



Our Workplace

Qualcomm's People & Culture

Qualcomm's most important resource is our people. We are proud to be an award-winning diverse, inclusive and inspiring place to work. We provide a safe and healthy work environment with opportunities for training, growth and advancement.



2009 HIGHLIGHTS



Workplace Data

Our employee voluntary turnover rate is 2.5 percent, roughly 5 percent lower than the industry average.



Workplace Safety

Qualcomm is 20 percent below our industry peers in total injury and illness incident rate.



Education & Training

Qualcomm recorded over 48,400 enrollments in classroom training courses.



Global Workforce Inclusion

102 nationalities are represented and 66 languages and dialects are spoken in our diverse workplace.



Work/Life Balance

QLife offered 1,789 programs, events and services to our employees to ensure a healthy work/life balance.

We are a high-energy company filled with people who want to be challenged and rewarded for meeting those challenges. Our continuing commitment to diversity, education and work/life balance fosters a well-rounded, innovative culture that leads our industry.

Survey Of The Corporate Climate

An essential element of Qualcomm's culture is our open flow of communication. Employee feedback has always been critical to our ongoing success and is encouraged on a day-to-day basis as well as through more formal channels, such as the bi-annual Qualcomm Climate Survey. The survey is used to gauge employees' perceptions toward the Company's management, performance, operations and workplace environment.

Employees realize that their input is valued; 90 percent of the Company responded to our most recent Climate Survey. As has been the trend for years, the feedback was overwhelmingly positive. Our next Climate Survey will take place in early 2010.

Survey Highlights

97 percent of employees surveyed are committed to the success of Qualcomm

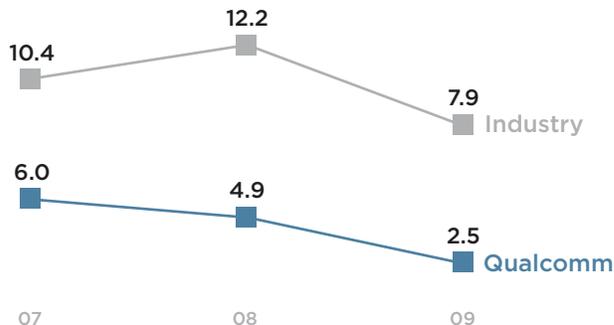
94 percent believe Qualcomm provides a working environment that is accepting of cultural and ethnic differences

91 percent believe Qualcomm provides a working environment that is accepting of gender differences

91 percent feel proud to work for Qualcomm

Employee Voluntary Turnover Rate

(In Percent)



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Workplace Data



Employee Wage Level

For all positions and locations, our standard entry level wage is higher than the local minimum wage.

Employee Benefits

Our benefits package is very competitive and comprehensive, providing regular employees with extensive protection and security, along with quality, life-enhancing programs. We offer medical, dental and prescription drug programs as well as other benefits. Currently, we do not offer benefits to temporary employees. We pro-rate various full-time employee benefits for our part-time employees, which are calculated based upon their standard work hours.

Collective Bargaining Agreements

There are no United States employees covered by collective bargaining agreements. Less than 3 percent of our total employee population are covered by collective bargaining agreements in countries other than the United States. We insure that we are compliant to all collective agreements regarding significant operational changes as required by country law/regulation.

Trade Union Agreements

Qualcomm does not have formal agreements with trade unions.

Employee Performance Reviews

Qualcomm's Total Rewards Review Cycle allows for performance and development reviews/discussions twice a year. Eighty percent of employees receive regular formal performance and career development reviews with the opportunity to provide feedback to management.

Employment Claims

Qualcomm has never been found to have unlawfully discriminated against any of our employees.

OFCCP Audit

As a government contractor, Qualcomm is required to have an affirmative action plan and is subject to random audits. Qualcomm recently completed the "Glass Ceiling Review" audit performed by the Office of Federal Contract Compliance Programs (OFCCP) and received exemplary results with no negative findings.

Ratio of Basic Salary of Men to Women

During salary reviews, performance, years of experience and level are considered. We continue to maintain an equal ratio between male and female salaries.

