

26th Annual San Diego County Economic Roundtable



- The Workforce Perspective
- January 7, 2010
- Bill McClelland – Vice President HR



Agenda

- **Qualcomm Background**
- **Overview: The Impact of 2009**
- **The Current Situation –Nationally**
- **At Home**
- **What's Next?**
- **San Diego's Workforce 2010**

Qualcomm Incorporated

Global leader in developing and delivering innovative digital wireless communications solutions based on CDMA and other advanced technologies.

Partners with wireless operators, device manufacturers, software vendors and distribution suppliers to drive adoption of mobility solutions.

INNOVATION – EXECUTION – PARTNERSHIP



- Founded in 1985
- NASDAQ Symbol: QCOM
- ~ 10,100 U.S. and 48,000 International patents and patent applications of CDMA and related technologies, including WCDMA
- ~885 Million 3G CDMA subs
- ~5 Billion cumulative chips shipped
- Over 16,500 Employees



QUALCOMM - Key Honors

- Fortune 500 Company
- Fortune Employer of Choice 11 years in a row
- Fortune Most Diverse List
- "100 Best Managed Companies" — Industry Week
- Top 125 Training Organizations , *Training Magazine*
- Member of the S&P 100 & 500 Indexes
- Revenues - \$10.4 Billion

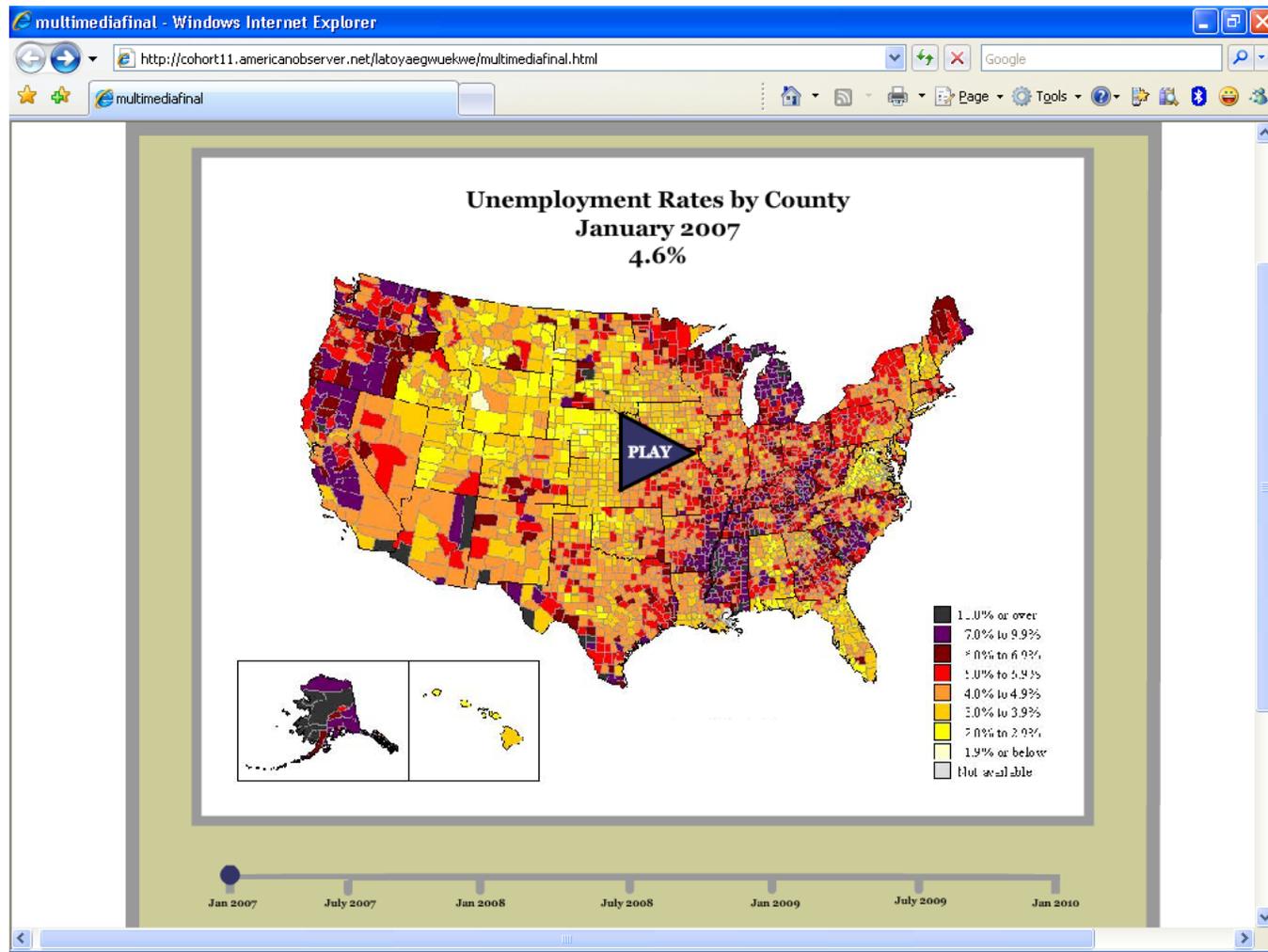


Overview – The 2009 Impact

- Economy presenting challenges – year of new terms: Stimulus, TARP,
- Recession more widespread; continues to be a case where no level of business is immune
- Locally some traditionally strong sectors remain stable
- Employees hit hard: Jobs, benefits, homes
- Balance sheets have more focus
- Where is the Impact? Global...



