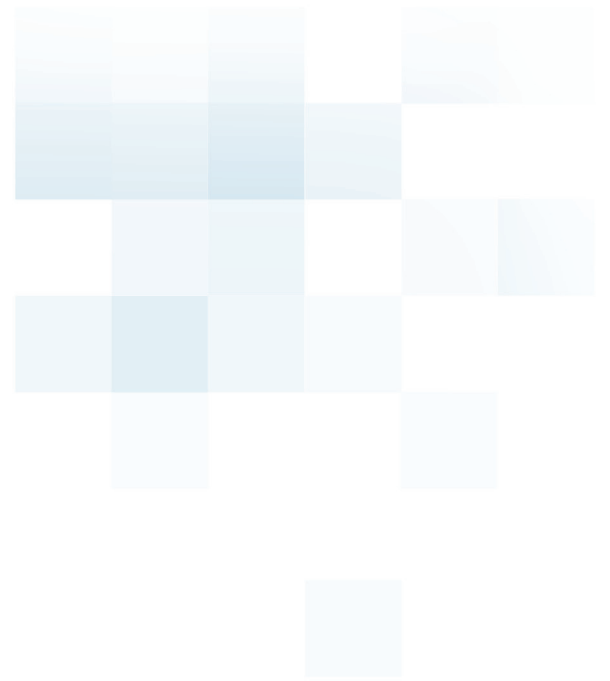




Global Workforce Inclusion

2008 Annual Report

QUALCOMM®



Our Philosophy

We are committed to an environment of inclusive teamwork where employees see one another's differences as both an asset and strength.

At their core, inclusive teams are about, innovation, execution and partnership.





A Year of Global Inclusion Experience

- 6** Message From the Global Workforce Inclusion Team
- 7** Recognition
- 8** Inclusion Basics


Embrace

- 10** Employee Resource Groups
- 12** Accessibility and Disability
- 13** Many Places, Many People, One Qualcomm
- 15** Making a Difference

Action

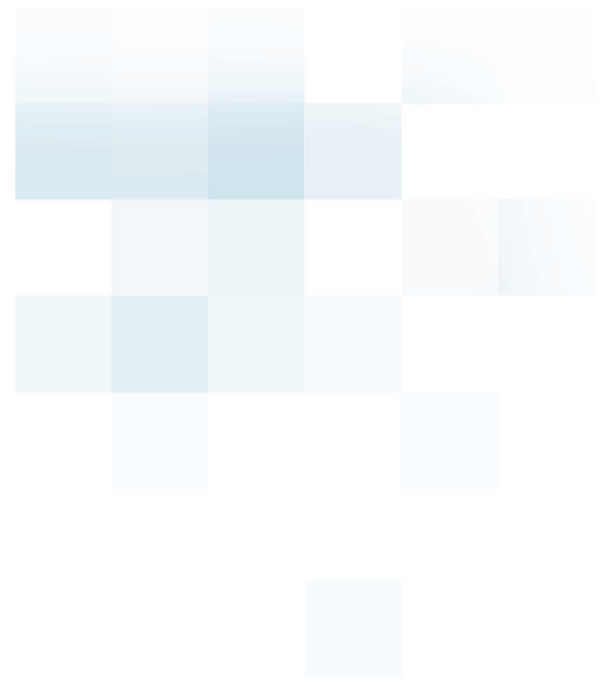
- 18** Inclusive Community Outreach
- 24** Equal Opportunity Employment
- 26** Supplier Diversity Program

Discovery

- 28** Recruiting Talent
 - 33** Supporting Scholars
- 

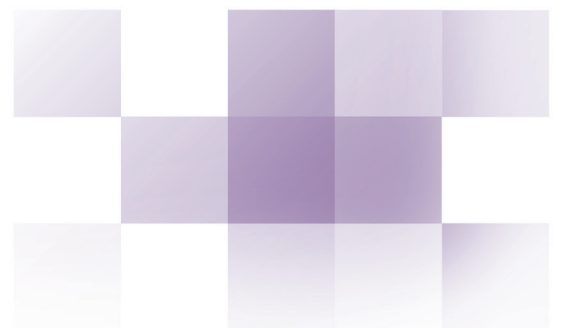
List of Acronyms

AAP	Affirmative Action Program
AfroAM	Qualcomm's African American Employee Resource Group (ERG)
ALPFA	Association of Latino Professionals in Finance and Accounting
BREW	Binary Runtime Environment for Wireless
CASPA	Chinese American Semiconductor Professional Association
CDMA	Code Division Multiple Access
EEO	Equal Employment Opportunity
ENDA	Employment Non-Discrimination Act
ERG	Employee Resource Group
FIRST	For Inspiration and Recognition of Science and Technology
GEM	National Consortium for Graduate Degrees of Minorities in Engineering and Science
HRC	Human Rights Campaign
IWD	International Women's Day
LGBT	Lesbian, Gay, Bisexual and Transgender
MEMS	Micro Electro Mechanical Systems
MESA	Math Engineering Science Achievement
NACE	National Association of Colleges and Employers
NMBAA	National Black MBA Association
NCWIT	National Center for Women and Information Technology
NSBE	National Society of Black Engineers
NSHMB	National Society of Hispanic MBAs
OFCCP	Office of the Federal Contracts Compliance Programs
PASE	Pacific Asian Science Alliance
PFLAG	Parents, Families and Friends of Lesbians and Gays
QCSHPE	Qualcomm's Society of Hispanic Professional Engineers
QWISE	Qualcomm's Women in Science and Engineering
SDAFF	San Diego Asian Film Foundation
SDILG	San Diego Industry Liaison Group
SDCEPD	San Diego Committee on Employment of People with Disabilities
SDSU	San Diego State University
SHPE	Society of Hispanic Professional Engineers
SIG	Special Interest Group
SWE	Society of Women Engineers
TWIN	Tribute to Women and Industry
WITI	Women In Technology International
YWCA	Young Women Committed to Action



Experience

- 6** Message From the Global Workforce Inclusion Team
- 7** Recognition
- 8** Inclusion Basics





- Lee Wills-Irvine, Director of Workforce Inclusion and Senior Staffing Manager



- Angela McCourt, Workforce Inclusion Specialist and Senior Staffing Specialist

Messages From the Global Workforce Inclusion Team

Embracing Inclusion

At Qualcomm, we believe that our creative and diverse employees are the key to maintaining our competitive edge with industry-leading technologies and products. We have developed a comprehensive approach to promote and embracing global diversity and inclusion that mirrors our culture and values.