Human Rights

Qualcomm has reviewed our operations to identify those that are at significant risk for incidents of child labor and forced or compulsory labor, or where the right to exercise freedom of association and collective bargaining may be at significant risk. For these, as well as all Qualcomm operations, the Company provides a workplace environment that is safe, hygienic and humane and which upholds the dignity of all our employees. As an employer we encourage diversity in our workplace. We respect the freedom of association and have a number of effective grievance redressal systems that are available to employees, vendors and customers.

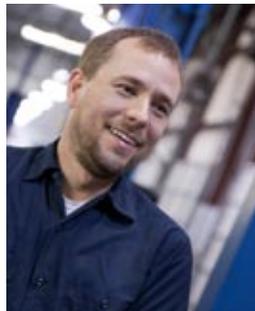
Qualcomm India

Equal opportunities

Through our employment practices and adherence to local statutes in all jurisdictions throughout India, as well as effective vendor due diligence and contractual safeguards, we ensure that no child labor are employed or forced labor encouraged. Qualcomm India is proud to provide and maintain equal opportunities without any discrimination on any grounds ranging in recruitment and during the course of employment. Our philosophy and adherence in practice extends to all our suppliers and partners.



Qualcomm provides a workplace environment that is safe, hygienic and humane and which upholds the dignity of all our employees.

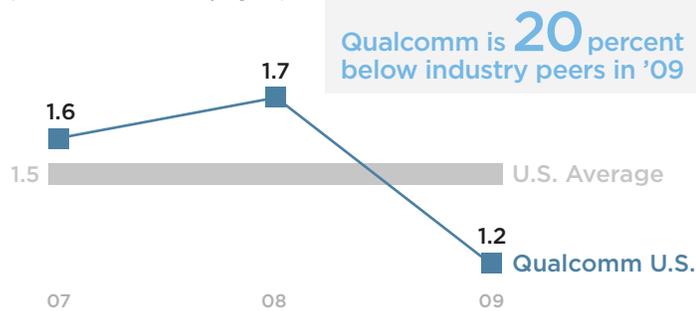


Workplace Safety

Qualcomm assigns high priority to safety in the workplace as evidenced by our total injury and illness incidence rate. Qualcomm's safety performance outperforms our peers in the telecom industry thanks to a proactive safety management system.

Total Injury & Illness Incident Rate*

(Per 100 Full-Time Employees)

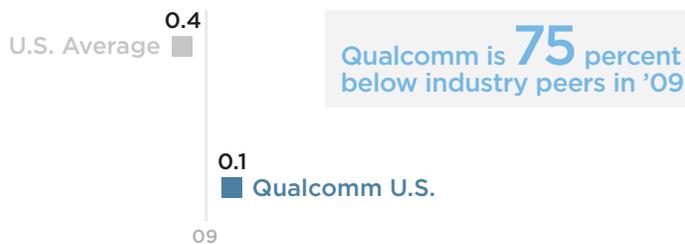


(Compared to Telecommunications Industry with 1000 or More Employees)

*Work-related injury that required treatment beyond first aid or resulted in lost time or restricted job duties for one or more workers as defined by the U.S. Occupational Safety and Health Administration.

Total Lost Time Injury & Illness Rate*

(Per 100 Full-Time Employees)



*Work-related injury that resulted in days away from work, restricted work activity and/or job transfer.

Safety Committee

At Qualcomm, we have a safety committee comprised of volunteers from all 40 buildings at our San Diego location. Representatives from each building accompany our Health and Safety department during building safety inspections, participate in building evacuations and attend monthly safety committee meetings.

Safety Training

Qualcomm's commitment to environmental, health and safety (EHS) is demonstrated through a variety of safety related trainings with the goal of reducing our environmental footprint, preventing injury and promoting business continuity. Last year, 1,344 EHS trainings were offered and 2,290 employees participated in these trainings. Training topics included: Hazardous Waste Operations and Emergency Response, Driver Safety, New Hire EHS Orientation, Forklift Operation, Lab Safety and Warehouse Safety.

