

## 2007 SOCIAL RESPONSIBILITY REPORT

### **L**EADING THE WIRELESS INDUSTRY; ENABLING THE WIRELESS COMMUNITY

Since our inception in 1985, Qualcomm® has been a catalyst for the development and proliferation of wireless technologies worldwide. Our original vision for the future of mobile technology has now become reality. Today, next-generation wireless communications are driving the most important and exciting technology of this millennium and we are poised to continue our role as an innovator and catalyst for the wireless value chain—the wireless carriers, device manufacturers, applications developers, content providers and consumers.

Through our strong leadership and partnerships within this value chain, it is the end users—consumers, professionals and government entities—who ultimately benefit from the success of Qualcomm's efforts today and into tomorrow.

## SOCIAL RESPONSIBILITY FOR ALL COMMUNITIES, FROM LOCAL TO GLOBAL



From the beginning, Qualcomm has been committed to supporting the communities in which our employees work and live. As Qualcomm grew, so did our community—from local to global—and with it, our sense of social stewardship solidified.

This report highlights the many ways in which our community-focused culture manifests itself every day. Social responsibility is serious work (and play) at Qualcomm as we strive to better both our local and global communities through ethical business practices, socially empowering technology applications, educational and environmental programs, and employee diversity and volunteerism.

By consistently fostering a community-oriented, philanthropic culture, Qualcomm has often been recognized as a responsible, globally oriented corporate citizen. This will continue to be the backbone of our culture as we look forward to the next 20 years and beyond.



Dr. Paul E. Jacobs  
Chief Executive Officer

## CORPORATE GOVERNANCE

Qualcomm's Board of Directors provides sound corporate governance and sets high standards for our employees, officers and directors. It is the duty of the Board of Directors to serve as a prudent fiduciary for our stockholders and to oversee the company's management. To fulfill its responsibilities and to discharge its duty, the Board of Directors follows the procedures and standards that are set forth in Qualcomm's corporate governance guidelines. The complete Governance Principles and Practices are available at [www.qualcomm.com](http://www.qualcomm.com)

### Corporate governance highlights:

- + Qualcomm was one of the first Securities and Exchange Commission registrants nationwide to achieve compliance with Sarbanes-Oxley 404. We are extremely proud to have achieved this accomplishment one year ahead of the regulatory deadline.
- + Qualcomm files our 10-K and 10-Q SEC filings concurrently with our earnings release.
- + We do not maintain a defined benefit pension plan.
- + Our 401(k) employee retirement plan does not have ownership in Qualcomm stock.

## CORPORATE ETHICS: A CULTURE OF INTEGRITY

Qualcomm was founded with a commitment to the highest standards of integrity, workplace conduct and business ethics, and we are proud to operate under those principles today. In the spirit of this commitment, we have succeeded in creating a productive and positive environment where employees can freely share their ideas, opinions and concerns.

### CODE OF ETHICS



Qualcomm's Code of Ethics was created to ensure the preservation of our high standards for workplace

integrity, conduct and ethics. Theft, fraud and other dishonest or unethical behaviors are not tolerated. Qualcomm relies on our employees to report unethical behavior and encourages them to seek assistance and direction on any workplace concerns from their manager, Human Resources, the Legal Department, or any other appropriate person in the company.

### Code of Ethics Awareness Campaign

As part of this year's education campaign, ethics policy posters were displayed in various break and copy rooms. We also created a Code of Ethics badge, which was distributed to all employees worldwide. Twice a year, our CEO sends out a company-wide email restating the responsibility of all employees to uphold our ethics standards and encouraging employees to take our online ethics training.

## Code of Ethics Hotline

If employees do not feel comfortable coming forward with a concern, we have established the Code of Ethics Hotline, which allows employees to make anonymous reports.

### **OPEN DOOR POLICY**

Our open door policy provides support to employees and a process for raising concerns, complaints and suggestions to management. Open communication is encouraged and expected between all levels of our staff.

### **PROTECTION AGAINST RETALIATION**

In order to encourage an environment of open, honest communication, Qualcomm does not tolerate any retaliation for reporting a concern or initiating or assisting in any action resulting in an investigation. Discipline for violating this policy includes potential termination.

## A 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' attitudes 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.

## CLIMATE SURVEY EMPLOYEE FEEDBACK

“Few companies are able to attain the level of teamwork and cooperation that employees of Qualcomm demonstrate. Employees at Qualcomm are very willing to help anyone in any way at any time.”

“I think the work environment is unique at Qualcomm. All employees treat each other with respect and try to help each other in reaching their goals. I can easily talk to my manager and other employees and they are very responsive. It is easier to work efficiently in a relaxed environment and a company that puts its trust in you to do your job.”

“Qualcomm ensures the satisfaction of its employees and makes it a very fun place to work by having various other supporting groups that help us in all sorts of ways. There is no other company that does that in our industry.”

“I truly believe that what makes Qualcomm stand out from other companies is the way our employees are treated. I believe that most of management has realized that a happy employee is a productive employee. Qualcomm is not only a company, but it is also a community where people interact on a human level.”

“Qualcomm makes every employee feel important and useful, giving us a sense of pride in our work. When I speak about the company I work for, I have a proud tone in my voice and I have noticed that this is the case with most of Qualcomm’s employees, regardless of what their titles may be.”

“Qualcomm has successfully created a culture that fosters employee participation and motivation. It’s truly amazing the benefits we’re offered, which gives us the comfort that our company cares about us. It is a pleasure to work for such a fine company.”

“What makes Qualcomm unique to work for is that Qualcomm provides the best environment possible for any employee to work in. I have the greatest respect for our leaders. Qualcomm hires people to do the right things and I would hate to ever have to think of working at any other place.”



# 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

“QWISE was  
officially established  
in October 2006...  
Within one year, we  
have grown to nearly  
100 members.”



## 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.

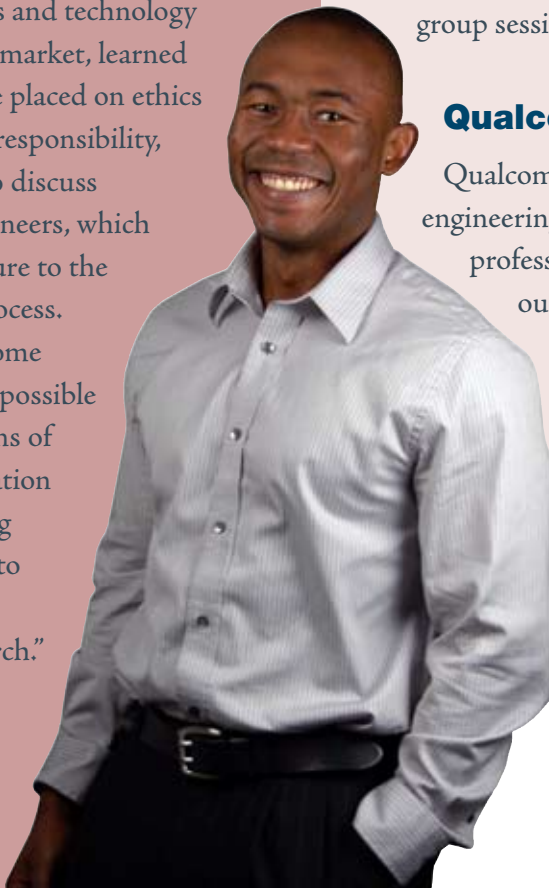
The original motivation for QWISE was to provide a platform from which women engineers and scientists at Qualcomm could share information that would help each other in personal and professional development. However, what started as a deliberation about the low numbers of women in technology has culminated 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.”



