



# GLOBAL DIVERSITY & INCLUSION

At the heart of Qualcomm's global diversity and inclusion program is our commitment to provide all employees the opportunity to achieve their personal and professional goals, regardless of their backgrounds and perspectives on the world. To reinforce this commitment, Qualcomm supports a wide variety of educational, professional, community outreach and cultural enrichment opportunities.



Navrina Singh  
Senior Engineer

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## EMPOWERING WOMEN IN THE SCIENCE COMMUNITY

From my childhood as a young girl interested in science to an engineering undergraduate in my home country of India to my post-graduate work here in the United States and now my career at Qualcomm, I realized there was a dearth of women engineers and scientists. I was always curious to know the reason why we made up such small numbers in the technical fields and, more importantly, I wanted to find a solution to our lower representation.



In an effort to foster confidence in female engineers and scientists of the future and to improve the success of those of us who have already started our careers, Angela McCourt and I came up with the idea for Qualcomm Women in Science and Engineering (QWISE). QWISE was officially established in October

2006, after several months of informal discussions that started with just two women and soon came to include the participation of 17 talented female engineers. Within one year, we have grown to nearly 100 members. And, in fact, even though QWISE is an organization primarily focused on the professional development of women at Qualcomm, some of our biggest proponents are men who see the need to recruit more women in science and engineering.

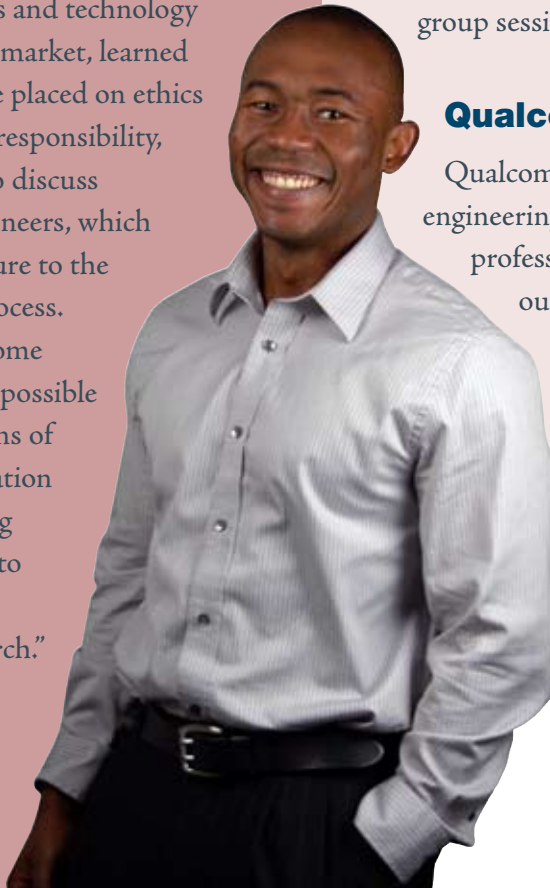
The original motivation for QWISE was to provide a platform from which women engineers and scientists at Qualcomm could share information that would help each other in personal and professional development. However, what started as a deliberation about the low numbers of women in technology has culminated in an effort to aid Qualcomm as a whole. We do this by working on various volunteer outreach programs to increase awareness among the younger generation of women about the numerous opportunities in sciences; actively recruiting more women in engineering; and, of course, developing and retaining the women engineers we have already with our internal mentoring and professional development programs. In addition to all that, we have a committee dedicated to social networking, to fill in any gaps not covered by our other activities.

Navrina Singh  
Senior Engineer

## Excellence in Education Leads to a Bright Future

Through Qualcomm “Q” Awards of Excellence scholarships, we are able to help fund the education of diverse and talented young engineers. Said former intern Sanmi Koyejo, “While touring Qualcomm, I was given an opportunity to speak to engineers and was encouraged by a group of people who embody the values of innovation and leadership. Based on that visit, I decided to apply for a summer internship.

During the internship, I was educated on the business and technology of the wireless market, learned the importance placed on ethics and corporate responsibility, and was able to discuss ideas with engineers, which gave me exposure to the engineering process. I also gained some perspective on possible future directions of wireless innovation that are proving to be essential to my choices for graduate research.”



