

WORK/LIFE BALANCE



QLife, Qualcomm's work/life program, assists employees in achieving balance across their lives— at work, at home and in the community. In 2007, QLife offered over 1,400 programs, events and services in six different QLife categories.

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



Geneve Johnson
Staff Engineer

“ It all started when I found out about a class that would teach me how to safely commute to work by bike. ”

LIVING AND WORKING THE QUALCOMM WAY

QLife

Before joining Qualcomm, I was stressed out—working long hours, skipping exercise and finding comfort in food.

It was not a formula for good health. After settling in here, I started taking advantage of QLife, Qualcomm’s work/life balance program, and my life has completely changed.

It all started when I found out about a class that would teach me how to safely commute to work by bike. I bike to the train depot and then use the Qualcomm commuter subsidy to take the train and shuttle. Once I’m at work, I use the cool on-site bike storage room to keep my bike safe during the day and then take advantage of the gym facilities to get myself ready for work after my ride. I also take advantage of yoga classes and aerobic exercise equipment and use the company weight rooms. Since starting my self-prescribed program of healthy living at Qualcomm, I’ve lost 45 pounds and feel much more healthy and energetic.

We work hard here at Qualcomm—very hard—but we also have a culture that really supports us in maintaining a good, healthy balance between our work and personal lives. My job is demanding and requires that I put in a lot of hours, which can be very stressful. But because Qualcomm has provided me with a laptop computer, I can get work done almost anywhere without sacrificing my commitment to myself and the environment through my bicycle and public transit commuting. Knowing that my employer supports me makes me happy and motivated to keep doing my part.

Geneve Johnson
Staff Engineer

COMMUNITY LIFE

Qualcomm supports employees' local communities through a variety of Community Life programs, including quarterly blood drives and charity runs and walks. In 2007, seven employees in North Carolina joined the Tour de Cure and biked 150 miles to support diabetes research; and eight employees in Cambridge, UK, ran in the Race for Life 5K to support cancer research.

Qualcomm Toy Drive

Qualcomm's largest community event is the annual Toy Drive. Employees in San Diego provided gifts for 3,789 children from 2,000 families at 26 different Head Start Centers. Head Start is a national program that provides comprehensive child development services to economically disadvantaged children and families. This year, the giving increased, with employees in Colorado, Oregon and North Carolina participating in their local communities.



Racing Cars and Beating the High Cost of Gas

“San Diego is a cycling town—good weather, beautiful scenery and decent roads. During the summer months, I normally ride my bike to work a few times a week. When I heard Qualcomm was having a Bike-to-Work Day—complete with pit stops and giveaways—I was pretty excited and I wondered how many people would do it. I saw a lot of people on their bikes that morning and even more in the afternoon,” said staff copywriter Anthony Eng, adding, “It’s great that Qualcomm encourages its employees to ride their bikes to work—the pit stops were great, especially nice for those who were biking a long distance or were new to the biking-to-work concept. On some mornings, it doesn’t take that much longer to get to work on a bike than driving a car, but I get more exercise, save money on gas, and reduce my impact on the environment.”



Bike-to-Work Day

In 2007, employees from six different Qualcomm regional offices—San Diego, Campbell, San Jose, Palo Alto, Portland and Boulder—participated in Bike-to-Work Day. Boulder won their city’s Business Challenge with 80 of 240 employees participating.

Anthony Eng
Staff Copywriter

School's Out for Summer!

Like many working moms, manager Amy Waterman has many summertime activity options available for her daughter, Isabel, every year. The trick is to find one that doesn't conflict with her work schedule, is conveniently located and, above all, is safe and reliable.

Qualcomm recognized that Amy's challenge was shared by many employees and partnered with the local YMCA to extend its summer camp offerings to our families, including transportation and an employee discount.

For the last three summers, Amy has enrolled Isabel in the YMCA camp. She brings Isabel with her to work; then, from the Qualcomm campus, a YMCA bus takes Isabel and other Qualcomm kids to the summer campsite, where they participate in activities ranging from swimming and bowling to an outing at Sea World. At the end of the fun-filled day, the bus returns Isabel to mom at Qualcomm.

"The on-site transportation and discount make it a convenient and affordable option. Plus, since it's affiliated with the YMCA, I know Isabel's going to have a great time," said Amy. "In fact, the camp is the reason she knows how to swim today."



