COMPANY OVERVIEW

GLOBAL DIVERSITY & INCLUSION

WORK/LIFE BALANCE

LEARNING & DEVELOPMENT

HEALTH & SAFETY

COMMUNITY INVOLVEMENT

WIRELESS REACH

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HEALTH & SAFETY

Creating a safe work environment for our employees is a top priority at Qualcomm. Our Health and Safety Department is committed to identifying and eliminating work related risks, injuries and illnesses on a day-to-day basis. They also lead extensive efforts to make sure we are prepared to protect our employees and the community in the event of a disaster.

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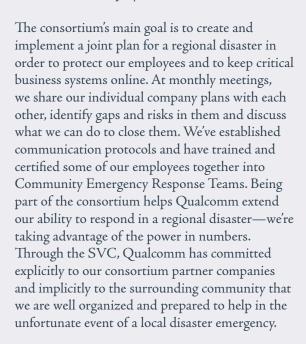2007 SOCIAL RESPONSIBILITY REPORT

Carey Storm
Director

Well Deserved Recognition

In April 2007, the County of San Diego Health and Human Services Agency awarded Carey Storm the 2007 Public Health Champions Award. The award, presented by the Public Health Services Department, recognized Carey's tireless efforts to promote pubic-private partnerships to benefit public health on behalf of Qualcomm by the establishment of the SVC as well as her volunteer work with other local organizations. Carey has spoken at several conferences, including the San Diego Pandemic Preparedness Summit and the San Diego County Business Preparedness Summit, to further the adoption of public/private community collaborations that support public safety.

FROM TRAFFIC JAM TO DISASTER PLAN

A few years ago, I was stuck in a horrendous traffic jam right by Qualcomm's campus. It was shocking how much chaos was created by a simple traffic light malfunction. It made me wonder what would happen if there was a true emergency, like the very real possibility of an earthquake. I looked around at all of the buildings belonging to Qualcomm and other local companies and realized we all needed to pull together—before a disaster—and figure out what we were going to do to take care of our employees. I contacted several other companies located in the same area of San Diego and we joined together to create the Sorrento Valley Consortium (SVC). We have 10 member companies, including other technology firms, a few biotech organizations, local hospitals and the San Diego County Public Health Department. The consortium represents a combined estimated total of over 70,000 employees.

The consortium's main goal is to create and implement a joint plan for a regional disaster in order to protect our employees and to keep critical business systems online. At monthly meetings, we share our individual company plans with each other, identify gaps and risks in them and discuss what we can do to close them. We've established communication protocols and have trained and certified some of our employees together into Community Emergency Response Teams. Being part of the consortium helps Qualcomm extend our ability to respond in a regional disaster—we're taking advantage of the power in numbers. Through the SVC, Qualcomm has committed explicitly to our consortium partner companies and implicitly to the surrounding community that we are well organized and prepared to help in the unfortunate event of a local disaster emergency.

Carey Storm
Director

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The Power of Preparedness

A powerful component of the CERT team's disaster preparedness is participation in emergency simulations. One such event staged the after effects of a jet crash on the Qualcomm campus. Our CERT-certified volunteers sprang into action, evacuating people, rescuing injured employees, providing medical triage and extinguishing fires. Kevin Lee, CERT volunteer captain and senior staff engineer and manager, said, "CERT training gives team members the ability to safely help out in a major disaster, which can ultimately mean saving lives. I'm proud of Qualcomm for sponsoring this training for employees to not only make Qualcomm more prepared for any major disaster, but also the neighborhoods we live in."
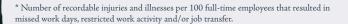
COMMUNITY SAFETY

Qualcomm's safety measures range from outfitting each building with an emergency supply cabinet stocked with food, water and first aid kits and automatic external defibrillators to company-sponsored CPR and first aid training. These precautions ensure that we will be able to assist our employees as well as other people who live and work near us, should the need arise.

