

Qualcomm Aims to Build an Inclusive Environment Where Everyone Feels Like They're Part of the Team

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We further innovation and accelerate progress by fostering a diverse workforce. Our **Diversity and Inclusion Policy** highlights our commitment to cultivate innovators who bring varying backgrounds, ideas, and points of views.

We are committed to building a pipeline of diverse talent. Qualcomm is present at many diversity conferences and partner with many universities and organizations dedicated to building diversity and creating more opportunities for professional development and engagement. We proudly focus on developing leaders and shaping future talent pools to help us meet the needs of our customers worldwide.

We're creating and implementing inclusion and diversity programs that are measurable and produce actionable tasks.

Qualcomm has a variety of initiatives to improve workplace diversity and inclusion, as seen below.

- We have a Diversity Task Force of senior vice presidents to review strategic programs and advise on best practices for driving diversity through collective data analysis. This task force also explores innovative hiring and retention best practices for implementation throughout our Company.
- We have a Global Inclusion and Diversity (GID) team who is responsible for driving our diversity and inclusion related initiatives across the company. Additionally, Qualcomm has GID Regional Leads in global regions where we have a significant employee presence. These leads provide more support to the specific issues faced in the regions.
- In alignment with our 2020 goal, we established the Diversity Talent Development program and trained more than 7,500 employees on diversity, inclusion, racial equity, or leadership.
- We're measuring and tracking our progress to ensure that our programs and policies around inclusion and diversity are having a tangible effect.
- We are sharing more details about our workforce diversity data, including our recent **Employment Information Report (EEO-1) filings** with the Equal Employment Opportunity Commission (EEOC). The EEO-1 is a standard form annual report that provides a demographic breakdown of an employer's U.S. work force organized by race and gender, with job classifications established by the EEOC.

We are committed to continuously building a pipeline of diverse talent.

Qualcomm actively seeks and recruits diverse candidates for positions at the company. Diverse teams, built around different perspectives, experiences and skill sets, fuel creativity and innovation. We're developing leaders and shaping future talent pools to help us meet the needs of our diverse customers worldwide. This means we're taking a broad approach to finding diverse candidates.

Women

Qualcomm is committed to promoting gender equity in technology. Through our external partnerships we encourage young girls and women to pursue careers in tech. We have dedicated resources to organizations including AnitaB.org, the National Center for Women & Information Technology and Reboot Representation to increase the number of women in STEM-related fields, particularly in electrical engineering and computer science.

African Americans

Qualcomm supports engineering initiatives, such as hackathons, panel discussions, school visits, and mentoring, centered on African Americans. We collaborate with the

National Society of Black Engineers and AfroTech to provide career development opportunities for our employees, create interest in employment opportunities at Qualcomm and identify and recruit talent.

Latinx

We support various Latinx-focused events, such as guest speakers, conferences and panel discussions. We work closely with the Society of Hispanic Engineers to provide their members with opportunities for support, networking and career development.

Veterans

Military veterans hold a special place in our corporate culture. More than 800 Qualcomm employees are military veterans and we are committed to hiring more veterans and active reservists. We have participated in the Service Academy Career Conference, the only job fair exclusively for alumni of military academies. We also support LA Fleet Week and Fleet Week San Diego and have started partnering with the military-dedicated website RallyPoint to advertise Qualcomm's support and drive applications.

LGBTQ+

Qualcomm has proudly supported the LGBTQ+ community for decades. LGBTQ+ rights are encapsulated in our Code of Business Conduct, "The Qualcomm Way." We've been marching in the San Diego Pride parade every year since 1998. In 2019, more than 400 employees marched. Qualcomm actively supported the Equality Act, the federal bill that adds protections for the LGBTQ+ community. We search for top LGBTQ+ tech talent at hiring conferences, such as Out and Equal and Out in Science, Technology, Engineering and Mathematics.

People with Disabilities

Ensuring that our workplace is accessible for all employees is a priority at Qualcomm and an integral part of our values. We have a robust accommodation process and constantly improve our events with services such as closed captioning and sign language interpreters. We provide training to managers and teams as needed. In collaboration with the National Foundation for Autism Research, we launched an internship program to welcome individuals with autism into our company. We are proud to be a Disability:IN **Inclusion Works** company, and we've adopted industry-leading best practices in hiring and retaining people with disabilities.

We're taking a broad approach to finding diverse candidates.

- In 2020, we trained managers on unconscious bias to help them understand and overcome any hidden biases they might have that could be influencing their decisions around promotions and annual review ratings.
- We also revamped our strategy for participating in diversity and inclusion conferences to maximize the benefits that those critical events provide. We engage as a high-level sponsor of professional conferences where we can reach technical talent in diverse communities and increased our senior leadership and hiring manager participation at these events. Our new approach led to a 300 percent increase in conference hiring. In 2020, Qualcomm was represented at eight diversity conferences where we could interact with thousands of students and hire the future leaders of our Company.
- We continue to recruit from a variety of colleges, including Hispanic-serving Institutions, Historically Black Colleges and Universities and Women's Colleges. We also find diverse talent through our partnerships with organizations such as NCWIT; Out in Science, Technology, Engineering and Mathematics; and the FourBlock professional network for veterans. We've seen an increase in our female and underrepresented new hires population since expanding our focus in this area.

We are committed to providing equitable pay to our employees.

Worldwide, we pay female employees 100 cents on the dollar in the aggregate when compared to male employees, taking into account rewards group, time in level, geographic area and job family¹. While we do not track race/ethnicity outside the US², in the US we pay our non-white employees 100 cents on the dollar in the aggregate, when compared to our white employees, taking the same factors into consideration.