## 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.

Sanmi Koyejo  
“Q” Award of Excellence Recipient

## 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.



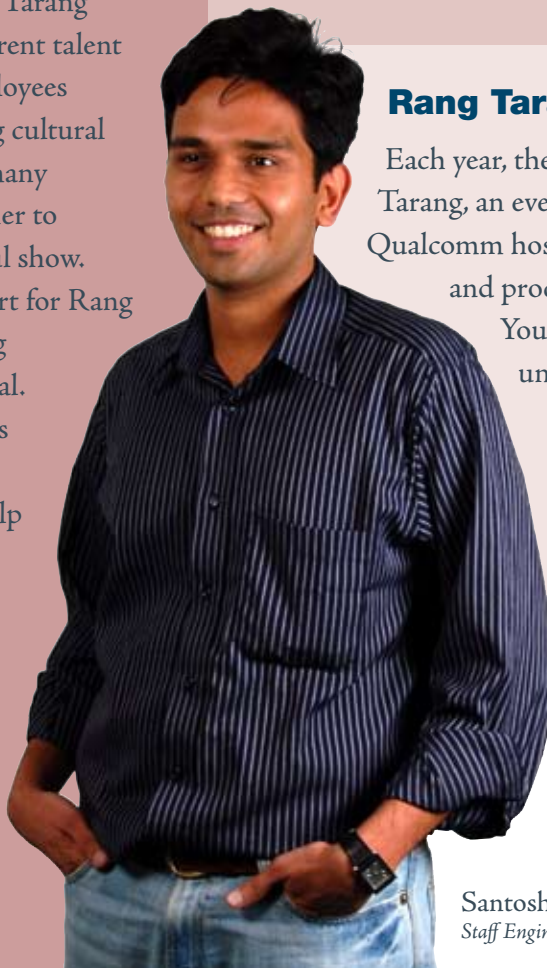
### Community Professional Societies

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.”



## 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.



Santosh Gopalan  
Staff Engineer



### 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.



# 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



Genene 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



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.

Genene 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.

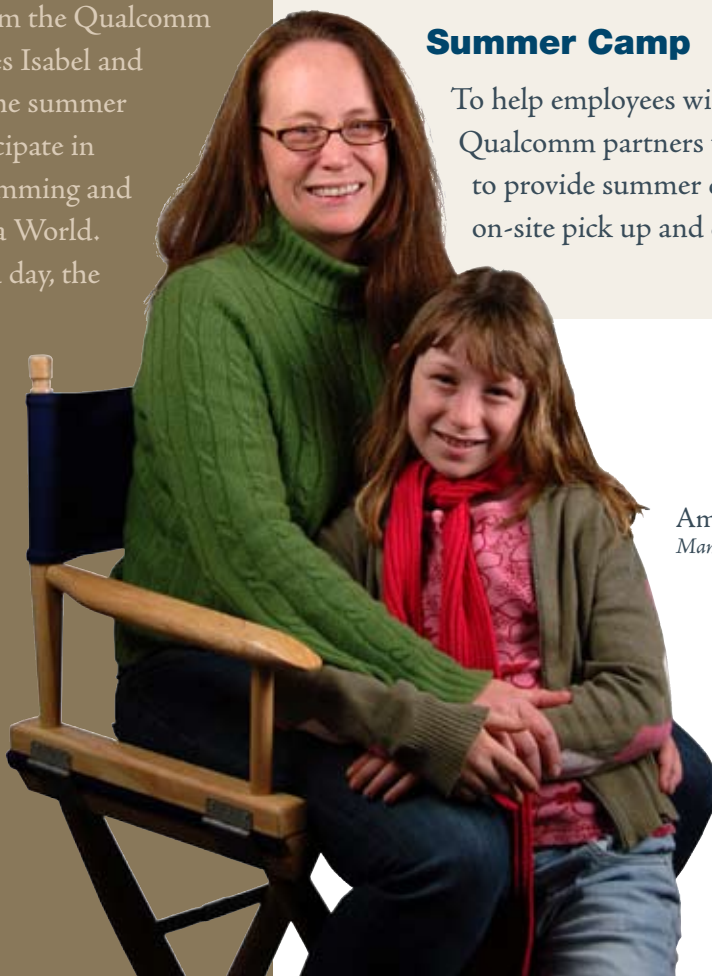
"The on-site transportation and discount make it a convenient and affordable option. Plus, since it's affiliated with the YMCA, I know Isabel's going to have a great time," said Amy. "In fact, the camp is the reason she knows how to swim today."

## 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.



Amy Waterman and her daughter  
*Manager*

## 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.”

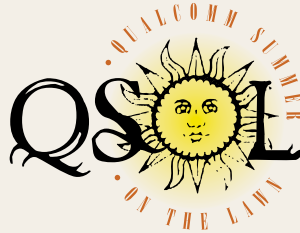


Greg Breit  
Senior Staff Engineer

## 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

# LEARNING & DEVELOPMENT



Ongoing education is a defining element of Qualcomm's culture, reinforcing our belief that the overall capabilities of our organization increase as individual employee skills and knowledge improve. Through our Learning Center and regional learning programs, we offer domestic and international employees development opportunities in professional, technical, management and leadership skills.



Carl Shi  
*Senior Director*

“I’m always impressed by the quality and quantity of learning opportunities so easily available to us here at Qualcomm.”

## THE LEARNING NEVER STOPS

A key part of being a successful technology company is being innovative and proactive, from the highest rungs of the company on down; we can’t just rest on our laurels. As an employee, I appreciate all of the learning and development opportunities provided to me by Qualcomm. This is truly a culture of constant learning, which is made very apparent by the wide variety of resources available through all sorts of channels—lectures, workshops, online. And, to ensure these resources don’t go to waste, all of us are encouraged to work with our managers to develop an Individual Development Plan (IDP) to identify career goals as well as the training and education needed to help us get there.

