

# Employees and Workplace

The background of the slide is an abstract composition of geometric shapes and lines. It features a prominent diagonal line that divides the space into two main sections. The upper-left section is a solid, medium-green color. The lower-right section is a dark grey or charcoal color, which is further divided into several overlapping, semi-transparent rectangular and triangular planes, creating a sense of depth and architectural structure. The overall aesthetic is clean, modern, and professional.

“QUALCOMM is as exciting a place to work today as it was in the early days. To me, this implies both a continuous renewal and focus on the individual (and on the organization) to maintain a very successful and stimulating environment.

Employees at QUALCOMM are dedicated to their co-workers, and we rely on each other to get our jobs done. As we continue to grow, the challenge for collaborating and communicating with each other becomes greater, but we are finding ways to meet that challenge.”

- Dr. Daniel L. Sullivan, Executive Vice President, Human Resources

## Our Employees

2006 was one of QUALCOMM's strongest years of global workforce growth in our history. We hired more than 2,500 individuals last year. It was an especially exciting year in the international markets as 22 percent of our new employees were in locations other than the United States. Even more impressive than the number of employees who joined us were the diverse skills they brought to our company in ever more specialized areas of wireless communications.

### Total QUALCOMM Employees

	2001	2002	2003	2004	2005	2006
Employees	6,295	6,198	6,037	7,206	8,940	10,719

### Diversity

As of October 2006, QUALCOMM employed more than 10,500 individuals who collectively represent more than 125 different countries, speak more than 65 languages and range in age from 18 to 80 years.

Over 45% of our employees are minorities*	Over 65% of our 252 interns are minorities*
Over 25% of our executive management team are women	Over 55% of our graduating interns roll over to full-time employees

\*U.S. definition of minorities includes Asians, African-Americans, Native Americans and Hispanics.

## Our Workplace

QUALCOMM is a high-energy company filled with people who want to be challenged and rewarded for meeting those challenges. We are proud of the workplace programs we have developed that drive QUALCOMM's unmistakably innovative culture.

### **QUALCOMM Climate Survey**

Employee feedback is critical to QUALCOMM's operations. We conduct the QUALCOMM Climate Survey to gauge employees' perceptions of management, the performance of the Company, and the overall workplace culture. In 2005, over 93% of our employees participated in the survey.

Survey highlights:

- > 98% of surveyed employees are committed to the success of QUALCOMM;
- > 95% of surveyed employees believe QUALCOMM provides a working environment that is accepting of cultural and ethnic differences;
- > 95% of surveyed employees feel proud to work for QUALCOMM;
- > 94% of surveyed employees believe QUALCOMM is ethical in its business practices;
- > 93% of surveyed employees believe QUALCOMM provides a working environment that is accepting of gender differences;
- > 90% of surveyed employees believe QUALCOMM operates with integrity in its external dealings with customers, suppliers, licensees, etc.;
- > 89% of surveyed employees rated QUALCOMM higher than competitors on quality of work environment; and
- > 84% of surveyed employees rate QUALCOMM favorably on being open in communications to employees.

"The environment at QUALCOMM places no boundaries on creativity and communication among all levels of employees. This empowers employees to explore the limits of their abilities and teams to synergistically unite to solve the most challenging problems."

- Samir Ginde, Engineer, QCT 1X Product Systems

## Learning

Our Corporate Learning Center provides hundreds of leading-edge professional and technical development solutions for local, regional and international offices. Learning opportunities available on QUALCOMM's campuses, online, and at nearby colleges and universities include:

- > Advanced engineering degree programs online;
- > Live classroom sessions, web-based programs and computer-based training in technical and professional areas such as leadership development, supervisory skills, time management, QUALCOMM Technical Education Network, and CDMA and other advanced wireless technologies;
- > An innovative online development tool that allows customized professional development plans and aligns learning with divisions' goals and objectives;
- > A tuition reimbursement program that 381 employees benefited from in FY06 for undergraduate and graduate classes at approved U.S. and international schools;
- > A library filled with educational and technical resources; and
- > Online training of which employees logged 9,387 hours last year.

"QUALCOMM is a company that goes the distance for its employees. Employee recognition is a way of life at QUALCOMM, not just an afterthought as with many companies. Employee retention is paramount. I have heard several employees say that this is the last company they will work for. I'm proud to be part of the QUALCOMM team."

- Yvonne Kaoua, Senior Program Administrator, QGOV

## Compensation and Benefits

QUALCOMM's compensation philosophy is focused on providing employees with total compensation and rewards that are externally competitive and internally equitable. With total compensation programs that are results-based, QUALCOMM's goal is to reward superior individual performance, business growth and leadership. This philosophy guides the design and administration of compensation and benefit programs for the Company's officers, other executives and our general workforce.

QUALCOMM Practice	Industry Standard
All employees, including those with non-exempt positions, receive QUALCOMM stock options as part of the job-offer package, and are eligible to receive on-going stock options every six months.	There is a wide range of practices for offering stock-based awards (options and/or full-value shares).
Twice per year performance review for all employees.	Once per year performance review for employees.
QUALCOMM pays 100% of health coverage premiums for employees and their dependents.	Employees contribute toward health-plan coverage premiums.

