Accident

On their first day of employment, QUALCOMM will provide eligible employees with Group Personal Accident Insurance. The principal sum is equal to 5x an employee's annual gross pay, up to a maximum benefit of 20,000,000 INR. Due to bodily injury or death as a result of an accident, GPA Insurance provides a benefit based upon a payment schedule. QUALCOMM will pay 100% of the premium.

Life Insurance

QUALCOMM will provide eligible employees with coverage equal to 1x their annual gross pay. Medical certification may be required for coverage that exceeds 2,500,000 INR. Coverage will begin the first day of employment and QUALCOMM will pay 100% of the premium.

Mediclaime Insurance

On their first day of employment, QUALCOMM will provide eligible employees and eligible dependents with Mediclaime Insurance. QUALCOMM will pay 100% of the premium for employees and their eligible dependents. Mediclaime Insurance provides reimbursement of up to 750,000 INR per family for hospital expenses. Maternity coverage is included in this benefit and provides a maximum coverage limit of 50,000 INR up to a maximum of 2 children.

Service Awards

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.

Shuttle Services

At some locations, employees may be provided with shuttle services to and from work.

Travel Accident Insurance

Up to \$100,000 USD, if death occurs while traveling on company business.

Travel Medical Insurance

Provided through CIGNA International Insurance Company (Medical Benefits Abroad), this coverage pays for emergency medical treatment that employees may require while traveling on company business outside of India.

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.