As part of my own IDP, I participated in an interactive workshop that addressed disruptive technologies. The workshop fostered a tremendous exchange of ideas among students through informal discussions and team presentations. The class helped me shift my thinking from reacting to problems as they arise to anticipating gaps in our markets where we can develop innovative, valuable solutions to our customers. I was then able to go back and share this refined perspective with my team, which then led us to identify a new development opportunity. Along with innovation-focused classes such as this one, I also regularly take advantage of the executive leadership courses offered by the Learning Center. This continuing education has been invaluable to me and I’m always impressed by the quality and quantity of learning opportunities so easily available to us here at Qualcomm.

Carl Shi  
Senior Director, Engineering

## PROFESSIONAL DEVELOPMENT

Qualcomm offers hundreds of instructor-led and online courses in areas ranging from general communication skills to customer service and financial management.

### Career Development Wikis

Our Learning Center offers two career development wikis—online resources that allow employees to create and edit content in a shared community forum. The wikis—one for employees, one for managers—offer downloadable tools, guidelines for career planning discussions, and links to additional support.

### Career Development Brown Bag Sessions

This annual series of short lunchtime workshops focuses on specific career management topics such as strategic career goal setting and skills self-assessment. Our employees are encouraged to participate in the Brown Bag Sessions in person or via live audio and webinar formats.

### Harvard ManageMentor

This interactive series of online development courses offers managers the important tools they need to identify business interests and professional values, achieve the most exciting career possibilities, strengthen their coaching skills, and encourage the best performance out of their employees.





## Bringing the Trade Show Home

Organized exactly like an external tradeshow, the Employee Tradeshow booths include graphics, marketing materials and product demonstrations. Teams present their accomplishments to both their peers and management, allowing them to share their successes and network with other employees outside their normal work groups. "I don't usually get to think about what's going on outside my area of focus. Seeing how the different parts of the organization come together has been a very good experience," said manager and staff engineer Dinesh Alladi.

The tradeshow also gives employees the opportunity to browse through new and upcoming products and technologies that are normally only demonstrated to external media and industry groups. "It's a great way for everyone to see the big picture. I've only been with the company a short time and I'm very interested in seeing the products and what we're coming up with," said administrative services clerk Karen Lambert.

Karen Lambert  
Administrative Services Clerk



## TECHNICAL DEVELOPMENT

To ensure that our engineering and technical professionals are always on the leading edge of emerging technologies, Qualcomm offers live classroom, web- and computer-based training in areas such as software programming and advanced engineering topics. We also maintain an extensive library of engineering resources and market data that provides timely information to employees around the world. Our Learning Center also organizes events that provide an opportunity for employees to share their technical knowledge with colleagues from other teams and departments.

## Employee Tradeshow

While a tremendous number of employees contribute to the products and services featured at our numerous external tradeshows each year, only a small number of these employees actually get to attend them. So, for those of us who don't get to go, each summer Qualcomm hosts its annual Employee Tradeshow, so that all employees have the opportunity to see how their hard work is showcased at external events around the world.



## Fostering an Environment of Technical Creativity and Innovation

At the QTech Forum, engineers present technical papers selected through a double-blind peer review process to their colleagues. The conference is an opportunity for the flow of knowledge between the presenters and the audience as well as a forum for constructive feedback. Attendees also have the opportunity to learn about recent breakthroughs in their field through keynotes delivered by leading experts.

“The forum was designed with the intent to provide cross-disciplinary exposure to the different schools of technology and engineering,” explained QTech Forum founder and vice chair, and Qualcomm principal engineer and manager Ricardo Lopez. “By using the symposium model where participants present their ideas in a public forum, the hope is that we can give peer visibility to individual examples of innovation. Anytime we can create a safe, welcoming environment for the exchange of new ideas, we activate a higher level of learning and creativity throughout the organization.”



## QTech Forum

The annual QTech Forum is a three-day, internal technical symposium focused on sharing key technology findings, best practices and industry innovations. Over 1,200 employees attended this event sponsored by Qualcomm's chief technology officer, Dr. Roberto Padovani.

**Ricardo Lopez**  
*Principal Engineer and Manager*

## MANAGEMENT AND LEADERSHIP DEVELOPMENT

A strong company needs strong leaders. With that as its goal, Qualcomm created a series of programs aimed at developing core management skills, as well as leadership training focused on technical and division-specific needs.

### Management Skills Program (MSP)

The MSP series provides a solid foundation of leadership skills, including employee recognition, resolving conflict, holding others accountable and team facilitation. This year we introduced an International MSP that addresses topics specific to non-U.S. locations. In addition to these comprehensive programs, Qualcomm offers approximately 20 other programs geared toward specific aspects of manager development.

### Leadership Skills Program (LSP)

The LSP focuses on advanced leadership skills such as creating a compelling vision and strategy, effective messaging and branding, and managing organizational politics. This program is complemented by additional programs in which internal and external leaders share experiences and insights with one another.

- ◆ The Learning Center's international course offerings increased 70%.
- ◆ Qualcomm offers over 330 instructor-led sessions and 660 online courses.
- ◆ Qualcomm recorded 48,338 enrollments in classroom courses company-wide.



# 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.



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 public-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



## 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



## 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*

## 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.

# 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.



Brian Rosenberg  
Senior Staff Engineer and Manager

“It was wonderful to know that the students had fun while using their science and engineering skills.”

## WHERE SCIENCE IS COOL AND SCIENTISTS ARE HEROES!

Back in March, I participated in the inaugural *FIRST* Robotics Competition, an event co-sponsored by Qualcomm that brought to San Diego 46 teams of high school students from all over the United States. The mission of *FIRST* ([www.usfirst.org](http://www.usfirst.org)) reinforces a lot of my own beliefs about the importance of creating a society that values problem solving skills, a society where scientists are treated as heroes.

With the goal of fostering kids' interest in science and technology, each team was tasked with designing and building a robot within a six-week time frame, all using the same standard box of parts. Qualcomm and *FIRST* did a great job of infusing the competition with the same sense of excitement and spectacle that you get at a major league sporting event—no easy feat when you're talking about a bunch of radio-controlled robots.

I had a great time working with the kids. I think many of the students saw that they could work together with people very different from themselves and achieve something they could never do on their own. It was wonderful to know that the students had fun while using their science and engineering skills. The enthusiasm and energy they brought to the process was contagious and the competition itself was an edge-of-your-seat experience.

I think it's great that Qualcomm supports events like this. It benefits both the company and the community at large when we find a fun way to foster these technical problem-solving skills in our youth. The competition made science “cool” for these kids. It was fun and rewarding and I would absolutely do it again.