Celebrating Our Differences

By valuing our differences and appreciating our similarities, we encourage the exchange of ideas and perspectives. This builds upon our individual strengths and creates an energy that carries our global teams forward in developing superior product innovations and delivering exceptional service and value to our partners and customers worldwide.

At the heart of Global Workforce Inclusion is Qualcomm's commitment to providing all employees with the opportunity to achieve their professional goals and work in a fulfilling environment.

Qualcomm employees, located in our 70+ offices in over 34 locations, represent nearly 100 different countries, speak more than 60 languages, and range in age from 16 to 81 years old.

+ Perspectives

“There are many forms of diversity in organizations that go far beyond the stereotypical categories such as race and gender. One of the main areas of diversity in which the Employee Relations Department offers training and coaching is in diversity in communication styles.”

- Jane Baker,
Senior Director, Employee Relations



Members of Employee Relations, International HR and Staffing were present to accept the Urban League's President's Award.

Top 10 for Diversity

In January 2008, Qualcomm was selected for the 10th year in a row as one of the 100 Best Companies to Work For in America. FORTUNE Magazine awarded Qualcomm the #8 slot on its prestigious annual list.

Qualcomm also ranked as the 6th most diverse company with more than 51% of our U.S. employees considered minorities (American Indian, Asian, Black and Hispanic).

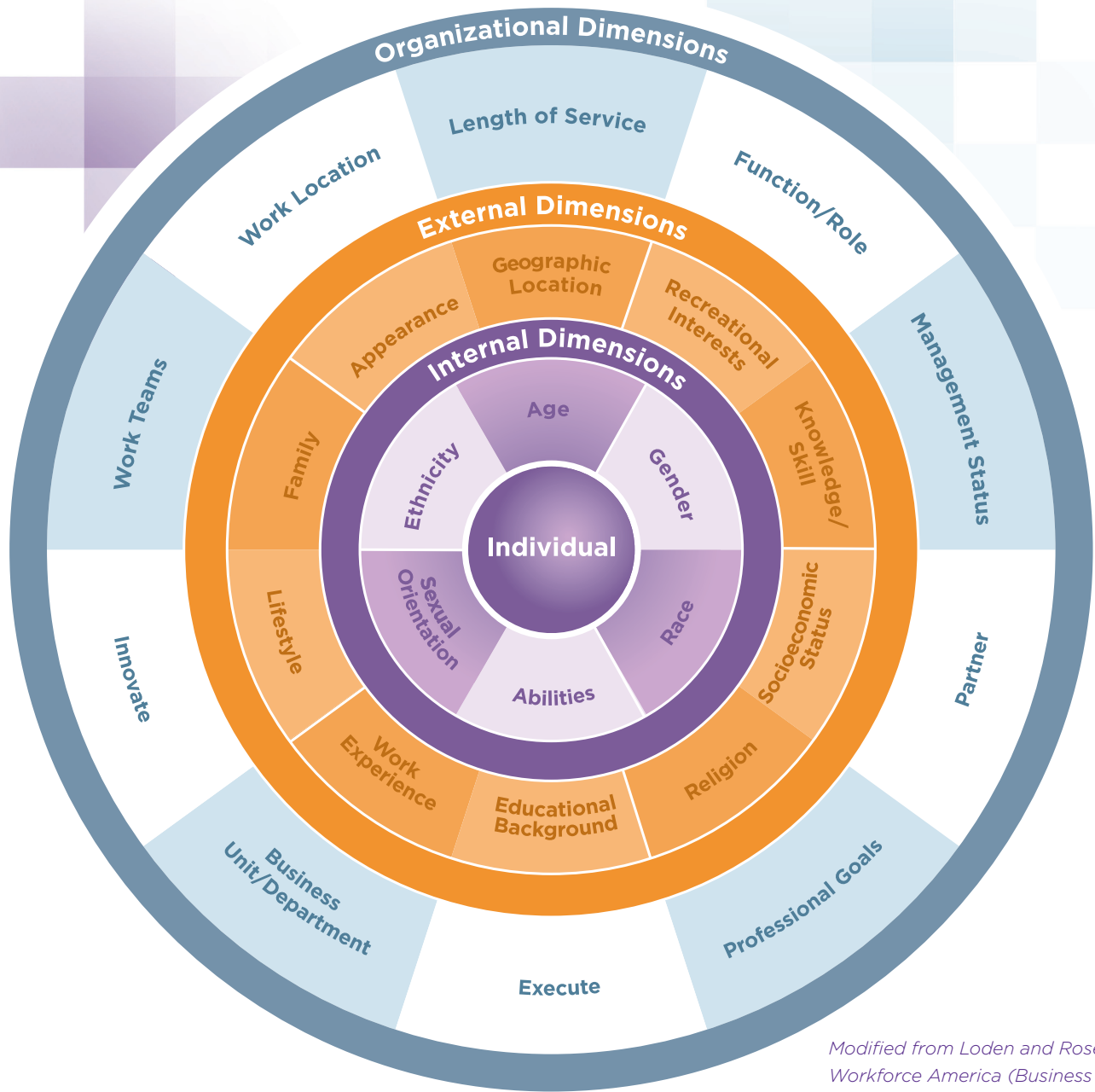
More than 1,500 companies sought to be on the list in 2008. Only 406 were accepted for review. Within this select group, FORTUNE surveyed over 100,000 employees to find the *100 Best Companies to Work For in America*.

Urban League President's Award

In September 2008, Qualcomm was honored with the *Urban League of San Diego County's President's Award for Diversity*. The award was presented at the Second Annual Diversity Summit “Moving Beyond Talk to Action: Building a Diverse 21st Century Organization. This achievement recognizes companies who are “making diversity work” by maximizing opportunities for African Americans and underserved people in San Diego County.