2009 Workplace Safety Training

2,290 Employees Trained

1,344 Training Sessions Offered

Our comprehensive ergonomics program includes one-on-one training and ergonomic assessments of work environments. Our EHS team performed 659 ergonomic assessments in 2009. Qualcomm's light duty work program has successfully accommodated many employees so they may continue working while recovering from injury. Qualcomm experienced no work-related fatalities in 2009.



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Education & Training

Qualcomm continues our best-in-class approach to learning. Our Learning Center's new initiatives focused on identifying and nurturing our future leaders as well as expanding project management best practices. The Company's library, which is part of the Learning Center, continued to expand its research and database capabilities to provide the latest in-depth engineering, business and marketing reports and analysis to our employees.

Emerging Leader Program

For years, Qualcomm has provided management at all levels with thorough management and leadership training. In response to senior management's request to identify and grow future leaders, the Learning Center created an innovative blended learning program called the Emerging Leader Program. This invitation-only program was designed specifically for Qualcomm's individual contributors who have the potential and desire to be future leaders of Qualcomm. Over a 12-week span, participants take part in a combination of instructor-led virtual, classroom and team learning sessions. The program includes a 180-degree assessment of the participant to help him/her assess those skills that are critical for their success in a future leadership role.

Project Management

Good project management can make or break a budget and product timelines. It can mean the difference between being the market leader or losing your competitive edge. To find project management best practices, the Learning Center decided that some of the best role models were to be found within our own company. As a result, a new project management web site was developed where new and current project managers can read and watch interviews of their peers who describe their best practices. The interviews put their best practices into the context of real work situations, making it easier for learners to make the connection to their own situations. The web site also includes links to updated articles on project management that enhances the overall program.

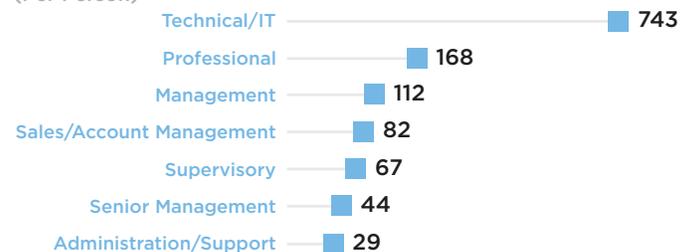


Learning Center

Qualcomm offers two mandatory training programs: Sexual Harassment for managers and Secure Code for software developers. The company offers the following annual per person hours of training.

2009 Annual Hours of Training Offered

(Per Person)



Enterprise 2.0 Series

Social media programs have not only become a primary means for communicating among friends, they are also becoming an increasingly important channel for internal collaboration and reaching out to a company's partners and customers. To keep Qualcomm's employees ahead of the curve on social media, the Learning Center's Learning Technology team created a series of popular lectures that brought to Qualcomm some of the field's most influential experts on this topic. They also worked closely with Qualcomm's IT department to help implement an internal social media channel which allows employees to communicate globally with other employees in a more open and dynamic way.



2009 Training Highlights

48,400 enrollments

Qualcomm recorded over 48,400 enrollments in classroom training courses.

360 sessions | 700 courses

The Learning Center offered over 360 instructor-led sessions and 700 online courses.



Global Workforce Inclusion

Our innovative workforce consists of people with a unique blend of talents, backgrounds and experiences all working together to create some of the best technology in the world. Through our Global Workforce Inclusion initiatives we provide a wide variety of opportunities for all employees.

Veterans' Initiatives

Qualcomm takes many proactive steps to attract qualified veterans through job placement associations.

To advance, educate and prepare transitioning veterans for the job market, Qualcomm recruiters and human resource representatives have worked with the State of California's Employment Development Department (EDD), Veterans Affairs (VA) and Transition Assistance Program (TAP). Our Company has participated in a number of outreach events this year including:

- **Employers Panel presented by the EDD and TAP.** This panel helped over 100 transitioning military veterans gain insight to job opportunities at Qualcomm, learn how to successfully present themselves for consideration and build confidence in their transferable skills and experiences.
- **Presented to the San Diego VA office staff.** This event trained the VA staff on ways to help veterans seek and prepare for jobs at Qualcomm and other Fortune 500 companies.