Brian Rosenberg  
Senior Staff Engineer and Manager



## CORPORATE GIVING

Qualcomm aims to create:

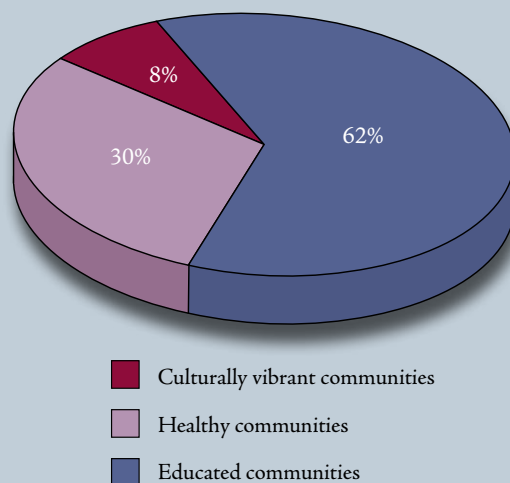
- ♦ **Educated communities:** Qualcomm is committed to improving science, technology, engineering and math education for students during their primary, secondary, and higher education years, and to expanding educational opportunities for under-represented students.
- ♦ **Healthy communities:** Qualcomm supports initiatives that result in clean, safe, healthy places to live and work. We strive to better the livelihood of underserved populations by providing basic human needs, with a focus on enhancing the welfare of children.
- ♦ **Culturally vibrant communities:** Through Qualcomm's support of arts education and outreach programs, the company helps young people develop innovative minds, and expands cultural enrichment opportunities to in-need populations.

Qualcomm's community involvement is primarily targeted in geographic regions where the Company has a business presence.

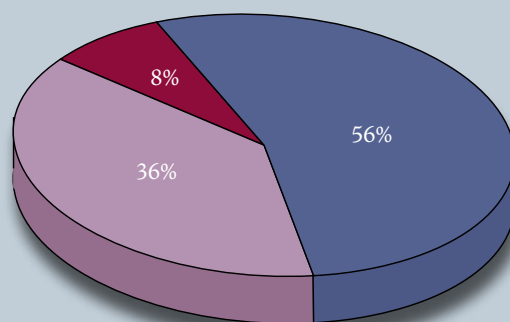
## MATCHING GRANT PROGRAM

Qualcomm offers its employees a dollar-for-dollar matching grant program with a typical annual benefit of \$1,000. The program's broad parameters—matching grants to a wide variety of nonprofit organizations—reflect Qualcomm's respect for employees' interests in diverse community causes. This year, 2,362 employees participated in the program and 3,770 matching grants were provided to over 1,100 nonprofit organizations.

2007 Corporate Giving by Category:



2007 Matching Grants by Category:





## Inspiring the Next Generation of Engineers

More than 80 Qualcomm employees in California and North Carolina took some time to share the importance of math and science with students at local elementary, middle and high schools. Overall, our engineers reached more than 1,800 students in their communities. "E-week was an effective way for Qualcomm to reach out to the community and show young students how science and hard work can be combined to innovate and create things that change lives around the world" said staff engineer Osvaldo Alcala. "It was also a great way for Qualcomm to be known to the community, as most people think I work for Qualcomm Stadium," Alcala added, with a bit of humor.



Osvaldo Alcala  
Staff Engineer

## QUALCOMM CARES



Qualcomm Cares (QCares), Qualcomm's employee volunteerism program, identifies and promotes a wide range of volunteer activities for employees that includes mentoring children, cleaning up the environment and caring for animals. Volunteer opportunities are posted on our internal web site and sent via daily emails to over 2,000 employees who have signed up for our internal volunteer mail lists.

## National Volunteer Week

Every April, QCares celebrates National Volunteer Week by hosting on-site volunteer projects for our employees. This year's activities included stuffing goodie bags for a Ronald McDonald House Charities' fundraising event, assembling brochures for Pro Peninsula's Adopt-a-Sea Turtle program and making sandwiches for low-income and homeless families for Interfaith Community Services.



## Qualcomm Engineers Week



Through this popular QCares program, employees raise awareness about science, technology, engineering and mathematics fields and encourage students to pursue careers in engineering. They demonstrate how fun math and science really are by exhibiting the latest Qualcomm technologies and playing interactive games with the children.

Through this popular QCares program, employees raise awareness about science, technology, engineering and mathematics fields and encourage students to pursue careers in

## Nonprofit Board Service

Through QCares, employees from all levels of our organization can find a place on nonprofit board of directors and advisory committees. The program offers quarterly classes for employees to learn about nonprofit board and committee service and provides additional resources to support this type of volunteer service. Employees can search an internal database of listings to find an opportunity that best fits their skills and interests.

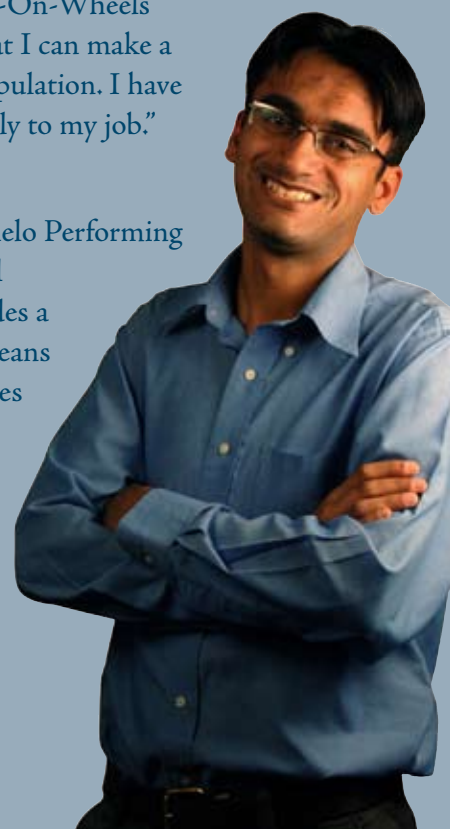
### Healthy Meals Find a Home



Meals-on-Wheels is a vital lifeline to seniors everywhere. The Meals-on-Wheels mission is to support the independence and well-being of seniors by delivering healthy meals to their homes. Meals-on-Wheels provides meals to those with special diet needs as well as meals for the seniors' pets. For the past six years, Katie Wiest, senior manager, has coordinated two Adopt-A-Routes staffed by over 60 Qualcomm volunteers who deliver meals throughout the year. She has been on the Meals-on-Wheels Board of Trustees for the last two years and will serve as the Chair of the Personnel Committee in 2008. Said Katie, "My involvement with Meals-On-Wheels has enriched my life by showing that I can make a difference to San Diego's elderly population. I have fostered new friendships and gained valuable experience that I can also apply to my job."

