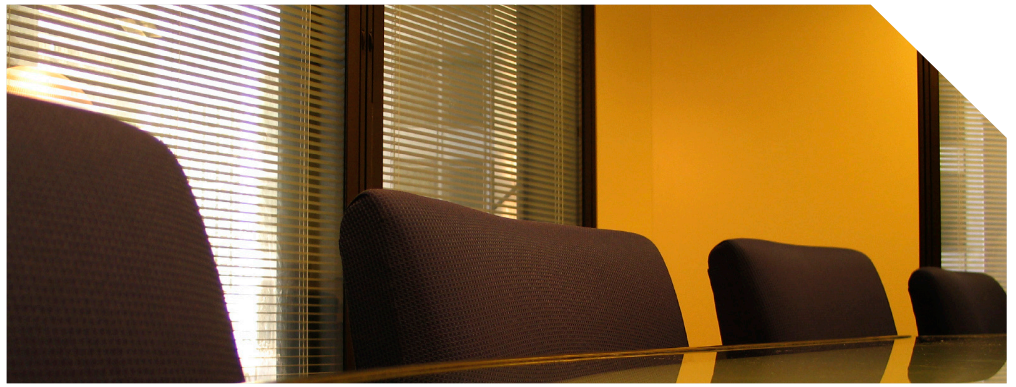


Serve

Our People

Qualcomm's most important resource is our people. 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.





→ 2008 Highlights Include:

- [Survey of the Corporate Climate](#)
- [Employee Data](#)
- [Workplace Safety](#)
- [Global Workforce Inclusion](#)
- [Building Strong Futures](#)
- [Education & Training](#)
- [Learning Center](#)
- [Preparing Tomorrow's Leaders](#)
- [QLife](#)

→ 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.

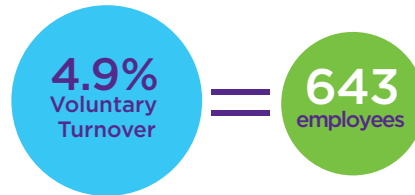
Employees realize that their input is valued; 90 percent of the Company responded to the 2007 survey. As has been the trend for years, the feedback was overwhelmingly positive.

Climate 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 Data

FY08 Turnover Rate



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.

Employment Claims

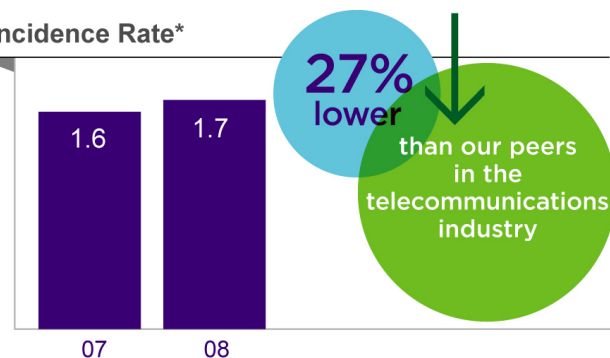
Qualcomm has never been found to have unlawfully discriminated against any of its employees.

→ Workplace Safety

Qualcomm's injury and illness incident rate for 2008 is 27 percent lower than our peers in the telecommunications industry.

Our model safety record is thanks to an aggressive training program. In 2008, almost 3,000 employees received workplace safety training ranging from Hazardous Waste Operations and Emergency Response to forklift operation. Qualcomm's ongoing commitment to safety ensures business continuity during emergencies and minimizes risk to employees and property.

Incidence Rate*



*Incidence Rate: number of injuries and illnesses multiplied by 200,000 divided by employee hours worked



→ Global Workforce Inclusion

Qualcomm believes that an innovative culture blends the talents and experiences of a diverse workforce. Through our Global Workforce Inclusion program, we provide a wide variety of programs that give employees of all backgrounds and perspectives opportunities.

Urban League President's Award for Diversity

In September 2008, Qualcomm was honored with the Urban League of San Diego County's President's Award for Diversity. This achievement recognizes companies who are "making diversity work" by maximizing opportunities for African Americans and underserved people in San Diego County. In 2008, we had a 74 percent increase in Black hires and 29 percent increase in Hispanic hires from the 2007 Fiscal Year.

Support of Disability Organizations

Qualcomm takes proactive steps to ensure all people, including those individuals with disabilities, have the opportunity for employment. Over the years, Qualcomm has built strong relationships with organizations that support people with disabilities. In 2008, Qualcomm proudly sponsored the Annual Jobtoberfest, the largest job fair for people with disabilities in San Diego. The event, hosted by The San Diego Committee on Employment of People with Disabilities (SDCEPD), registered the largest turnout to date, with nearly 1,000 job seekers in attendance.

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.

The 2008 OFCCP Audit Concluded That:

- Qualcomm's compensation system is well structured and based on merit.
- No disparities were 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.