Amy Waterman and her daughter
Manager

FAMILY LIFE

Family Life programs provide resources to employees to help with family commitments through referral resources for childcare and eldercare as well as financial assistance to defray the costs of adoption. There are also a variety of education programs focused on healthy parenting skills.

Summer Camp

To help employees with summer childcare, Qualcomm partners with local organizations to provide summer camp resources, including on-site pick up and drop off.

Triathlete Bikes and Swims at Work

“In addition to the career opportunities that Qualcomm has afforded me, there has always been a proper balance of lifestyle and work available here,” said vice president Roger Martin. “For example, I trained as a competitive triathlete for many years while working full time. I was able to train before and after work by commuting by bike, and during lunchtime by swimming in the company pool. I’d store my bicycle in Qualcomm-provided bike lockers and then use the locker rooms to change into my work clothes.”



Roger Martin
Vice President

HEALTHY LIFE

We make it easy for employees to get healthy and stay healthy through our on-site medical clinic, mobile dental and optical clinics, health-education programs and on-site fitness centers. Particularly popular offerings include group exercise classes—such as yoga, group cycling, and aerobics—and the Weight Watchers® At Work program that’s helping more than 70 of us achieve a healthy weight with the support of our peers.

Qualcomm Health Center (QHC)

The QHC is a primary medical care clinic staffed by 10 healthcare professionals, including physical therapists, nurse practitioners, and a doctor. The clinic is an important component of our overall health and wellness effort, offering preventative exams and referrals, when appropriate, as well as health coaching and disease management. Its convenient location at the San Diego main campus allows employees to maximize their work and personal time.

On-site Fitness Centers

Many of Qualcomm’s locations feature fitness facilities that offer cardio equipment, weights and a variety of fitness classes. San Diego even has a lap pool and basketball, tennis, and sand volleyball courts.



Father-Daughter Quality Time

Senior systems analyst Greg Simmons used Family Movie night to bond with his little girl. "I brought my five-year-old to see *The Lion King* and we made it a 'father-daughter date night.' Afterward, she asked me when we were going to have another movie night."

Greg Simmons and daughter
Senior Systems Analyst



LEISURE LIFE

Qualcomm offers a wide range of leisure-time activities, from adventure outings like skiing at Mammoth to "Learn To" programs ranging from scuba diving to salsa dancing to Spanish language lessons. We have numerous employee-interest clubs dedicated to such hobbies as guitars, motorcycles and video games. Sports tournaments are popular, with employees in China competing on the badminton court and employees in Mumbai joining together on the soccer field.

Family Movie Night

This summer, QLife sponsored two Family Movie Nights at our San Diego campus. More than 500 employees and their children

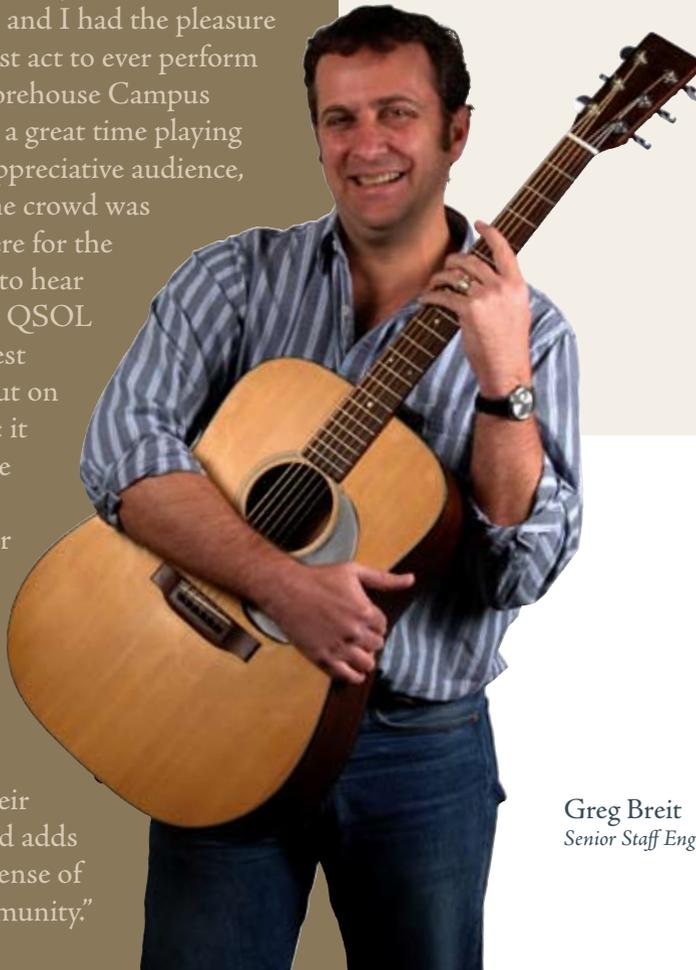
attended screenings of *Happy Feet* and *The Lion King* and were treated to free drinks and snacks.