### Education through Entertainment

Through their three-pronged mission to create, produce and educate, Mo'olelo Performing Arts Company is dedicated to broadening the scope of San Diego's cultural environment by offering professional, socially-conscious theater that provides a voice for diverse and underrepresented populations and issues. "Mo'olelo means story in Hawaiian and is a reflection of our vision to present powerful stories that are as diverse as the islands of Hawaii," explained Rashim Gupta, senior engineer, who serves on the Board of Directors. "We present diverse stories on our stage and then follow-up with post-performance discussions between the audience and theater artists, community leaders and specialists on the issues raised by the play, making for a truly enriching, educational theater experience."



Rashim Gupta  
Senior Engineer

## A Champion for Pets Everywhere

If you've ever adopted a pet from an animal shelter, you know the joy of rescuing that animal and giving it a loving home. For Kim Carey, it just wasn't enough. She founded Help4Pets, a 100 percent volunteer welfare group, which focuses on abandoned, abused and in-need-of-special-care domesticated animals. It also manages a network of foster homes for animals awaiting permanent placement in homes matched to their unique needs and personalities.

In the words of one of her fans, "Over the years, Kim and her assistants have rescued hundreds of animals, most of whom would certainly not be alive if Help4Pets had not stepped in with necessary medical funding assistance and hours of their own time to ensure these pets found permanent loving owners."



## VOLUNTEER OF THE YEAR

This year, QCares instituted the Volunteer of the Year awards to recognize outstanding employee volunteer service. Two awards were given, one for individual service and one for group or team service. A company executive presented the winners with an award and a \$1,500 donation to their charity of choice.

### Individual Volunteer of the Year

Kim Carey, senior corporate legal secretary, founded Help4Pets three years ago. She serves as president of the organization, which rescues abused, abandoned and homeless animals throughout San Diego.



Kim Carey  
Senior Legal Support



## AID for Home from Across the Globe

For senior software engineer Vijay Venkatraman, India, where he was born and raised, is never far from his mind. Through their work with San Diego AID, Vijay and his fellow Qualcomm volunteers have dedicated valuable hours to make an impact on India's development from afar. Recent projects include an experimental radio school, which aims to reach hundreds of tribal villages in Gujarat to provide remote education to children who have dropped out of school. Another program helps fund an initiative to start low-cost libraries for women and children across thousands of villages in Tamilnadu. Said Vijay, "Qualcomm has been very generous in sponsoring local AID fundraising events, matching employee donations, and providing flexible work hours that help us spend some time on AID during weekdays. We really appreciate all of the support."



## Group Volunteer of the Year

The Association for India's Development (AID), which has 36 chapters throughout the United States, promotes sustainable, equitable and just development in India. Qualcomm employees comprise almost half the membership of the local San Diego chapter—about 20 of our own employees are active members. These volunteers support projects initiated by grassroots organizations in India to help in the areas of education, natural resource management, health care and social justice.



Vijay Venkatraman  
Senior Engineer

### Emphasizing the Value of Literacy

“Basic education is not only the fundamental right of every child but it is also the responsibility of society at large, to ensure an empowered next generation,” said Kanwalinder Singh, president of Qualcomm India. “STCI has demonstrated laudable efforts toward educating underprivileged children in India. These children deserve the very best facilities, just as we would want for our own children. Qualcomm, along with the American School of Bombay, is truly pleased to have contributed toward STCI’s amazing accomplishments.”



## GLOBAL COMMUNITY INVOLVEMENT INITIATIVES

Qualcomm has a positive impact on the communities in which we live and work all over the world.

### India – Save the Children India (STCI)

Qualcomm partnered with the American School of Bombay to create a library at STCI’s Special Care Center



in Mumbai. The library is stocked with books, audio/visual equipment and computers to help the mentally challenged and visually and hearing-impaired children at the center learn to read at their own pace.

Kanwalinder Singh  
*President, Qualcomm India*



## India – Works@work

Employees in India support promising young artists and invigorate their work space by inviting artists to display their work on the office walls. The artists gain valuable exposure and the employees get warm, culturally vibrant offices.

### Forget Art Galleries—Qualcomm's the Place to be Seen

Staff HR representative Pooja Joshi said, "Works@work is a creative launch pad for emerging artists; an opportunity for employees to enjoy art while making our office a warm and beautiful workplace. We have run three showings over the last few months and the most fun part of this program is listening to the artist's description of his or her works—it's refreshing, inspiring and new! When we see the Works@work artists' appreciation in the Indian Art Society, we know we have made a permanent difference to their lives!"

## Israel – Tirat Ha'Carmel

Employees in Haifa work together to improve the quality of life of people in the neighboring community of Tirat Ha'Carmel by volunteering at an after-school program, distributing food to impoverished families and providing financial support to a children's music program.



### Every Child Deserves a Chance

Adequate care and guidance is critical to children in their formative years. For the last six years, employees in Haifa have volunteered with at-risk youth in Tirat Ha'Carmel in an effort to provide good adult role models. Limor Lerner, staff HR representative, commented, "We hope that we can offer these children a significant adult figure, a mentor, through whom the child envisions herself/himself as someone important. We try to accomplish that through positive, caring interaction between grownups and children, creating friendships and listening to the children's needs. Through the activities, we expose the children to basic educational and life skills, but present them in a fun way!"

## Celebrating Seniors—Their Experience and Their Inspiration



True Love Welfare Foundation (TLWF) helps elderly Koreans who are living on their own with such things as cleaning their homes, preparing their food and doing their laundry. “It’s a wonderful feeling to take something like a used printer cartridge and turn it into a party that celebrates seniors’ lives. I personally would like to see these kinds of donations happen everywhere,” said senior engineer David Min.

## TEAMBUILDING

This year, teams of Qualcomm employees worldwide volunteered for a variety of activities ranging from serving meals to Marines in San Diego to visiting the elderly in Korea. Following are some highlights from our philanthropic teambuilding efforts this year.

### True Love Welfare Foundation

Team members from Qualcomm’s Korea office collected empty printer cartridges and donated them to True Love Welfare Foundation (TLWF) who, in turn, recycled them for cash and used the money to assist elderly people living alone. Money earned from the Korea office’s recycled cartridges was used to brighten the spirits of the elderly with a group birthday party.

### Serving Those that Serve Our Country

25 employees provided lunch to 350 Marines passing through a San Diego United Services Organizations (USO) airport transit station and later donated used computers to the facility.



### A Total Food for All

Employees in Boulder, Colorado participated in the Annual Community Food Corporate Challenge, an event in which corporations compete while donating cash and food to support Community Food Share.

## Racers, Get Ready...to Help a Fine Community

Imagine the sound of a rhythmic drum beating. Your lungs are screaming for oxygen and your thighs and arms are burning. This is the sport of dragon boat racing—the fastest growing water activity in Britain today! Recently, Qualcomm employees combined their love of sport with their passion for helping others by racing a dragon boat in a charity event for the Cambridge Community Foundation. “We thought this would be a great way to have some fun and at the same time support our local community. The event lasted the whole day and while we were pleased to have won a couple of our heats, our eventual position did not really matter. What made the day particularly satisfying was raising money for a local charity that helps make a difference in the quality of life for local people,” reminisced director John Scott.