Human Rights Campaign Corporate Equality Index

Qualcomm scored high marks (for the second consecutive year) on the Corporate Equality Index, a yearly report card given by the Human Rights Campaign. Our company earned 95 out of 100 points for its treatment of Gay, Lesbian, Bisexual and Transgender employees, consumers and investors.



Modified from Loden and Rosen, Workforce America (Business One Irwin, 1991)

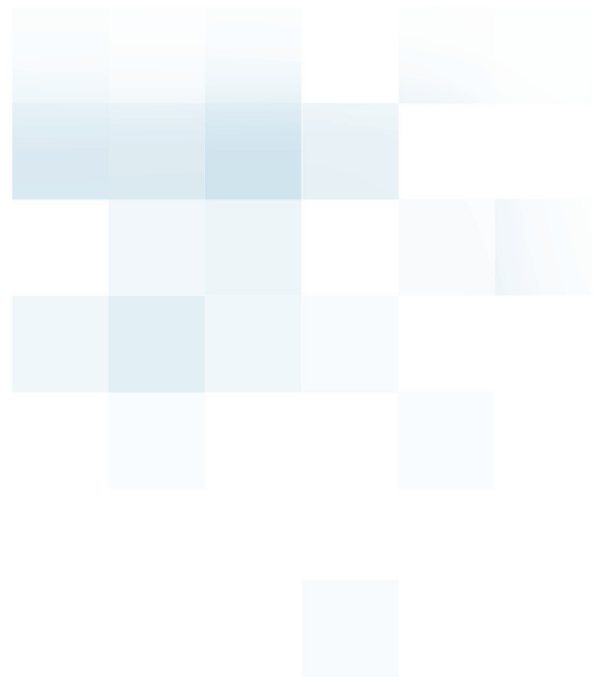
+ Inclusion Basics

At Qualcomm, we value and recognize individual complexities. Each of us possess a myriad of personal characteristics that make us unique as individuals and different from our colleagues. Simultaneously, we do share common aspects, interests and experiences with one another. The inner circles of the *Dimensions of Diversity Wheel* (pictured above) illustrate several types of diversity including the following:

Internal: Highlights dimensions of diversity over which we have little or no control such as our gender, age and race.

External: Considers outside influences such as where we grew up or we currently live, whether we have children, our hobbies and other personal habits, etc.

Organizational: Encompasses our work environment, such as the department or business unit in which we work, and the length of our employment or our role at Qualcomm, etc.



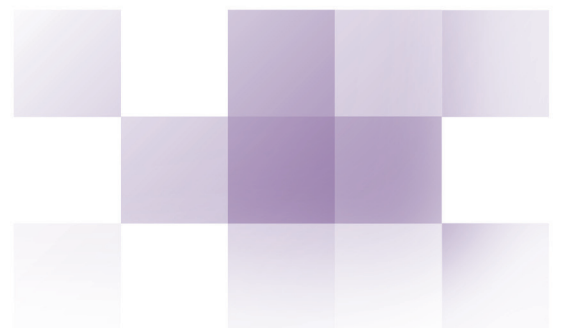
Embrace

10 Employee Resource Groups

12 Accessibility and Disability

13 Many Places, Many People, One Qualcomm

15 Making a Difference





QLife Festival Celebrates Inclusion

The annual *Living the QLife Festival* is one of the largest on-site employee events at Qualcomm. This year over 120 exhibitors packed the recreation area at our headquarters campus in San Diego.

Diverse talent is an integral part of Qualcomm's culture, and several employee resource groups were on hand to celebrate:

- Association of Latino Professionals in Finance and Accounting (ALPFA)
- Human Rights Campaign (HRC) and PFLAG
- National Society of Black Engineers and Qualcomm's African American Employee Resource Group
- Qualcomm's Lambda Pride
- Qualcomm's Society of Hispanic Professional Engineers San Diego
- Qualcomm's Women in Science and Engineering

Qualcomm clubs set up booths to encourage employees to continue "living the QLife" with language classes, salsa dance lessons or ski and snowboarding trips.

The festival booths also included 40 nonprofit organizations showcasing the various ways employees can give back to their community, from working with senior citizens to training canine companions.

+ Perspectives

"Qualcomm is a great place to work due to its unique diversity of employees and continuous drive to help employees balance their work / life situation. I have learned so much about different cultures throughout the world from the people I meet throughout the company when working on different projects. They provide a wealth of knowledge and tips on what to do when visiting their country of origin."

- Robert, Staff Engineer



+ Perspectives

“As an older worker, I find that Qualcomm allows me to learn something new every day, mentor really smart young talent, and keep my imagination and creativity alive.”

- Diane, Senior Director

CEO Paul Jacobs Meets with Women Engineers

On November 6, 2007, Paul Jacobs met with a group of women engineers from Qualcomm's Women in Science and Engineering (QWISE) employee resource group in celebration of their one year anniversary. These 12 members were randomly selected to meet Paul for breakfast and talk with him about current initiatives, his vision for the company and to address other questions. Paul also took time-out to chat with each woman about their current projects.

Career Explorations Workshop Exclusive for Women Engineers

In August 2008, Qualcomm's newly established "Career Explorations" career assistance center teamed up with the Global Inclusion team for an initiative aimed at serving the development needs of women engineers at Qualcomm. Individual coaching sessions and assessments were presented and a customized workshop was developed specifically for QWISE members.

Nearly 40 participants participated in an interactive lunchtime session entitled, "Managing Up," where they learned important career management skills including the importance of continually assessing their own strengths, interests, goals and values.

The workshop provided participants with specific action items that could immediately be put to good use on the job, including helpful tips on how to communicate more effectively with colleagues and managers.

+ Perspectives

“Every team needs people with different skills and abilities that complement each other to achieve success. A strong team celebrates these differences, looking for ways that each team member can most effectively contribute. At Qualcomm, we succeed when each of us is given the opportunity to use our unique talents to their fullest, and show respect for each other by giving them the opportunity to do the same. Rather than try to ingrain conformity, we have embraced diversity to become and remain a leader in the industry.”

- Bill Sailer,
Senior VP, Legal Counsel

Support of Disability Organizations

Qualcomm takes proactive steps to ensure all people, including those individuals with disabilities, have the opportunity to be considered for employment.