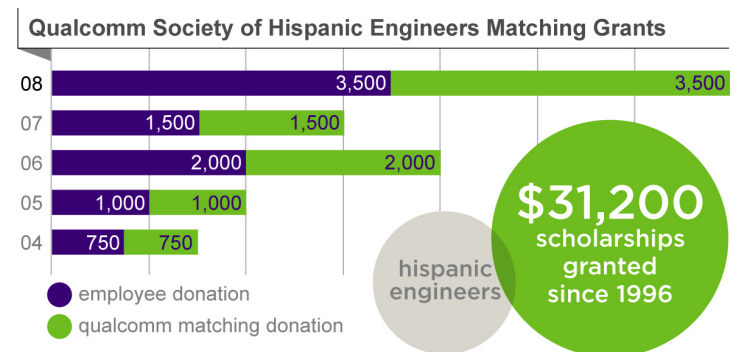
We are proud to have already had the practices in place that made this audit a success.

→ Building Strong Futures

Maintaining a leadership role in a dynamic industry requires planning for a future workforce. Qualcomm's support of mentoring and scholarship programs creates bonds between our current employees and the students that will lead Qualcomm into the future.

The Q Award of Excellence Scholarship focuses on engineering students at core recruiting schools who are involved in the Society of Hispanic Professional Engineers (SHPE), Society of Black Engineers (SBE), Society of Women Engineers (SWE) 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 30 engineering scholarships to students based upon their academic achievement, leadership skills and interest in wireless communications.

Qualcomm employees also show support to emerging professionals by making personal donations to diversity scholarship programs which are doubled through the Company's matching grant program.



In 2008, The National Society of Black Engineers (NSBE) program kicked off their scholarship program with help from the matching grant program. The Qualcomm Society of Hispanic Engineers (QCSHPE) program has been in place since 1996 and has yielded over \$30,000 of scholarship grants. With this program 100 percent of the funds donated go directly to the students who need them.

Employees connect with each other on a wide array of interests from Military Veterans to Arabic Culture to Vegetarians through over 2,000 topic-based mailing lists.





Qualcomm recorded over 50,500 enrollments in classroom courses in 2008. The Learning Center offers over 330 instructor-led sessions and 660 online courses.

→ Education & Training

Ongoing education is a defining element of Qualcomm's culture, reinforcing the belief that the overall capabilities of our organization increase as individual employee skills and knowledge improve. The Qualcomm Learning Center uses state-of-the-art conferencing and web technologies to develop comprehensive professional, technical and management education to employees worldwide. The Learning Center also acts as the Company's resource center, maintaining an extensive library of engineering resources and market data for research and development.

Business Acumen for Engineers

The Business Acumen for Engineers program was launched in 2008. This university-developed class teaches Qualcomm engineers the fundamental topic areas addressed in MBA programs, with particular focus on Qualcomm's business model. The extensive, blended curriculum includes post-lecture podcast interviews, online learning and short courses and references for tools, websites, books and articles.

Qualcomm Learning Portal

In 2008, Qualcomm launched a newly designed website for learning center based initiatives. The site uses the latest technology to help employees locate resources, register and attend live, virtual and online classes.

→ Learning Center

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

➤ Technical/IT Staff	1,649
➤ Professional Employees	560
➤ Sales/Account Management	259
➤ Supervisory Employees	236
➤ Administration/Support Staff	114
➤ Management Employees	102
➤ Senior Management	48

Additionally, we offer a wide range of employee and manager training sessions on unlawful harassment and discrimination. One hundred percent of employees who are deemed relevant to anti-corruption concerns are trained and required to certify that they are complying with anti-corruption policies.

→ Preparing Tomorrow's Leaders

Qualcomm is dedicated to preparing a diverse workplace now and in the future. In 2008, Qualcomm and Raytheon co-sponsored the Mathematics, Engineering Science Achievement (MESA) planning conference. MESA—an organization dedicated to preparing educationally disadvantaged students to attain university degrees in engineering, science and technology—hosted the event providing student leaders the opportunity to collaborate, learn from and form bonds with professionals in their field of study.

Qualcomm also participates in the San Diego Links Achiever program, an intensive four-month curriculum that provides leadership training, mentorship and scholarships to black male high school seniors to help them prepare for college. Over 98 percent of the 454 past participants are currently enrolled in college or have completed undergraduate (or higher) degrees. Over the past 20 years, individuals and companies like Qualcomm have helped award over \$500,000 in scholarships.



→ QLife

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 2008, QLife offered 1,789 programs, events and services in six different QLife categories:

- Community Life
- Family Life
- Healthy Life
- Leisure Life
- Team Life
- Life Resources

Our rich offering of work/life programs are as diverse as the workforce that we employ and are designed to remind all of us of the importance of leading a balanced life.