Sanmi Koyejo  
“Q” Award of Excellence Recipient

## EDUCATIONAL OPPORTUNITIES

Qualcomm participates in numerous educational programs designed to create exposure to and opportunities for careers in engineering and other high-tech fields.

### Qualcomm Career Experience

Each year, Qualcomm invites students from high schools with the most diverse populations in San Diego County to participate in the Qualcomm Career Experience. The event includes a corporate overview, a panel discussion with Qualcomm employees, small group sessions and a tour of our engineering labs.

### Qualcomm “Q” Awards of Excellence

Qualcomm awards these annual scholarships to U.S. engineering students who are members of a minority professional engineering organization and demonstrate our company values of innovation, execution and partnership through their academic achievements.

## PEER NETWORKS

Qualcomm supports a number of peer network organizations—employee-driven groups formed around a common interest or background, such as Japanese, Hispanic and Arabic culture. Our employees celebrate their diversity, network and offer each other professional support through these self-managed organizations.

### Qualcomm Peer Organizations

Qualcomm employees have formed numerous professional and cultural groups as a way to meet and network with their like-minded colleagues. AFRO-AM, Qualcomm's African-American employee group; Lambda Pride, our gay/lesbian/bisexual/transgender employee group; QCSHPE, our Society of Hispanic Engineers employee group; and Qualcomm Women in Science and Engineering are among the most active. One newly formed peer organization is the Qualcomm Legal Network, comprised of female attorneys.



### Community Professional Societies

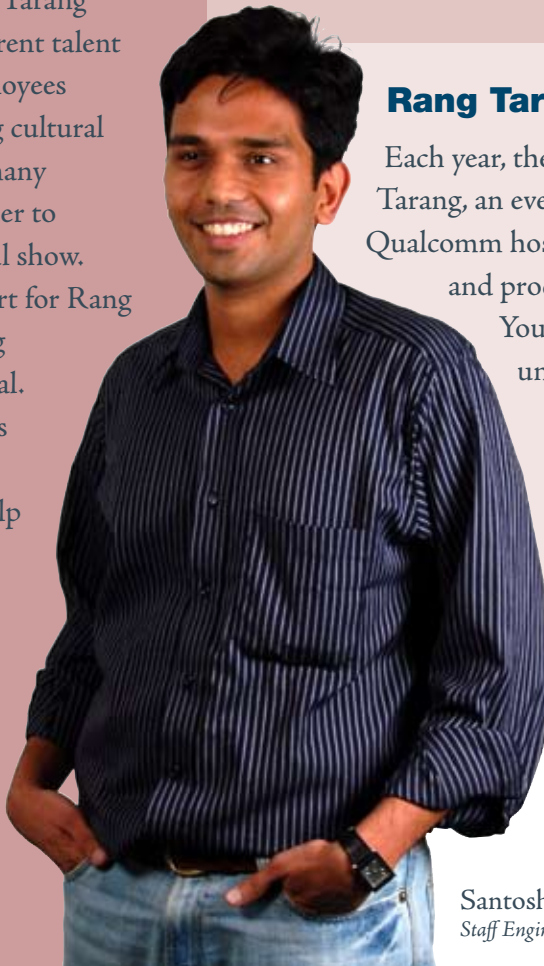
Qualcomm demonstrates our commitment to a diverse community by financially supporting and making our facilities available to external professional and community-based organizations to which our employees belong. These organizations include the Asian Business Association, Chinese American Semiconductor Association, Delta Sigma Theta Sorority, Jack and Jill of America, The Links Inc., National Black MBA Association, National Society of Hispanic MBAs, National Society of Black Engineers, Society of Hispanic Professional Engineers, and the Society of Women Engineers.



## Colorful Cultural Celebration a Feast for All the Senses



For the third year in a row, Qualcomm hosted Rang Tarang—a celebration of Indian culture. Staff engineer and manager Santosh Gopalan commented, “Rang Tarang showcases the inherent talent of Qualcomm employees and creates a strong cultural bonding when so 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 education and lifestyle for underprivileged kids in India. This reinforces Qualcomm’s image as a socially conscious company.”



Santosh Gopalan  
Staff Engineer

## CULTURAL ENRICHMENT

Qualcomm celebrates the diverse backgrounds of our employees in a variety of ways, from featuring ethnic cuisine in our on-site cafes to providing a flexible, employee-designated holiday that can be used to celebrate a religious, cultural or other personal holiday. Qualcomm also provides resources and support for employee-led, company-wide cultural activities and events.