There are many organizations that partner with Qualcomm to help support people with disabilities, including:

- Department of Rehabilitation
- The San Diego Committee on the Employment of People with Disabilities
- California and U.S. Business Leadership Networks

On October 2, 2007, Qualcomm proudly sponsored the *Eighth Annual Jobtobfest*, the largest job fair for people with disabilities in San Diego. In conjunction with *National Disability Employment Awareness Month* in October, the San Diego Committee on Employment of People with Disabilities (SDCEPD) hosted this event at the Balboa Park Club in Balboa Park, San Diego. This event registered the largest turnout to date, with nearly 1,000 job seekers in attendance. The SDCEPD works to promote employment opportunities for persons with disabilities through community action, education and collaboration.



Photo by Vinit Modi

+ Perspectives

"*Rang Tarang* showcases the inherent talent of Qualcomm employees and creates a strong cultural bonding as many people come together to produce a successful show. Qualcomm's support for *Rang Tarang* was nothing short of phenomenal. The money raised is given to charitable organizations to help improve the lives and education of underprivileged kids in India. This reinforces Qualcomm's image as a socially conscious company."

- Santosh,
Staff Engineering Manager.

Annual Indian Cultural Festival Sells Out Again

Each year Qualcomm's India Culture Club presents *Rang Tarang*, an evening of music, dance, drama and more at Qualcomm's headquarters in San Diego. This year the show was held on September 7, 2008 at the Qualcomm Hall located in the Morehouse campus. Now in its fourth year, this highly popular event provides an excellent venue for showcasing the inimitable artistry of some of Qualcomm's highly talented staffers. While the show was initially started as an effort to showcase and capture the essence and diversity of the Indian sub-continent, it's lasting achievement over the years has been the funds it has raised for non-profit organizations both in India and the US.

Among the beneficiaries from this year's show are Anand Charity (www.anandcharity.org), an up and coming non-profit organization founded by among others, Qualcomm employees in the Bay Area, and San Diego Purple Cow (www.sandiego-purplecow.org), a non-profit operating for the last 16 years from a center in Escondido, CA, whose mission is to rescue farm animals that are at the end of their useful life.

Asian Film Festival Sets Stage for Opening Night

Over 120 employees attended free screenings of five short Asian films held in Qualcomm's state-of-the-art lecture hall in San Diego this year. Building on the success of the event, plans are underway for Qualcomm to host the 2009 opening night gala and screening for this popular annual festival.

Chris Lee, Senior Staff Graphic Designer, who has been actively involved with the San Diego Asian Film Foundation (SDAFF) for almost 10 years, noted, "It was great... Everyone loved it! We're really excited about 2009's opening night event. There are going to be a lot of prominent Asian actors and celebrities. It's going to be huge and will really go far to raise awareness for SDAFF and our support of Asian filmmakers and other artists."



Exploring the Multifaceted Indian Culture

Employees celebrated *Diversity Day* in Qualcomm India's Bangalore office with colorful costumes, tasty treats and an in-depth look at the cultural complexities of their country. India's billion-plus population features many different religions and local traditions and over 200 languages are spoken in the region. Although it's impossible to speak of any "one" Indian culture, there are deeply shared cultural commonalities that tie people together. To honor this, each office department chose to represent a different Indian state and showcased its distinctive culture, cuisine and couture.

From creative displays to elaborate outfits, Bangalore employees truly went all out. Prizes were given for "best dressed" team, men, and women. "I just can't believe that people working at a technology company can have so much fun," exclaimed one visitor to the office.

Celebrating Women at Qualcomm India

International Women's Day (IWD) is marked on March 8 every year. It is a major day of global celebration for the economic, political and social achievements of women.

In Bangalore, all women employees were treated to a grand lunch with the executive team. The office also hosted Geeta Kulkarni, a Karnataka State Police member known for her valor and unwavering dedication to her work. Geeta has been instrumental in reducing the crime rates in the Halasuru area.

Women employees in the Mumbai office received flowers, personalized cards and were treated with a surprise gift basket from a local spa. The response was strongly positive, with many counting their Women's Day treat among their favorite Qualcomm memories.



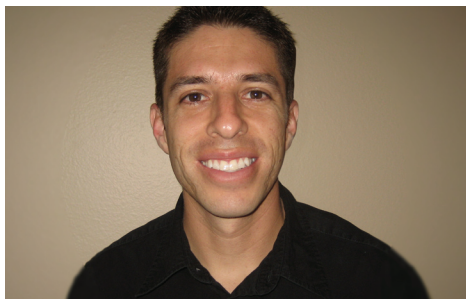
George Lane talks with a student at NSBE conference.

Thank you, George!

Many thanks to IT Engineer, George Lane, for leading the effort to increase participation in the new Wireless Special Interest Group (SIG) which focused on increasing awareness of opportunities in the wireless telecommunications industry for Black engineers. George also created a Wireless SIG brochure, in conjunction with the Diversity team, which was distributed to NSBE convention participants.

For information on the NSBE wireless SIG, please visit:

www.qualcomm.com/diversity



Sandro Magana is active on the SDSU campus.

We Appreciate your Commitment, Sandro!

Sandro Magana, Business Process Analyst, is an outstanding advocate for Qualcomm on the San Diego State University (SDSU) campus through his active involvement in their Hispanic Business Student Association. He counsels and provides guidance to the student board and speaks at local events with the Inclusion Team. He also sits on the board of the SDSU Alumni Association - Los Aztecas Latino Alumni Chapter.

SDSU was recently ranked Sixth in the Nation for “Most Bachelor’s Degrees Awarded to Hispanics.”