## Cambridge Community Foundation

Fourteen employees in Cambridge took part in a charity dragon boat race while a number of other employees cheered them on.



## Saturday Afternoon with the Sweet 16



Sixteen employees spent a Saturday afternoon helping build a home with Habitat for Humanity in North Carolina. The team completed the vinyl siding and trim and began construction on a deck.

- ◆ Qualcomm employees volunteered more than 55,000 hours.
- ◆ The QCares 2007 volunteer fair hosted more than 50 nonprofit organizations and more than 2,500 employees and their families attended.
- ◆ Qualcomm has record of over 350 employees serving on the board of directors of local organizations.

# WIRELESS REACH



Wireless  
Reach™

Qualcomm believes access to advanced wireless voice and data services improves people's lives. Our Wireless Reach initiative supports programs and solutions that bring the benefits of 3G connectivity to developing communities globally. By working with its partners, Wireless Reach creates new ways for people to communicate, learn, access health care and reach global markets.

Qualcomm believes access to advanced wireless voice and data services improves people's lives. Our Wireless Reach initiative supports programs





## OPENING NEW ENTREPRENEURIAL OPPORTUNITIES THROUGH 3G

Many of history's greatest entrepreneurs began with very little — they relied on their intuition, intelligence and initiative to seize opportunities. For today's potential entrepreneurs in developing countries, 3G is an affordable tool that can help turn their dreams into a prosperous reality.

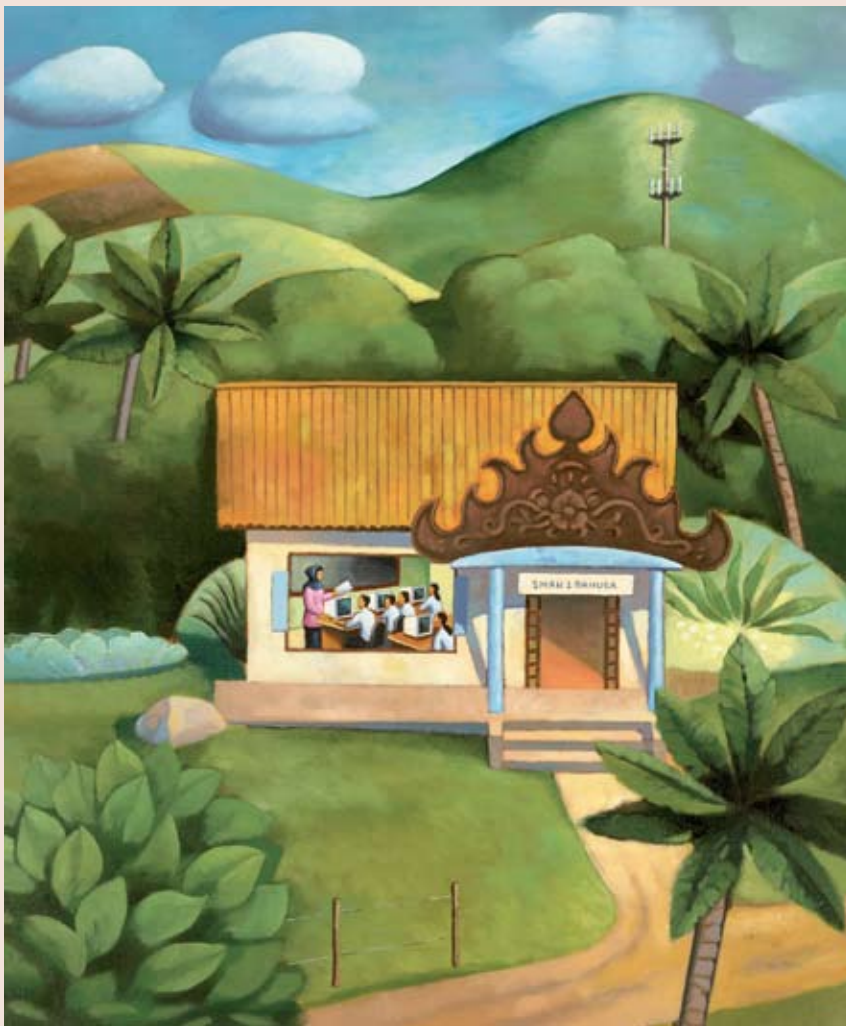
With 3G Internet access, people around the world from fishermen to Internet cafe owners can benefit from specialized wireless applications that allow them to access real-time data, which eliminates intermediaries and reduces costs. Store owners in a small village can lease a phone then sell telephony services to other villagers; farmers can access weather information; and a software developer can come up with the next ground-breaking application. What's possible is only limited by entrepreneurs' imaginations.

For examples of Wireless Reach projects that focus on positively impacting entrepreneurs around the world, go to [www.qualcomm.com/wirelessreach](http://www.qualcomm.com/wirelessreach)



## ADVANCING EDUCATION THROUGH 3G

In a world with large technological disparities between developing and developed countries and between urban and rural communities, 3G offers the capability to transform lives by enhancing the



ways people learn. With 3G Internet access, teachers and students can explore the world like never before — they can virtually visit faraway lands, see big cities, join a classroom discussion in another country, research almost any topic they can imagine — the possibilities are limitless.



For examples of Wireless Reach projects that demonstrate how wireless access can enhance education, go to [www.qualcomm.com/wirelessreach](http://www.qualcomm.com/wirelessreach)

## ENHANCING UNIVERSAL HEALTH CARE THROUGH 3G

Many countries are challenged when it comes to providing adequate health care to the majority of the population. Some of the difficulties faced include physical distance between doctors and their patients, a limited



number of skilled health care professionals and the extraordinary costs of purchasing and maintaining health care equipment. Common problems in many urban centers include overcrowded hospitals, longer-than-average hospital stays and expensive medical transport.

3G solutions have proven to be effective in overcoming many of these challenges by bringing the latest medical intelligence to the patient and sending the latest patient information to the care provider. Nurses who are in real-time audio and video contact with doctors at the hospital can administer care from a patient's home thereby allowing more people to enjoy better health as a result of regular checkups and early diagnosis. Wireless technology extends the reach of doctors.

For examples of Wireless Reach projects that use 3G to provide better access to health care, go to [www.qualcomm.com/wirelessreach](http://www.qualcomm.com/wirelessreach)





## IMPROVING PUBLIC SAFETY THROUGH 3G

3G plays an integral role in improving public safety around the world. Police can use 3G to wirelessly obtain urgent data about suspects or fugitives, paramedics can transmit critical health information to doctors in greater detail, news and weather agencies can deliver information to the public more effectively. For instance, real-time access to weather information is critical for those whose livelihoods



are dependent on the fishing industry, whether they are in China, Vietnam, India or Thailand. Working with partners, Wireless Reach is helping to improve access to instant data so that fishing communities can be better prepared for severe weather changes or for when a natural disaster strikes.