2009 Cultural and Diversity Facts

66 Languages & Dialects Spoken

102 Nationalities Represented

641 U.S. Military Veterans Employed

57 Percent of Employees are Engineers

18-75 Years of Age Represented

Women's Initiatives

Qualcomm developed a Women's Mentoring Program to promote professional development of female employees to build their professional skills and networks.

- 100 percent of mentees stated that mentorship created problem solving opportunities.
- 91 percent of mentees stated that they benefitted from the program.
- 91 percent of mentees recommended mentorship to others.
- 90 percent of mentors and mentees committed to continue their relationship beyond the formal program.

Qualcomm has partnered with National Center for Women and Information Technology (NCWIT) on initiatives to increase women's participation in technology along the entire pipeline, from K-12 through industry. We are creating opportunities and providing tools for female employees because we believe gender diversity means a larger and more competitive workforce. We are demonstrably committed to advancing women. Qualcomm's Board of Directors is comprised of 23 percent women. In 2009, Catalyst figured women constituted only 14 percent of Fortune 500 company board seats, and 40 percent of Fortune 500 companies have no women on their boards. We are proud to have many women leaders within our senior executive ranks. In 2009, there were over 100 women promoted and 20 hired into Director or above roles.

Disability Initiatives

2009 marked the 6th year Qualcomm was one of the presenting sponsors for the San Diego Jobtoberfest Job Fair for people with disabilities. We have also been actively involved on the job fair planning committee as a member of the San Diego Committee on the Employment of People with Disabilities. Additionally, we have included disability service providers in our on-site employee resource fair to integrate disability awareness into our corporate culture.

Qualcomm has been involved in the U.S. Business Leadership Network (USBLN) by having an employee serve on their Board of Directors and sponsoring their 2009 Conference. The USBLN recognizes and promotes best practices in hiring, retaining and marketing to people with disabilities. The USBLN uses a "business to business" approach to educate about the imperative of including people with disabilities in the workforce. As a lead employer for the San Diego BLN Chapter, Qualcomm hosted an employer forum with the former U.S. Assistant Secretary of the Office of Disability Employment policy to raise awareness to other employers in the San Diego region regarding the business case for employing people with disabilities.

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Staffing Programs

National Consortium for Graduate Degrees in Engineering and Science (GEM)

Qualcomm is a proud member of the National GEM Consortium. This collaboration between industry and university seeks to address the critical shortfall in production of engineering and scientific talent by providing graduate fellowships in engineering and science to highly qualified individuals from underrepresented engineering populations. In 2009, Qualcomm supported fellowships to three students providing them with the funding to seek an advanced degree coupled with an engineering internship with the Company.

Qualcomm Career Experience

Since 1994, the Qualcomm Career Experience has exposed minority high school students to high tech careers and the paths needed to achieve them. The experience provides students with an overview of life at Qualcomm and exposure to the types of opportunities a career in the high tech industry can provide. The experience typically includes a corporate overview, a panel discussion with six to eight Qualcomm employees, group breakout sessions with individual employees and a tour of our facilities.

Our participation is focused on high schools with the most diverse populations. At the heart of the Career Experience is the panel discussion. Volunteer employees range from high-level executives to recent college graduates, and we strive to recruit a volunteer panel that accurately reflects our highly diverse employee population. Employees from a variety of backgrounds share insight on their careers, including job description, career paths, educational background and lessons learned. Students break out into focus groups with individual employees to learn more about careers of particular interest.

Targeted Recruiting on University Campuses

Through our participation at minority and female-centered career fairs, we observed that a large percentage of visitors were college students. In efforts to reach this diverse student population, we increased our interaction and sponsorships with on-campus diversity engineering chapters of the National Society of Black Engineers, the Society of Women Engineers and the Society of Hispanic Professional Engineers at key universities.

Workforce Development Lab

Qualcomm's Staffing team launched the Workforce Development Lab Program during 2009 with a purpose of expanding workforce development through community engagement. There are five different types of labs the Workforce Development Lab's team is using as teaching tools to help build career development skills for community organizations and schools and the clients they serve.