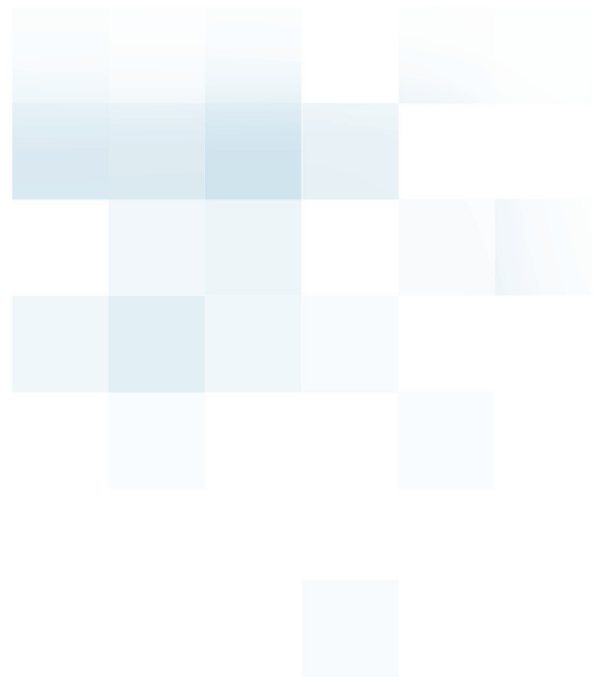


QWISE Board members keep their eye on their mission.

Kudos to the QWISE Board

Over the last twelve months, the eleven board members of Qualcomm's women engineering, QWISE, have made significant contributions to the company and community. The board members from various business units, engineering disciplines and tenures, have come together to work towards their mission of promoting the personal and professional growth of women in science and engineering at Qualcomm and in the community. *Among their many recent and notable activities::*

- Celebrating *International Women's Day*
- Customizing a professional development workshop called "*Managing Up*"
- Hosting at a *Summer Social Pool Party*
- Networking at the women's engineering intern mixer
- Publishing bi-monthly newsletters
- Organizing Sexual Harassment training sessions
- Teaching Girl Scouts about applications for the field of engineering
- Providing young girls with tours of our MediaFLO (mobile TV) operations center
- Partnering with the Society of Women Engineers of San Diego

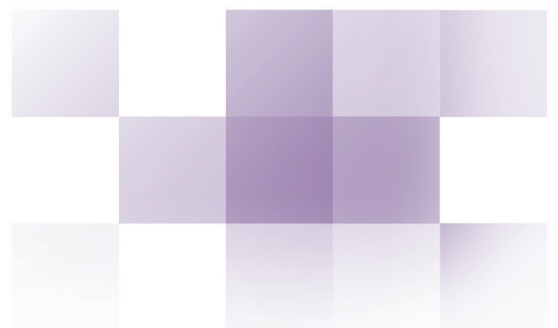


Action

18 Inclusive Community Outreach

24 Equal Opportunity Employment

26 Supplier Diversity Program





Senior Engineer Kevin Taylor enjoys the festivities at this year's Professional Leadership Evening.
- photo by Yu Shi

Professional Leadership Evening Builds on Company Values

Held on May 8, the 2008 Leadership Professional Evening (in ital) represented the third year in a row that Qualcomm has collaborated with local organizations SHPE, NSBE, NMBAA, SWE, ALPFA, NSHMBA and the Urban League of San Diego County Young Professionals for this very special event.

This year's program exemplified Qualcomm's core values - "Innovate, Partner and Execute." The planning committee, made up of leaders from the various organizations, offered the over 200 attendees unique access to professional development. The keynote speaker, Daniel Gutierrez, presented *Seven Golden Rules of Success* and inspired the participants to take charge of their careers. Senior Director Howard Wright also shared insights about careers at Qualcomm.

According to the participant feedback survey:

- 93% agreed that the evening was worthwhile
- 90% agreed that participating in this event increased their interest in a career at Qualcomm.
- 88% took away some new ideas from the keynote speaker's talk that they can apply to their career.
- 84% spoke with a Qualcomm representative about career opportunities



NSBE leadership presents Qualcomm with a Corporate Partner Award.

NSBE Awareness Dinner Gathers Membership

Over 100 members and friends of NSBE attended the 2008 National Society of Black Engineers (NSBE) Awareness Dinner. The event, which took place May 15, 2008, at Qualcomm's Cafe S in San Diego, provided an overview of Qualcomm and outlined plans for the upcoming year, the Qualcomm Inclusion team received awards recognizing their work with NSBE.



Kristin Taylor (right) and Frankie Frye (left) pose with Dr. Sally Ride and Peggy Johnson before the event. - photo by Al Willingham

+ Facts

21% of 2006 computer and information science undergraduates were women

13% of corporate office positions at Fortune 500 technology companies are held by women

Source: NCWIT



Dr. Sally Ride stresses the importance of engaging boys and girls in math and science activities, even at the primary education level. - photo by Al Willingham

Professional Women In Technology Forum Inspires 300 Participants

The *Professional Women in Technology Forum* on May 14, 2008 was information-rich, leaving many attendees feeling uplifted and empowered. Presenters ranged from a broad spectrum professions, including Dr. Sally Ride, America's first female astronaut to travel in space, Qualcomm's Vice President Susan Laun and Executive Vice President Peggy Johnson.

Although the three stem from different backgrounds, they were united and passionate in their advocacy for increased math and science education in today's elementary classrooms as an essential key to ensuring adequate professional development for women in the workforce of the future.

Qualcomm Senior Director of Business Development Kristin Taylor remarked, "It was awakening to learn the statistics of children losing interest in math and science at grade 4. We owe it to our children, whether girls or boys, to keep them excited about this field".

The event highlighted Qualcomm's commitment to fostering the advancement of women in technology.

According to the participant feedback survey:

- 100% agreed that the evening was worthwhile
- 100% agreed that they were able to relate to Peggy Johnson's *5 Lessons in Leadership* to their own life.
- 92% agreed that Dr. Ride's story was inspiring and plan to promote the importance of math and science studies to young girls..
- 99% would be interested in participating in a similar event in the future.

Mentoring is Key to Link's Achievers Program

On December 19, 2007, Qualcomm hosted the alumni night for the *San Diego Links Achiever* program. The Achiever program is an intensive four-month curriculum that provides leadership training, mentorship, and scholarships to black male high school seniors to help them prepare for college. High school counselors nominate students based on high academic standards, community service and extracurricular activities.

Over 98% of the 454 past Achievers are currently enrolled in college or have completed undergraduate or higher degrees. The program's *Alumni night* serves two purposes: 1) It's an opportunity for current Achievers to showcase their talent to the community; and 2) it invites former Achievers to come back and share their life experiences with local African American high school seniors.

