

Qualcomm Benefits in Japan

The benefits listed below apply to the employees of all Qualcomm entities located in Japan (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

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

Time-Off Benefit Programs

Holidays	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.
Vacation	Non-exempt employees are eligible for vacation based upon years of service: 1 year or less = 11 days, 2 years = 12 days, 3 years 14 days, 4 years = 16 days, 5 years = 18 days and 6+ years = 20 days. Exempt employees are eligible for 20 days. Please see the Employment Regulations Document for additional information.

Insurance Programs

Life Insurance	Qualcomm will provide eligible employees with life insurance coverage equal to 3 times their annual salary up to a maximum of 60,000,000 JPY.
Accidental Death & Dismemberment Insurance	Qualcomm will provide eligible employees with AD&D coverage equal to 3 times their annual salary up to a maximum of 60,000,000 JPY.
Travel Medical Insurance	Qualcomm provides coverage for emergency medical treatment employees may require while traveling on company business outside of Japan.
Business Travel Accident Insurance	Qualcomm provides coverage for up to \$100,000 USD if death occurs while traveling on company business.

Retirement & Savings Programs

Pension Benefits	Included in statutory payments
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.

Additional Benefit Programs

Service Awards	Employees are recognized for their years of service through the Service Award Program. Employees receive awards for their 5, 10, 15, and 20 year anniversaries with Qualcomm.
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Education Assistance	Based upon a reimbursement schedule, employees are eligible for up to JPY 1,140,000 each calendar year towards an Undergraduate, Graduate or PhD Program or JPY 580,000 each calendar towards an Associate's Degree.
Health Club Reimbursement	Qualcomm will reimburse up to 50% of health club and recreational facility membership fees, up to a maximum of JPY 60,000 per year.
Computer Subsidy Program	Qualcomm will subsidize 20% up to 69,500 JPY of the purchase of a computer, this subsidy is available once every 3 years.
Transportation Reimbursement	Qualcomm will provide reimbursement for public transportation costs up to a maximum of JPY 100,000 per month.
Flu Shot Reimbursement	Qualcomm will provide reimbursement for flu shots on an annual basis (provided the appropriate vaccine is available).

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.