Hire-a-Youth Program

This summer, our Workforce Development Lab's team collaborated with the San Diego Workforce Partnership to provide low-income youth with the opportunity to work in the business sector and build work experience and leadership skills through the Hire-a-Youth Program. Fifteen Qualcomm managers from seven divisions worked with 21 high school students at Qualcomm during the summer for six weeks. Each Monday, students attended a two-hour Workforce Development Lab, hosted by our Staffing team. Topics covered included resume writing and interview skills, networking and job search and professional and effective communication.



Workforce Development Lab Highlights

Qualcomm experience

To provide a "day in the life" business experience to young adults.

Career explorations

To help young adults understand the concept of career exploration and how they can be innovative when assessing their career paths.

Resumes & interviews skills

To assist students and adult professionals in sharpening their interview and resume writing skills.

Networking & job search

To provide individuals with effective networking and job search skills.

Professional communication

To help young adults understand the concept of professional communication and how it can impact their future success in the business world.



2009 QLife Highlights



2,453

Seasonal flu shots at 8 locations worldwide.

200

Kids across the United States and Canada participated in Take Your Kids to Work Day.

137

Participants in Bike to Work Day across five United States locations.

3

Years of participation in the San Diego Asian Film Festival.

10,000

Health clubs accessible at discounted rates through GlobalFit in the United States.

157

Reimbursements for health club memberships.

Work/Life Balance



Qualcomm's culture is fueled by a diverse offering of innovative workplace programs that inspire our employees to succeed in work, life and the community in which they live.

In 2009, QLife offered 1,789 programs, events and services to our employees.

Commuter Benefits

Commuters are encouraged to explore any number of alternatives to the one car/one driver mode. Our United States employees are eligible to receive a 25 percent subsidy and pre-tax purchase of transit passes and vouchers for bus passes, train tickets or vanpools. Over the course of 2009, our employees purchased a total of 4,360 transit passes from 16 different transit authorities in 9 separate regions of the United States.

Group Exercise Classes

A key ingredient to a healthy life is to lead an active life. To that end, several Qualcomm locations across the globe offer group activity fitness classes on-site. From Cardio-Challenge to Yoga, Boot Camp workouts to Zumba and nearly everything in between, classes are provided by professional, certified instructors. In 2009, 2,862 classes across 7 Qualcomm locations worldwide recorded 28,132 participants.



Firethorn® Technology

On-the-go banking made easy

To make our busy employees' lives easier, Qualcomm offers mobile banking from Firethorn Holdings, LLC, a Qualcomm company. As a single, secure platform for managing multiple financial relationships, Firethorn provides Qualcomm employees the ability to manage their banking needs on-the-go, including checking, savings and credit card accounts with more than 3,700 United States-based financial institutions from one mobile application. Employees and consumers can visit www.mobilebanking.com, download the latest application and enroll their accounts directly from their mobile devices, including iPhone, Blackberry and Android as well as other handsets supported by AT&T, Verizon and other wireless carriers.

LifeCare

QLife recognizes the importance of balancing work and personal life to meet the needs of our dedicated and diverse employees. QLife's online referral service called LifeCare® offers work/life assistance with eldercare/child care, finance, legal, adoption, emotional health and mothers at work. In 2009, over 8,000 employees across all offices in the United States utilized LifeCare for specialist requests, educational material and webinars. This year also saw the first extension of these offerings outside the United States to our Canadian employees.

QLife Campaigns

QLife's monthly global campaigns strive to provide a theme for overall work/life effectiveness year around. Via parenting workshops, blog responses or events, QLife facilitates conversations and engages employees directly in managing their work and life challenges 365 days-a-year by featuring topics such as Do One Good Thing for Your Health, Managing Holiday Budgets and Taking Control of Your Commute. A unique feature of these campaigns are the comments shared by Qualcomm employees from around the globe. It is fascinating to see how the common themes unite us and the similarity of approaches used by employees in vastly different parts of the world.