Qualcomm plays a guiding role in the planning of this event. The Link's Alumni Chair is Qualcomm's Adam Riggs-Zeigen, Business Development Manager for Brand and Affinity Relations. Over the past 20 years, individuals and companies like Qualcomm, Sempra and Leap Wireless have helped award over \$500,000 in scholarships.



Qualcomm-sponsored FIRST Robotics team celebrates.

Creating Robots... and Future Engineers, too!

This year's Qualcomm-sponsored FIRST (For Inspiration and Recognition of Science and Technology) robotics team caused quite a buzz and featured the participation of key team members from the Qualcomm's Women in Science and Engineering (QWISE) employee resource group.

Forty-nine teams from across the U.S. came to San Diego to compete in the event.

The FIRST Robotics Competition is an exciting way for young people and professionals to work together solving engineering design problems in a fun environment promoting collaborative teamwork and good sportsmanship. The contest kicks off with the First organization doling out identical robot kits to each participating high school team. Then, the students, teachers and volunteer mentors have six weeks to put their heads together and devise the ultimate robot champion.

Qualcomm Supports CASPA

Qualcomm Asian American employees from our Bay Area and San Diego offices are now involved with the Chinese American Semiconductor Professional Association (CASPA). Founded in 1991 in the Bay Area, CASPA has developed into the largest Chinese American semiconductor professional organization worldwide. CASPA charters provide networking and business expansion for corporate sponsors and individual members; facilitate collaboration and communication among professionals and companies in the semiconductor industry; promote the welfare of the members by providing a forum for information sharing regarding job opportunities and career development globally.

LGBT Community Involvement

The San Diego LGBT Community Center's mission is to enhance and sustain the health and wellbeing of the lesbian, gay, bisexual, transgender and HIV communities by providing activities, programs and services. Qualcomm has supported the Center for over six years and one Qualcomm employee now serves on the organization's.

In addition, over 35 employees participated on Qualcomm's team for the Center's *AIDS Walk San Diego*, which raises funds to provide essential prevention and care programs to thousands of people living with HIV / AIDS. Qualcomm's team was the top corporate fund raising team for 2007, securing over \$14,000.



Jamie Henson (left) and Susan Laun (right) are honored for their ongoing contributions to Qualcomm.

Organizations with Focus on *Women in Business*

In May 2007, two of Qualcomm's female executives were presented the YWCA's Tribute to Women and Industry (TWIN) Award. Susan Laun, Vice President of Human Resources, and Jamie Henson, Vice President of Accounting Practices and Reporting, were nominated by Qualcomm executives for their contributions to the company. The program honors local women who have made a significant contribution to industry in managerial, executive, or professional roles. Through recognizing women who have responsibility for a major component of their company or are in traditionally male-dominated roles, the YWCA publicly celebrates female leaders and role models.

+ Perspectives

“Our QLife programs embrace differences and encourage learning by providing opportunities for employees to share their unique talents, skills and interests.”

- Ann Owens, VP,
Total Rewards Management

NCWIT Accelerates Progress for Women in Technology

Qualcomm moves into its second year of participation with the National Center for Women and Information Technology (NCWIT) coalition of more than 100 prominent corporations, academic institutions, government agencies and non-profits working to increase women's participation in information technology. Qualcomm joins other organizations like Avaya, Bank of America, HP, Intel, the Kauffman Foundation, Microsoft, the National Science Foundation and Pfizer in supporting this 501(c)(3) organization, established in 2004.

NCWIT was created to identify the reasons why there aren't more women in IT; to identify what research and interventions can best attract and retain women to IT; to leverage existing effective efforts; and to build a united, national platform for accelerated progress.

- Girls represented just 15% of Advanced Placement (AP) computer science (CS) exam-takers in 2006.
- Women hold more than half of all professional occupations in the U.S. but fewer than 26% of women are working in computing-related occupations.
- A study on U.S. technology patenting reveals that patents created by mixed-gender teams are the most highly cited (an indicator of their innovation and usefulness); yet women were involved in only 9% of U.S. tech patents.

Download more statistics about Women and IT:
www.ncwit.org/pdf/Stat_sheet_2007.pdf

Office of the Federal Contracts Compliance Programs Audit

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

This audit focused on the following:

- The composition of internal feeder pools for manager and above level jobs, these and the efforts being made to insure there is diversity in the “pipeline.”
- The developmental opportunities for minority and female employees.
- The effort to recruit diverse pools of applicants when filling these jobs.

The OFCCP concluded that:

- Qualcomm’s compensation system is well structured and based on merit. No disparities found for minorities or females in base pay, bonuses, stock options, grants, etc.
- Qualcomm’s policy of promoting from within and development programs has led to upward mobility opportunities regardless of race or sex.
- Qualcomm’s training programs are extensive and accessible to all minorities and females.

Active with the San Diego Industry Liaison Group

Qualcomm actively participates in the San Diego Industry Liaison Group (SDILG). Katie Baxter from Employee Relations serves as the Board Secretary. Katie and Qualcomm help organization to achieve its mission to promote equal employment opportunity (EEO) and provide leadership in developing and administering affirmative action programs (AAP).

Supporting the Workplace Fairness Act

As part of our strong commitment to the Business Coalition for Workplace Fairness, Qualcomm is a primary supporter of the Employment Non-Discrimination Act (ENDA), a federal bill that would provide protection from sexual orientation or gender discrimination to employees across the country.



Sharing Diversity Best Practices

The Urban League of San Diego County staged its *First Annual Diversity Summit* on October 12, 2007. Bill McClelland, Angela McCourt and Lee Wills-Irvine presented a workshop titled *Global Diversity and Inclusion: An Evolution*. The presentation detailed how diversity practices transform over time and change as business changes, especially within a global economy.

In September, 2008, Qualcomm's Manager of Supplier Diversity, Rosemary Bullen, also shared best practices at the *Second Annual Diversity Summit*. Her workshop entitled *Building a Corporate Supplier Diversity Program from Scratch!* explored building and maintaining a supplier diversity program for the inclusion of small, minority and diverse businesses in the global workplace.