Safety Committee

Qualcomm's Safety Committee is comprised of employee volunteers who assist the Health and Safety Department in communicating safety information to their peers. The Safety Committee establishes procedures and training programs and addresses reported hazards and safety violations. As a result, Qualcomm's incident rate was 1.6 for 2007, 24% below the California average incident rate* for the wireless communications industry.

* Number of recordable injuries and illnesses per 100 full-time employees that resulted in missed work days, restricted work activity and/or job transfer.

Kevin Lee
Senior Staff Engineer and Manager

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A Life Saved

Jeff Vaccaro, senior engineer and member of Qualcomm's CERT team, learned basic first aid and CPR as part of his training. When, three months later, his girlfriend collapsed, his life saving skills kicked in. As he monitored her vital signs it became quickly apparent that her situation was dire. He began rescue breathing and, ultimately, CPR. "Thankfully, I only had to do a few rounds until the medics arrived," Jeff said, "but multiple doctors said that the CPR definitely saved her life. Since the incident, I've been encouraging all my colleagues to learn CPR and have been working with the Health and Safety department to set up more on-site training sessions; you never know when you're going to need to use it."

Community Emergency Response Team (CERT)

CERT San Diego is based on a Federal Emergency Management Agency program and is sponsored locally by the City of San Diego's Fire-Rescue Department. The program prepares individuals in basic disaster response skills so that they can support emergency response agencies in the critical first days of a disaster when emergency services may be overwhelmed. In 2007, 25 employees—all volunteers—participated in CERT Training, bringing our total number of certified Qualcomm CERT members to 90.

Jeff Vaccaro and fiancé Alison
Senior Engineer

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Maintaining Communications During a Crisis

On August 25, 2007, an unexpected blast interrupted a peaceful Saturday evening in Hyderabad, India. Two bombs planted by terrorists had exploded at a crowded park and a popular eatery. With more than 300 employees in the Hyderabad office, Qualcomm and its India Emergency Operations team were understandably concerned about employee safety.

Using the recently implemented emergency notification system, AlertFind, the emergency team sent out notifications to find out if any employees were hurt or injured. Fortunately, no employees needed assistance. By using the AlertFind technology, Qualcomm was quickly assured of employees' safety. Anil Jacob, international HR manager, said, "What was of paramount concern was to ascertain the safety and well being of our employees. With telephone networks clogged for a couple of hours, AlertFind's multiple contact options helped us confirm the safety of our employees. The ability to reach out to a large employee base in a short time was extremely significant in the successful implementation of this tool. Investment in such systems is a clear differentiator and only re-emphasizes that Qualcomm truly cares!"

The AlertFind notification that was sent that morning also notified the Corporate Emergency Operation Team in San Diego. This timely notification allowed the San Diego team to offer up assistance and resources to the India team. Says Katie Wiest, senior manager of operations, "We were on the phone with the HR leads in the India offices within minutes of the AlertFind notification, asking how we could be of assistance to them. Without AlertFind, we might not have known about the bomb blasts for several hours."

Katie Wiest *Senior Manager*

GLOBAL EMERGENCY PREPAREDNESS

Qualcomm is committed to the health and safety of our employees at all our locations, both in the United States and abroad. Our Emergency Operations Center in San Diego serves as our command center and our emergency operations team is developing a program to implement an emergency response team in every Qualcomm region worldwide.

Emergency Notification System

In addition, Qualcomm utilizes an emergency notification system which can quickly send an emergency message to all employees, domestically and internationally. The system sends email and SMS messages, and makes voice calls to find people regardless of location, at any time and on any device. It can deliver instructions, ask questions, collect responses and transfer recipients to a live representative or call bridge. Qualcomm is proud to be using the latest technology to ensure our employees are receiving the most up-to-date information during a crisis.

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COMMUNITY INVOLVEMENT

The mission of Qualcomm's community involvement is to develop and strengthen communities worldwide. Qualcomm invests its human and financial resources in inspirational, innovative programs that serve diverse populations.