For examples of Wireless Reach projects that use 3G to improve public safety, go to [www.qualcomm.com/wirelessreach](http://www.qualcomm.com/wirelessreach)





# ENVIRONMENTAL STEWARDSHIP



Qualcomm is committed to protecting our local and global environment. We work continuously to reduce consumption of natural resources and minimize use of hazardous materials. Using education and administrative controls, we continuously evaluate our practices to identify ways to reduce energy, waste and emissions.



Christina Augusta  
Senior Manager

“Everything about [Qualcomm’s new cleaning system] is efficient, effective and much more environmentally friendly than our old products and methodology.”

## GREEN CLEANING: UPSTAIRS, DOWNSTAIRS, INSIDE AND OUT

In March 2007, the Building Services team started using a new cleaning system, ManageMen®’s Operating System 1 (OS1)®, as part of our overall Green Cleaning Program. Everything about the new system is efficient, effective and much more environmentally friendly than our old products and methodology. As part of this new, systematic cleaning approach, we asked our attendants to change nearly everything about the way they did their job. While skeptical at first, they stepped up to the challenge, which made for a very successful transition and the results have been astonishing. We reduced the number of cleaning products from 29 to just four and cut chemical use from 667 active cleaning units to just 12. We also decreased the amount of chemical container waste we send to landfills by 97 percent and also reduced our annual water usage. The new system uses a “top down” cleaning method where attendants move as a team from floor to floor, turning off lights as they go, which reduces use of electricity. Customer complaints have decreased by over 35 percent and, most importantly, we have implemented a system that greatly reduced the potential injury to employees by decreasing their exposure to harsh chemicals.

Our cleaning staff now goes through a comprehensive, three-day training in order to effectively use the new system. During the pilot program, attendants offered several ideas for process improvement which have been implemented. The system was originally rolled out to five buildings but now we are up to 10 with the plan being to include all of our buildings in San Diego. We are also currently discussing expanding to other regional locations as well.

In addition to this new cleaning system, we have made many other green cleaning efforts. We have reduced our paper towel consumption by 40 percent as a result of changing to microfiber cloths. We now use a backpack vacuum that has been shown to reduce human effort to clean carpet by approximately 50 percent while being 43 percent more efficient than a commercial upright and 30 percent more efficient than a canister vacuum in removing soil. Outside, we have reduced our water consumption from 112,000 gallons to 14,000 per year by implementing a water efficient methodology for cleaning our courtyard, tennis, basketball and pool deck area.

Christina Augusta  
Senior Manager

## Love for Beijing, Care for the Environment

"I am so proud that this April was the third time I participated in the tree planting activity organized by Qualcomm China," said HR representative Dandan Wu, "Each of us is interested in Beijing's environmental issues and would like to do our own bit for the beautification of Beijing. We feel it is everyone's responsibility to protect Beijing's environment and we hope our action can influence the people around us to join the tree planting action too. This activity also provided us an opportunity to get to know each other better and promote a good foreign company image in our community."

## ENVIRONMENT

Qualcomm takes a proactive approach to programs and techniques that contribute to a better environment. In addition to corporate efforts such as our Green Cleaning program, employees from all over the world participated in activities aimed at improving the environment in their local communities, ranging from tree planting in China to Bike-to-Work Day in the United States.

### Beautifying Beijing

Eighty Qualcomm China employees teamed up to plant trees in Fangshan County, Beijing.





## Green is Where His Heart Is

Though he rarely reads his wife's lifestyle magazines, the recent "green issue" of one of the publications fascinated Administrative Services Clerk Chris Kohrs. "The science and facts behind the articles really got me thinking about global warming. I don't believe a lot of people understand how critical the situation has become."

"For example, a U.S. Navy report says the summer north polar ice cap could be completely gone within seven years. If ice that far north disappears, what happens to the snow further south that creates our drinking water? The dramatic picture of Lake Mead with only 48 percent of its water left (after eight years of sparse snowfall) on the front page of the December 11 *San Diego Union Tribune* made me wonder if there's a connection."

Chris attended an event that compared what was factually happening in regards to the climate and what was actually aired or written about in the media.

The disparities were obvious, almost painful, for Chris. "To me, communication is the key. If people can learn to connect the scientists' warnings with their real lives, they will take action to save our civilization."

Chris Kohrs  
Administrative Services Clerk



## CLIMATE

Since 1993, Qualcomm has completed over 130 projects that improve energy efficiency and reduce green house gas (GHG) emissions from our operations. In 2007, we commissioned a state-of-the-art cogeneration system—the first of its kind in the United States—pairing a Solar Turbine Mercury 50 gas turbine with the Broad 1,300 ton absorption chiller to create both electrical generation and thermal climate control for our Corporate Campus. This combined heat and power system is one of the most efficient low-emission systems available today. In addition, we operate over 500 kilowatts of solar generating systems at two campuses that provide 60 percent of the lighting loads at those locations.

### Good Planets are Hard to Find

Administrative services clerk Chris Kohrs understands that many small, individual efforts can make a big impact. Chris put together and distributed a list of 10 things each Qualcomm employee can do to help the environment.

### California Climate Action Registry (CCAR)

Qualcomm has been a member of the CCAR since 2002 and has earned the distinction of "Climate Action Leader" for early and voluntary participation in reporting GHG emissions in California.



## ENERGY CONSERVATION

San Diego has been home to Qualcomm since the company's inception more than 20 years ago. Like all citizens of San Diego, we care deeply about our city. Beginning in the early 1990s, we began incorporating energy savings strategies into all of our buildings. In fact, since 1993, Qualcomm's more than four million square feet of building space in San Diego alone has saved more than 10 million kilowatt-hours of electricity annually, valued at over \$1.26 million through the use of energy-efficient equipment and practices.



### Savings By Design

Qualcomm is an active participant in Savings By Design (SBD), a California utilities program that encourages high-performance non-residential design and construction. In 2007, we earned \$150,000 in incentives from utility provider Pacific Gas & Electric (PG&E) for implementing energy efficiencies in the construction of our Campbell, California facility. In addition, we earned \$136,524 in incentives from San Diego Gas & Electric (SDG&E) for implementing highly efficient lighting and HVAC systems in our San Diego building construction during the year. In total, Qualcomm has earned \$850,091 in SBD incentives. The energy savings to date, help Qualcomm avoid nearly 3,380 tons per year in CO<sub>2</sub> emissions and are equal to removing the annual carbon emissions of 576 cars.