In May 2008, Qualcomm's Diversity Team members, Lee Wills-Irvine and Angela McCourt presented diversity best practices at the National Association of Colleges and Employers (NACE) national conference in New Orleans, LA. The tag team presentation entitled *Global Inclusion and Diversity: An Evolution* covered diversity and inclusion plans at different stages of maturity and execution, depending on the organization. Forces such as a company's history, availability of resources, culture and other challenges defined progress to date. Participants were able to discuss how a diverse workforce can provide a competitive advantage to organizations and benefit employee productivity and retention.

+ Perspectives

“Employees can be proud of Qualcomm’s strong social responsibility and commitment to working with small businesses. We recognize their value and their contributions to our success. We benefit when they help us meet our government contract commitments and commercial diversity goals.”

- Rosemary Bullen

QC Manager, Small Business Compliance

Supplier Diversity Evolves

Recognizing the value of supplier diversity, including small, minority and disadvantaged businesses, as well as those situated in a HubZone, or with disabled, veteran or woman / female ownership. Qualcomm continues to promote and encourage strategic partnerships with initiatives that foster and tap into the strengths of supplier diversity.

Relationships with these groups have led to numerous subcontracting opportunities, and Qualcomm is committed to continuing this practice of encouraging participation and providing equal socioeconomic opportunities for small and diverse businesses to compete for contracts that are within their capabilities to perform.

For information about Supplier Diversity, please visit:

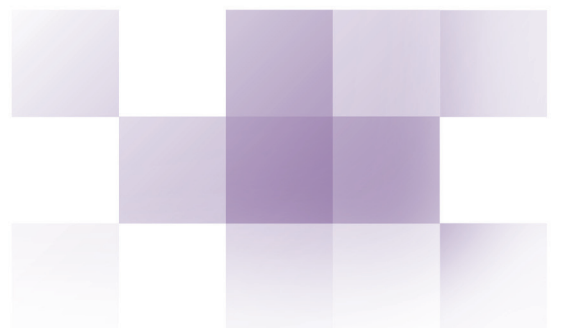
www.qualcomm.com/citizenship/diversity/supplier_diversity.html



Discovery

28 Recruiting Talent

33 Supporting Scholars



Recruiting Talent

Diversity from a staffing perspective is really about finding great talent wherever it exists, bringing these candidates to Qualcomm and helping to ensure they have a “great place to work.”

There is an ongoing battle for talent in the technology arena. The challenge to find the best and the brightest exists in the U.S. and around the world; with tough competition between FORTUNE 500 companies and even start-ups. Many steps are being taken to ensure that Qualcomm stands out as an employer of choice, including: the implementation of specialized sourcing strategies, creative recruitment campaigns and very high levels of candidate care.

Recruiting Milestones

- **Significant increase in Black Hires:** 74% increase over FY'07
- **Marked increase in Hispanic Hires:** 29% increase over FY'07
- **10 Qualcomm Award of Excellence** scholarship recipients have become Interns.

We attribute our diversity hiring success over the past year from the recruiting activities highlighted on the following pages.



Left to Right - Richardo Wynruit, Vince Walker, Maisha Cobb, Angela McCourt, Adam Riggs-Zeigan, Sara Duzik, Lee Wills-Irvine and Kenechi Aguu.

Team Qualcomm Recruits Business Professionals

The Diversity Recruiting Team kicked off its fall season with a trip to the NBMBA Conference in Orlando, Florida in September 2007. A team of eight Qualcomm recruiters and staff members participated in a career fair among 12,000 conference attendees.

Qualcomm's booth had non-stop traffic during the two-day long fair. Business professionals and students stopped by and talked with the team over the course of the event. Many candidates possessed an MBA along with an engineering background.

Each candidate was given information about current job openings and laptops were available for them to create profiles and upload resumes. BREW® and MediaFLO phones were available to show off Qualcomm's technology.

MediaFLO Inspires San Diego Organizations

The San Diego Chapters of the NSBE and SHPE visited Qualcomm's MediaFLO facilities as part of their monthly chapter meeting in October, 2007. Both students, and professional members were inspired by the new technology. Vice President, Alejandro Holcman, spoke to the SHPE chapter about his professional journey.

Hot Prospects from Hispanic MBA Conference

Luis Mirabal, Paola Montalva, Alex Pulido and Miguel Montoya joined together in Houston, TX for the *Career Fair* at the NSHMBA in October 2007. All three are actively involved in the organization, in fact, Alex found his job at Qualcomm through NSHMBA.

U.S. Regional Offices Recruit in Nashville

Between October, 2007, Qualcomm engineers and staffing members from Boulder, Research Triangle Park and San Diego met in Nashville, TN to recruit female talent at the SWE Conference. The team met with hundreds of software, hardware and systems engineers.

Tapping Talent at Hispanic Engineering Conference

The 2007 conference of SHPE was the highest attended conference in SHPE history with over 6,000 students and professionals meeting in Philadelphia, PA during the first weekend of November. Qualcomm's engineering team presented a workshop called *Mobile TV and the Technology Behind the Phone*, a reception was also held for outstanding graduate students.

NSBE Strategic Planning and Research Conference

The newly formed Wireless Special Interest Group (SIG), spearheaded by Qualcomm and NSBE San Diego, was a special focus during the weekend. Qualcomm engineer, George Lane presented a workshop on CDMA technology. He also explained how this new group, formed by black engineers in the wireless industry, creating awareness in the NSBE community about this exciting industry and to encourage young talent to consider careers in wireless.



After Lee Wills-Irvine's introduction about Qualcomm, attendees listened as Brian Gally shared his experiences and explained why Qualcomm is a great place to work.

Recruiting Bay Area and Los Angeles

In Palo Alto, California, nearly 100 engineering and business professional (members of NSHBMA, NSBE and SWE) gathered at a local restaurant to learn more about Qualcomm on February 21, 2008. Members of the Qualcomm MEMS Technology group and Qualcomm Staffing joined attendees to talk about Qualcomm's presence in the Bay Area and to highlight exciting projects underway.