### Rang Tarang

Each year, the India Culture Club organizes Rang Tarang, an evening of Indian music, dance and recreation. Qualcomm hosts the festivities in our on-site auditorium and proceeds from the event benefit Child Relief and You, an organization that supports basic needs for underprivileged children in India.



## Film Festival a Sight to See

Over 120 employees attended the screening of five short Asian films, including senior staff graphic designer Chris Lee, who has been actively involved with the San Diego Asian Film Foundation (SDAFF) for almost 10 years. "It was great," he said. "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."



## Asian Film Festival

This year, Qualcomm showed our support for the San Diego Asian Film Foundation with a free lunchtime screening of five short films. The event was such a success that plans are underway for Qualcomm to host the 2009 opening night gala and screening in our on-site auditorium.

Chris Lee  
Senior Staff Graphic Designer



## Giving Everyone a Chance to Do Their Best

Qualcomm senior director and past PWI chair of the board Diane Mack said, “Qualcomm’s on-going support of PWI reaffirms my beliefs about why Qualcomm is such a great place to work—we truly celebrate the unique skills and abilities each employee brings to the table. I think this philosophy is what led Qualcomm to quickly realize that working with PWI wasn’t merely a nice, philanthropic thing to do—it was a recognition that PWI’s workers provide an outstanding service and bring something that can be hard to find today: a profound enthusiasm to go to work everyday and do the best job possible.”



Diane Mack  
Senior Director

## COMMUNITY OUTREACH

Qualcomm understands that our employees have rich lives beyond the office walls. We support projects that ensure a thriving, diverse community for all of us, both at work and where we live.

### Partnerships with Industry (PWI)

Qualcomm has supported PWI, an organization that provides job training and placement services to adults with developmental disabilities, for over six years. Qualcomm employs PWI clients to do jobs such as assembling manufacturing kits and collating mass mailing projects.





## Housing for Youth; Pride for Employees

The San Diego LGBT Youth Housing Project provides support programs and housing expenses for lesbian, gay, bisexual and transgender youth ages 18 to 25 who are homeless or transitioning out of foster care. Andrea Villa, senior project analyst for Qualcomm and member of the San Diego LGBT Community Center's Board of Directors said, "When I learned of Qualcomm's extraordinary gift, it renewed my personal pride as an employee. Qualcomm's generosity, both financially and philosophically, continues to be one of the most important differentiators between this and any other company in San Diego. Through its philanthropy of funds and spirit, Qualcomm continuously demonstrates to me personally that I am valued for all of who I am."



## San Diego LGBT Community Center

The San Diego Lesbian Gay Bisexual Transgender (LGBT) Community Center's mission is to enhance and sustain the health and well-being of the lesbian, gay, bisexual, transgender and HIV-positive communities by providing activities, programs and services. This year, Qualcomm donated \$40,000 to the Center's Youth Housing Project. In addition, over 45 employees joined Qualcomm's AIDS Walk team and succeeded in raising over \$18,500.



Andrea Villa  
Senior Project Analyst



## Empowering a Community with Career Opportunities

Since 1994, Qualcomm has provided financial support and volunteer participation to the Urban League of San Diego County, furthering the Urban League's mission of enabling African Americans to secure economic self-reliance, parity and equitable civil rights. Senior manager for staffing and diversity Lee Wills-Irvine, immediate-past-chair of the organization, says, "Diversity from a staffing perspective is really about finding great talent wherever it exists, bringing those candidates to Qualcomm, and helping to ensure they have a great place to work. After candidates become employees, maximizing their full potential and talent is critical to Qualcomm's success, and having an inclusive work environment is an important factor in that success. Employees who work in an environment where their unique perspectives and skills are valued can contribute more effectively and ultimately heighten Qualcomm's competitive advantage as a technology leader."



Lee Wills-Irvine  
Senior Manager

## Urban League

Qualcomm and our employees actively support the San Diego County chapter of the Urban League, the nation's oldest and largest community-based movement devoted to helping African-Americans enter the economic and social mainstream. This year, Qualcomm made an \$80,000 donation to the organization.



- ◆ 50% of Qualcomm employees in the United States identify themselves as non-Caucasian.
- ◆ 75% percent of our interns in the United States identify themselves as non-Caucasian.