We train our managers on job-related performance assessment and bias avoidance; we broadly gather feedback from managers and co-workers for annual performance evaluations; we calibrate ratings across managers; and, we provide performance and compensation feedback to our employees.

Our open-door policy encourages employees to ask any questions or voice any concerns they may have regarding their performance review and/or their compensation.

Connecting employee communities.

In 2020, we added eight chapters globally while also increasing their domestic membership. Among domestic ENs, our Qualcomm Black Inclusion Group, increased its membership more than 170 percent

AbilityQ

AbilityQ helps to create an inclusive, thriving and respectful workplace where employees with disabilities and employees who are caregivers to others with disabilities feel supported and empowered.

eQuality

eQuality fosters a safe, inclusive, supportive, and open work environment for all employees, regardless of sexual orientation, gender identity, or gender expression.

LatinQ

LatinQ promotes Latino culture, values and heritage while fostering employee development, recruitment, professional networking and outreach to the Latino community.

Qualcomm Black Inclusion Group

Our mission is to build an environment that drives employee development, professional networking, and community outreach among the black community. We advocate for increased leadership opportunities, recruitment and retention of Black employees at Qualcomm.

Q-Emerge

Q-Emerge embraces Qualcomm's emerging generation of leaders.

QVETS

QVETS is a global community of employees who served or are serving in the military, are supportive of service members and is inclusive of military family members, with the mission of fostering a seamless transition from the military to civilian careers and providing opportunities for professional growth, leadership and outreach in our communities.

Qwomen

Qwomen provides opportunities encouraging leadership, mentorship and career development of all women and allies at Qualcomm. There is a Qwomen chapter in each of our office locations worldwide.

U2Q

University to Qualcomm (U2Q) supports immediate college graduate hires.

Collaborating builds our bench strength.

Qualcomm has identified strategic partners to accelerate our inclusion and diversity programs. Our continued engagement with organizations that work with diverse communities has been vital to our success at increasing female and minority representation.

We're building our bench strength through collaborations with the below organizations.

Anita Borg Institute (ABI)

Qualcomm is a sponsor of AnitaB.org and their goal to achieve 50/50 intersectional tech equity by 2025. As a **Pioneering Partner** and **Change Alliance** company, we partner with the AnitaB.org to benchmark progress and identify promising practices for recruiting, retaining, and advancing women technologists. Our annual engagement in their **Grace Hopper Celebration** has ranged from our CEO Steve Mollenkopf's attendance at the Technical Executive Forum to conference scholarships for our female interns.

Employer Support of the Guard & Reserves (ESGR)

At Qualcomm, we have created a community that provides opportunities for camaraderie, community outreach and professional development allowing Veterans as well as Guard and Reserve Service members to continue their mission of excellence, teamwork and service. We're honored to be recognized by ESGR as a **Freedom Award finalist** for the value that we place on the military service of our employees and the support that we provide to them while serving in this important capacity.

National Center for Women & Information Technology (NCWIT)

As a NCWIT Pacesetter company, Qualcomm works with universities and other corporate leaders to build and fully engage the technical talent pipeline in the United States. Through our involvement with NCWIT's Aspirations in Computing initiative, we've seen young women move from aspiring high school technologists, to university interns, to full-time employees at Qualcomm.

The National GEM Consortium (GEM)

Qualcomm's partnership with GEM plugs us into a network of top universities and corporations investing in the graduate education of underrepresented minority engineering students. Our engagement with the GEM Fellowship Program enables us to hire talented students of color for internships and to build a pipeline of future innovators for Qualcomm.

Disability:IN

Through our collaboration with Disability:IN's Inclusion Works program, we've increased our ability to address the needs of individuals with disabilities. We're proud to have scored a perfect 100 on the organization's Disability Equality Index each year since its inception.

FairyGodBoss

FairyGodBoss, a women's career site, connects over 5 million women with potential employers, job openings, professional advice, and discussion boards. Keep second sentence as is. Qualcomm has organized several virtual career fairs through the FairyGodBoss platform.

National Society of Black Engineers (NSBE)

The mission of NSBE is "to increase the number of culturally responsible Black Engineers who excel academically, succeed professionally and positively impact the community. Qualcomm supports NSBE's Graduate 10K program which seeks to graduate 10,000 African American engineers each year, starting in 2025. We've partnered with the national and San Diego local chapter of NSBE to hire candidates and provide training opportunities for our current employees.

Reboot Representation

In 2019, Qualcomm joined Pivotal Ventures, an investment and incubation company started by Melinda Gates, and other top tech companies to form the Reboot Representation Tech Coalition. The coalition aims to double the number of Black, Latinx and Native American women receiving computing degrees by 2025.

Society of Hispanic Professional Engineers (SHPE)

SHPE's mission is to "change lives by empowering the Hispanic community to realize its fullest potential and to impact the world through STEM awareness, access, support, and development." Qualcomm actively supports local SHPE chapters with funding, training, and volunteers. We sponsor the national conference and local events in San Diego where we interact and recruit the next generation of Qualcomm leaders.

FourBlock

FourBlock supports transitioning veterans with finding their new purpose. Qualcomm partners with FourBlock, as the nation's local professional network for veterans, to provide veterans ways to explore new industries and build paths to the best careers possible.

The Human Rights Campaign Foundation

The Human Rights Campaign Foundation is the educational arm of America's largest civil rights organization working to achieve equality for lesbian, gay, bisexual transgender and queer people. HRC envisions a world where LGBTQ people are embraced as full members of society at home, at work and in every community. Qualcomm received a score of 100 on the Human Rights Campaign Foundation's 2021 Corporate Equality Index .

¹Based on base pay, annual bonus and AR stock awarded in the most recent Annual Rewards cycle.²Some laws outside the US bar collection and/or reporting of race information.

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