On May 1, 2008, Qualcomm presented an evening reception for 120 members of the Los Angeles Chapters of the NSHBMA and NMBAA at the City Club in downtown Los Angeles. Carlos Rivera, Vice President of Business Development, shared insights about Qualcomm with the group including the efforts to expand MediaFLO into different world markets.



A record breaking 800 NSBE candidates lined up to speak with our team of Qualcomm Recruiters and Engineers!

Networking Black Engineers at National Convention

Florida provided more exposure for our team of Qualcomm recruiters and engineers at the NSBE Conference held March, 2008 in Orlando. In just two days, our team spoke with hundreds of candidates about full-time internship opportunities.

Fifteen Qualcomm Q Award of Excellence scholarship recipients joined eight Qualcomm engineers for breakfast and conversation about careers at the company.



Three interns enjoying themselves at the mixer



Qualcomm employees sharing their knowledge.

+ Facts

Student Chapters of the following organizations attend the MESA conference:

SWE Society of Women Engineers

NSBE National Society of Black Engineers

PASE Pacific Asian Science Alliance

SHPE Society of Hispanic Professional Engineers

Summer Mixers a Hit with Interns and Employees

In July 2008, the Campus Recruiting and Inclusion Teams hosted two mixers to promote diversity and connect employees with Qualcomm summer interns. The Interns had the opportunity to talk with members of QCSHPE, AfroAm and QWISE about their business areas, work teams and projects.

MESA Prepares Student Leaders

Since 1970, Mathematics, Engineering Science Achievement (MESA) has prepared educationally disadvantaged students to attain university degrees in engineering, science and technology. The program emphasizes participation by students from groups with low eligibility rates for four-year institutions and helps to produce in-demand math, engineering, science, and technology professionals.

In August 2008, dozens of student leaders and professionals gathered for the Annual MESA planning conference in San Diego co-sponsored by Qualcomm and Raytheon. This day of learning, problem solving and planning for the upcoming academic year, gave the MESA students an opportunity to form bonds with professionals in their field of study. Engineer Azucena Faus joined the Alumni Panel and offered advice, opinions, and best practices.

Students worked together to develop a regional master calendar for the MESA group, find ways to strengthen their professional development, increase fund-raising, and promote outreach. Perhaps most importantly, advisors and professionals in attendance expressed their academic expectations for the year.



Victoria Holliday, Program Manager

Recruiting in Action

Throughout the past twelve months, business professionals and engineers from around California attended a variety of recruiting events and learned more about Qualcomm's business and technology. Victoria Holliday took advantage of the opportunity to find out more about our job openings and it paid off.

"While attending one of the Global Workforce Inclusion forum events I got an opportunity to learn more about Qualcomm's various technologies, corporate values, unique work culture and great resources the company provides to enable individual career growth. I was very impressed by innovation, creativity and dedication of the Qualcomm team which inspired me to apply for a Program Manager position. Now as a new member of the Qualcomm Research and Development group I am very excited to work on projects that push the edge of the technology and help the company to continue to be a strong leader in the wireless industry."

- Victoria Holliday, Program Manager

> SUPPORTING SCHOLARS



QAward of Excellence Scholars in San Diego.

30 Scholarships Awarded to Minority Engineering Students

The Q Award of Excellence Scholarship focuses on engineering students at core recruiting schools who are involved in the Society of Hispanic Professional Engineers, Society of Black Engineers, Society of Women Engineers and other minority engineering programs. This unique scholarship program provides financial aid to students from cultures that have traditionally been under-represented in the field of engineering.

This year, Qualcomm awarded scholarships to students for their ability to demonstrate the Qualcomm values of Innovation, Execution and Partnership through their academic achievement, leadership skills and interest in wireless communications and the field of engineering.

+ Perspectives

“While touring Qualcomm, I was given an opportunity to speak to engineers and was encouraged by a group of people that embody the values of innovation and leadership.”

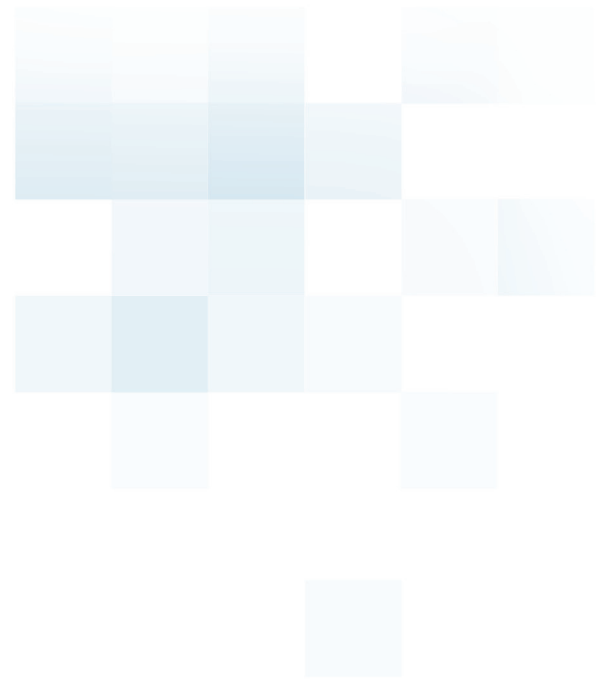
- Samni Koyejo,
2008 QAward Recipient and Intern

Employees Contribute to Engineering Scholarship Funds

Qualcomm employees have a unique opportunity to support the San Diego chapters of SHPE and the NSBE through scholarship funds. The new NSBE program kicked off in 2008. The Qualcomm SHPE (QCSHPE) program has been in place since 1996 and has yielded over \$30,000 of scholarship grants. One hundred percent of the funds donated go directly to students.

QCSHPE Engineers have actively supported Hispanic engineering students in the San Diego area through these scholarships. Among the special programs developed to support both scholarships is a payroll deduction plan in which individual employee donations are supplemented by matching grants from the Qualcomm Corporate Giving program.

To contribute contact: diversity.info@qualcomm.com



Looking Forward

2008 - 2009 holds in store exciting new initiatives, programs and outreach opportunities to further Qualcomm's commitment to ensuring an inclusive workforce.

Please contact the Diversity Team at:
diversity.info@qualcomm.com with
any questions or comments.

www.qualcomm.com/diversity/