Qualcomm Rocks!

Held once a month during the summer season, QSOL takes place on the Qualcomm campus and gives employees the opportunity to enjoy great barbeque, sit in the sun, catch up with coworkers, and listen to great music. It also provides a great venue for fellow employees to show off their musical talents—where else can you see a patent attorney known as “Kid Guitar” and an IT technician jamming with a database administrator and an engineer?!

Said senior staff engineer Greg Breit, “At QSOL 2007, my acoustic duo partner, Merle, and I had the pleasure of being the first act to ever perform on the new Morehouse Campus Lawn. We had a great time playing for the large, appreciative audience, even though the crowd was more likely there for the free food than to hear us play. I think QSOL is one of the best social events put on by Qualcomm: it takes advantage of San Diego’s perfect summer climate, gives musically-inclined employees a chance to share their talents with their co-workers, and adds to the overall sense of employee community.”

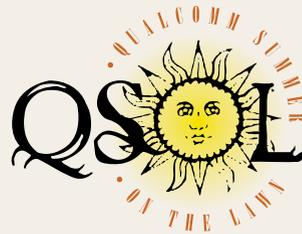


Greg Breit
Senior Staff Engineer

QSOL

Ten employee bands and singers performed for over 6,000 of their coworkers during the 2007 Qualcomm Summer on the Lawn (or QSOL, as it is better known) concert series in San Diego. Free lunch was provided to all attendees of the

monthly Friday afternoon concerts and information was distributed about volunteer opportunities, cultural performances and health education.



Let the Games Begin



“Sports, especially outdoor games, are a way to exert energy and break away from the regular grind,” said senior lead engineer Bala Thalla. “Q-Games brings employees from different groups together into one tournament and helps them get to know each other better. The event was launched in 2006 and had even more participation in 2007. Employees are looking forward to next season’s competition. The Physical Design team now owns the rotating championship cup and the rest of the teams are looking forward to winning it for themselves next year!”

TEAM LIFE

Qualcomm encourages our employees to work hard and play hard. Customized Team Life programs such as group volunteering at local nonprofit organizations, wine tasting and behind-the-scenes tours of the San Diego Zoo and Sea World are opportunities for coworkers to join in the fun.

Bangalore Q-Games

For the second year in a row, Qualcomm employees in Bangalore organized Q-Games, an office-wide event in which departments compete against each other in games and athletics.



Hyderabad Quackers

Employees in Hyderabad strengthen their team through an employee-driven newsletter, QUACK, that features restaurant and movie reviews, department profiles, and even their children’s artwork.

Learning Something R.A.D.

“It was amazing that in only 12 hours I learned that it takes thought, effort, and practice to defend myself and now I believe I have the skill to do so. I had a friend that was raped and the one thing she regrets is that she believes she actually did not fight hard enough for herself and if she had, she could have fought off her attacker. With R.A.D. training, I believe that more women would not have the same story as my friend and would be telling how their efforts saved themselves from a horrifying incident,” said director Kathleen Gebeau.



LIFE RESOURCES

To round out the QLife program, we offer additional life resource programs such as financial management workshops, self defense classes and commuter resources. Our vendor discount web site is a popular component of the Life Resources program. It guides employees to great deals from local and national merchants, including amusement parks, sporting events and movie theaters.

R.A.D. Self Defense Course

The Rape Aggression Defense (R.A.D.) program provides self defense instruction at a low cost and is offered bi-monthly at Qualcomm. Instructors come to campus for classroom instruction and defense simulations. In 2007, over 35 women completed this potentially life-saving course.

- ◆ QLife fitness center classes had 11,388 participants in 2007.
- ◆ 1,000 personal health records were created by employees in the first 100 days of the Health Center's operation.

Kathleen Gebeau
Director