## Work/Life Balance

### QLife: Health, Family, Leisure and Community Resources

QLife is QUALCOMM's Work/Life Balance solution. The program assists employees in achieving a balance between their lives at QUALCOMM, at home and in the community. In 2006, QLife offered 939 programs, events and services across the following six different QLife Communities:

<p><b>Community Life</b> Focuses on our employees' activities to support the local communities in which they live. Activities include quarterly blood drives, holiday toy drives and participation in charitable runs and walks.</p>	<p><b>Family Life</b> Provides resources to help employees deal with family obligations from child and elder-care issues to family education and adoption assistance.</p>
<p><b>Healthy Life</b> Supports employee health and provides the tools to learn about and practice healthy habits. The Company offers an on-site medical clinic, mobile dental service, health education and more than a dozen on-site fitness centers at QUALCOMM locations worldwide.</p>	<p><b>Leisure Life</b> Leisure time is important to a balanced life. QUALCOMM provides employees the opportunity to explore a myriad of leisure-time activities from adventure outings and sports tournaments to employee-interest clubs and "Learn-To" programs.</p>
<p><b>Life Resources</b> Brings a wide range of resources to employees to help live a balanced life, including financial education workshops, on-site massage, vendor discounts and commuter resources.</p>	<p><b>Team Life</b> Provides team-bonding activities such as tours of Mexico, wine tasting, behind the scenes at the San Diego Zoo and Sea World, casino nights, go-kart racing, scavenger hunts, rafting trips and beach outings.</p>

## Health and Safety

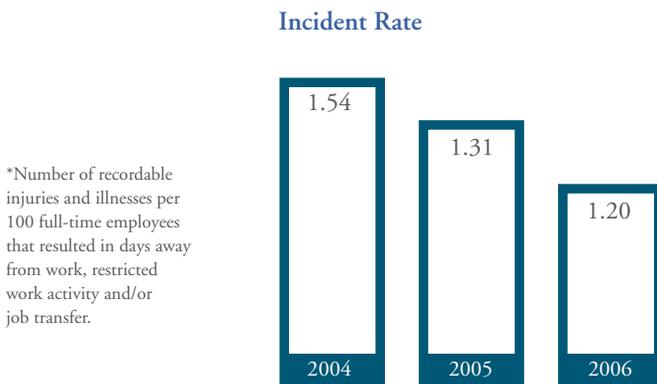
### Safety

Creating a safe work environment for our employees and a safe community for our neighbors is a top priority for the Company. QUALCOMM's Health and Safety Department's objective is to identify and eliminate work-related risks, injuries and illnesses. We are also committed to preparing our employees and communities for emergency response in the event of a disaster.

### Safety Committee

QUALCOMM's Safety Committee is comprised of volunteer employees who assist the Environmental Health and Safety Department in communicating safety information. The QUALCOMM Safety Committee establishes safety procedures and safety training programs, reviews reported hazards and oversees the correction of reported hazards and safety violations.

In 2006, QUALCOMM's incident rate\* decreased by 8%:



### Emergency Response

- > QUALCOMM leads the Sorrento Valley Consortium, which focuses on regional emergency response.
- > 72 employees trained on-site as Community Emergency Response Team (CERT) members are prepared to be first responders in the event of a local disaster.
- > The Emergency Response team recently completed the successful deployment of an emergency messaging system to all of our domestic and international offices. This system allows the Company to communicate critical information to all employees in the event of a regional disaster or act of terrorism.

“I love the fact that QUALCOMM isn’t your normal 8 to 5 company. QUALCOMM allows you to work flexible hours so you can enjoy your job and enjoy your life all at the same time. Plus, the benefits are amazing! QUALCOMM is a fantastic company to work for!”

- Kayla R. Seignious, Legal Analyst I, Patent Group

### What's Next

- > Improve work-life balance solutions for offices outside the U.S.
- > Strengthen university partnerships to enhance the Company’s diversity recruiting efforts.
- > Increase use of the QUALCOMM Innovation Network online tool to enhance knowledge sharing and strengthen the Company’s creative culture across our global workforce.

### Awards

#### Culture

- > *FORTUNE* magazine’s “100 Best Companies to Work For” for nine consecutive years
- > BestJobsUSA.com’s “Employers of Choice 500”
- > *Computerworld* magazine’s “100 Best Places to Work in Information Technology”
- > Work-Life Coalition’s “Leaders in Corporate Work-Life Initiatives for Wellness & Work-Time Options”
- > *Executive Excellence* magazine’s “Top Leadership Development Program”
- > San Diego Society of Human Resource Management’s “Workplace Excellence Award”
- > #5 on the U.S. Environmental Protection Agency’s 2006 list of companies named “The Best Workplace For Commuters”
- > “BEST” Training Organizations by the American Society of Training and Development
- > *Training* magazine’s “Training Top 100”

#### Diversity

- > U.S. Department of Labor’s “Secretary of Labor’s Opportunity Award”
- > Leadership Conference on Civil Rights’ “Dr. Dorothy I. Height Chairperson’s Award of Special Merit”
- > *Black Engineering* magazine’s “Best Diversity Program”
- > *San Diego Business Journal*’s “Multicultural Heritage Award”
- > AARP’s “Best Employers for Workers Over 50”
- > *Black Collegian* magazine’s “Top 100 Employers”