## It's Not Easy Being Green...Just Very Rewarding

Before the construction of the company's latest structures began, Qualcomm leaders seriously considered the environmental impact new buildings would have on the city and environment as well as the financial impact the buildings would have on the company. Our planners, architects and contractors worked closely with the local energy company to develop highly efficient, environmentally friendly buildings. Our latest offices feature high-performance windows, shade canopies, advanced lighting fixtures and occupancy sensors, high-efficiency boilers and water heaters, photovoltaics, and high-efficiency gas absorption chillers that maintain comfortable offices without over taxing the power grid. In 2007, we were awarded a Gold certification in the Leadership in Energy and Environmental Design (LEED) Green Building Rating System™ for our "W" campus and its structures, consisting of more than 1 million square feet.

Director Alan Ball said, "With more than 12,000 employees, it takes cultural commitment to create buildings that work for the company and the environment, inside and out. It takes effort and the right team, but it's amazing how the savings and the results add up."

## LEED Gold Certification(CCAR)

In 2007, Qualcomm earned Leadership in Environmental Energy and Design (LEED) Gold Certification for two of our newest buildings, as well as a central plant and garage, totaling over one million square feet.



## WATER CONSERVATION



Qualcomm's water conservation efforts include using reclaimed water for irrigation, landscaping our facilities with drought resistant native plants, and installing water saving faucets and showerheads in our buildings. Also, by actively managing our cooling towers' cycles and water treatment program, we save over 60 million gallons of water annually.

## RECYCLING

Qualcomm actively promotes recycling awareness through programs such as weekly New Hire Safety Orientations and monthly Lab Safety Trainings. At Qualcomm, we recycle aluminum, plastic, paper, cardboard and electronic waste such as old computer equipment. Over the last five years, Qualcomm headquarter offices recycled nearly 3,000 tons of materials. This year, we recycled more than 60 tons of electronic waste, a 23% increase from 2006. We are particularly proud of our recent construction recycling efforts. In 2007, over 212 tons of materials from three demolition projects were diverted from landfills.



## Product Stewardship

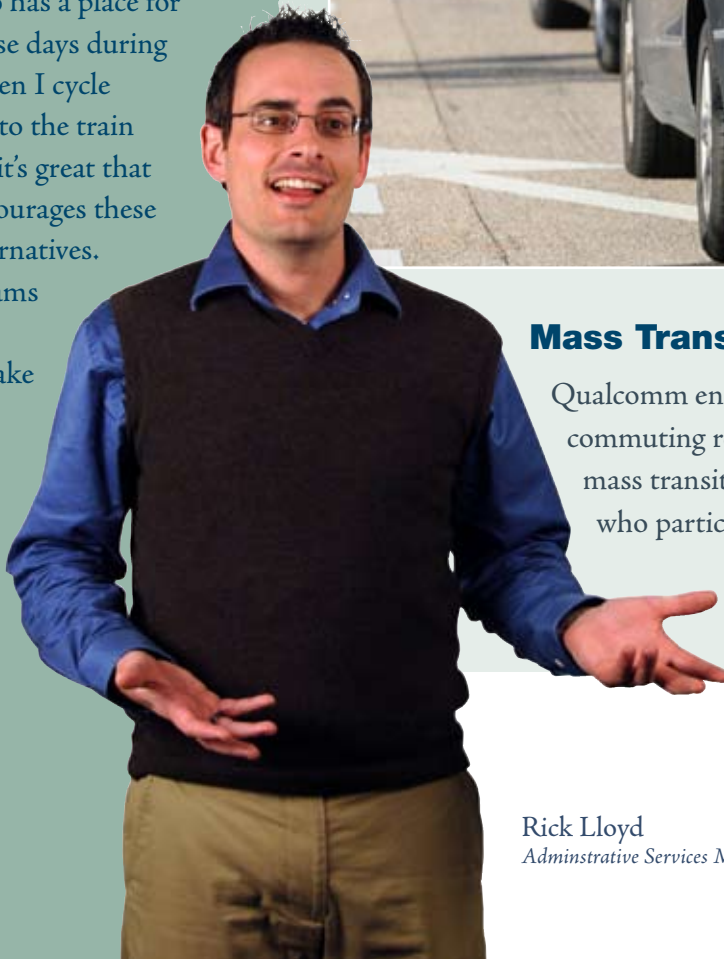
Qualcomm has set up product take-back systems for OEM products in production. This system promotes the return of obsolete hardware for re-use and recycling where feasible, and responsible waste management when re-use is not practical. Qualcomm is in compliance with the European Union's Waste Electrical and Electronic Equipment (WEEE) directive.



## Mass Transit Relieves Massive Headaches

Qualcomm's mass transit subsidy encouraged manager Rick Lloyd to hop on the Coaster, a local San Diego train that runs along the coast of the county, as an alternative to the stressful commute he faced when driving into work. "I've been riding the Coaster for the last eight years. I can enjoy my coffee and relax with the newspaper on the way in and catch up on my reading or napping on the way home. It's reliable and also has a place for my bike for those days during the summer when I cycle from my house to the train station. I think it's great that Qualcomm encourages these commuting alternatives.

Through programs like this, they enable me to make an individual contribution to improving the environment and, as a company, they make our world a better place to live in."



## COMMUTER RESOURCES

To reduce traffic congestion and lessen our environmental impact, Qualcomm offers a variety of commuter resources, including transit subsidies, a hybrid vehicle fleet, electric vehicle charging stations and shuttle services.



### Mass Transit Subsidy

Qualcomm encourages employees to use alternative commuting resources by subsidizing the cost of mass transit expenses. In addition, employees who participate in the program benefit from a tax savings on qualifying mass transit expenses.

Rick Lloyd  
*Administrative Services Manager*



## RESPONSIBLE PRODUCT DESIGNS & MANUFACTURING

Qualcomm has long been committed to minimizing adverse environmental impacts that may be caused by our integrated circuit (IC) products used for wireless consumer electronics equipment.



### Using Environmentally Sustaining Technologies

Through our Lead Elimination Program, our entire chipset portfolio is 100 percent compliant with the European Union's Restriction on Hazardous Substance (RoHS) Directive. Furthermore, we prohibit the intentional addition of 16 hazardous substances to our IC products.

Through our Bromine/Chlorine Elimination Program, all IC packages are designed with bromine-free mold compounds. By designing with bromine-free mold compounds, we have reduced the bromine content in our Mobile Station Modem™ products by over 70 percent. Our goal is to design all IC packages bromine-free and chlorine-free beginning January 2009.

### Enabling Energy Efficiency of Wireless Consumer Electronics

Qualcomm's efforts to design environmentally sustainable products are evident in our products, including the groundbreaking Snapdragon™ platform targeted for mobile wireless computing devices. Our Snapdragon chipsets are industry-leading in their power consumption optimizations, enabling wireless devices to use less energy and to go longer between charging.