



# QUALCOMM Taiwan Benefits

The benefits listed below apply to the employees of all QUALCOMM entities located in Taiwan (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 Taiwan Programs

<b>Leaves</b>	QUALCOMM will provide employees with maternity and other statutory leave benefits.
<b>National Health and Labor Insurance</b>	QUALCOMM will contribute to the National Health Insurance (NHI) and National Labor Insurance Programs.
<b>National Retirement Scheme</b>	QUALCOMM will contribute to the National Retirement Scheme. Employees hired before July 1, 2005 may elect to enroll in the Labor Pension Act Program or the retirement scheme under the Labor Standards Law. Employees hired after June 30, 2005 will be enrolled in the Labor Pension Act Program.
<b>Public Holidays</b>	QUALCOMM provides paid time off to employees so that they may celebrate holidays. Please see the Holiday Policy for a complete listing of specific days.

## Leave Programs

<b>Paid Paternity Leave</b>	QUALCOMM provides new fathers with 2 consecutive business days paid paternity leave within 3 months of the baby's birth; new fathers who have worked for the Company for a minimum of 1 year will be eligible for an additional 3 days of paid paternity leave; these additional 3 days must be used consecutively with the other 2 days for a total of 5 days.
<b>Annual Leave</b>	In order to provide employees with paid time off for relaxation or personal time away from the office, employees are eligible to accrue up to 15 days each calendar year.

## Additional QUALCOMM Benefit Programs

<b>Accidental Death &amp; Dismemberment Insurance</b>	On their first day of employment, QUALCOMM will provide eligible employees with AD&D Insurance. The principal sum is equal to 3x an employee's annual basic salary if their death or dismemberment is a result of accidental causes; subject to insurance underwriting limitations.
<b>Annual Health Check</b>	QUALCOMM will reimburse employees up to 6,000NT per year for an annual health check.
<b>Computer Subsidy Program</b>	QUALCOMM will subsidize 20% up to 20,300NT 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.

### **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 50,000NT each calendar year for professional training or certificate program, 100,000NT each calendar year towards an Undergraduate Program, or 200,000NT each calendar year towards a Graduate or PhD 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.

### **Health Club Reimbursement**

QUALCOMM will reimburse employees up to 50% of their health club and recreational facility membership fees, up to a maximum of 10,300NT on an annual basis. Employees are eligible for this benefit after 3 months of employment. Employees located at offices with fitness centers provided by QUALCOMM are not eligible for this benefit.

### **Health Cover**

QUALCOMM will provide eligible employees and dependents with cover on their first day of employment and will pay 100% of the premium. Cover is provided through Shin Kong and the Plan provides reimbursement for inpatient and outpatient medical treatments as well as cancer insurance beyond what is provided by the NHI Program.

### **Life Insurance Cover**

QUALCOMM will provide eligible employees with life insurance cover equal to 1x their annual basic salary, subject to insurance underwriting limitations. Life insurance cover is provided through Shin Kong. 100% of the premium will be paid by QUALCOMM and cover will begin on the eligible employee's first day of employment.

### **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.

### **Total and Permanent Disability Cover**

QUALCOMM will provide eligible employees with cover equal to 2x their annual basic salary in the event of a total and permanent disability.

### **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 pays for emergency medical treatment employees may require while traveling on company business outside of Taiwan.

**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.