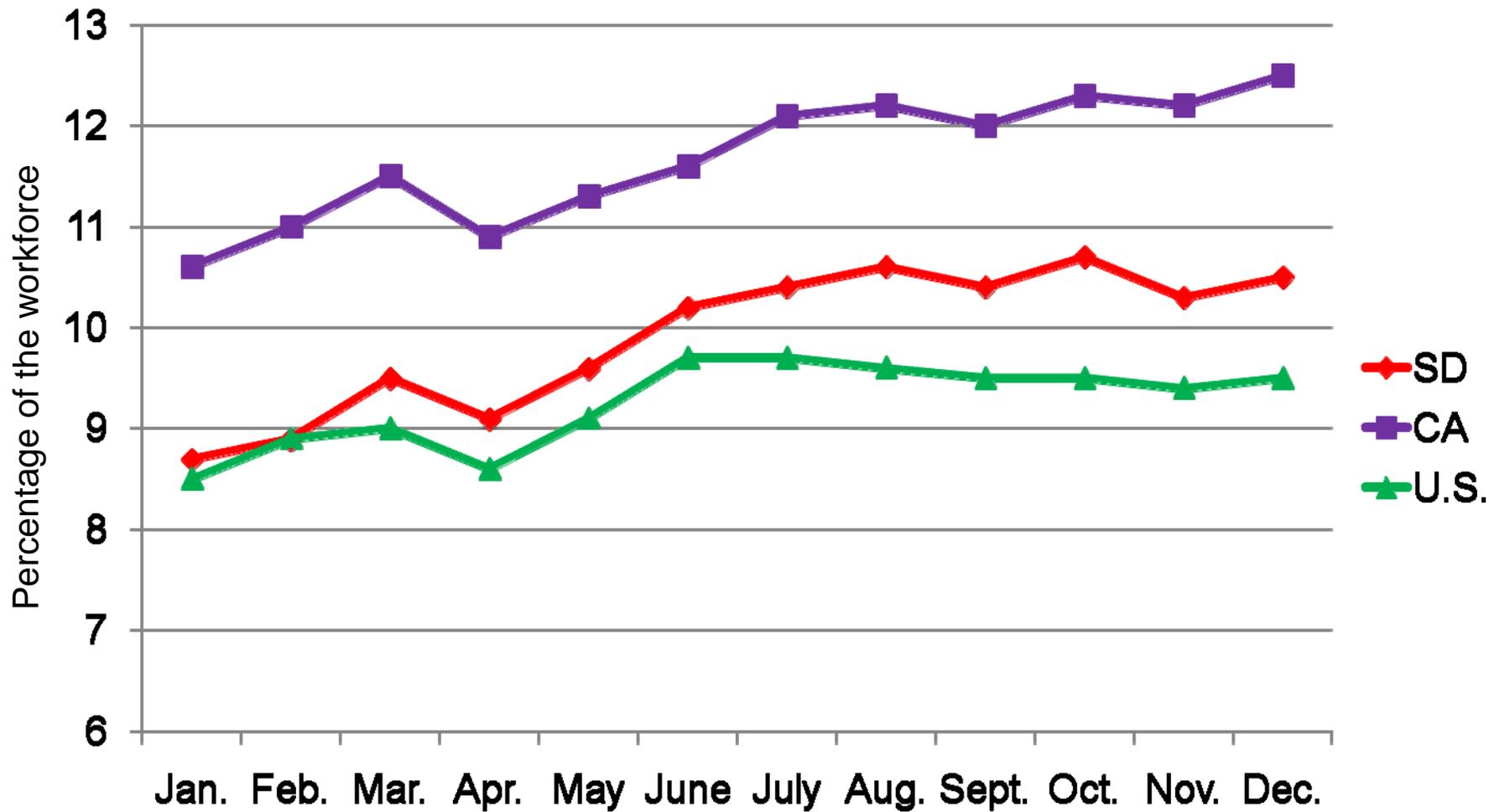
The Current Situation – National Level



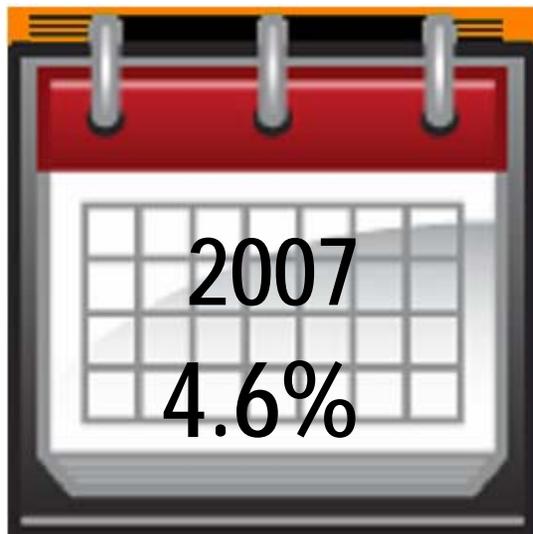
Click the link below
[The Geography of a Recession](#)

Source: The Decline-The Geography of a Recession
by Latoya Egwuekwe
Qualcomm Confidential and Proprietary

2009 Unemployment Rates



San Diego County Unemployment



* Through Nov. 2009
Source: SDWP LMI

San Diego: Weak Spots in 2010

- Construction: Continued job losses with some possible gains in the 4Q
- Financial: Slight job losses with possible job gains in 3Q
- Manufacturing: Continued job losses throughout the year with any possible job gains occurring in the first half of 2011



San Diego: Areas of Opportunity in 2010

- Leisure and Hospitality – 2nd half of 2010
- Education and Health Services – 2nd half of 2010
- Green Initiatives – 2nd half of 2010
- Technology - 2nd half of 2010
- Defense related activities – year round

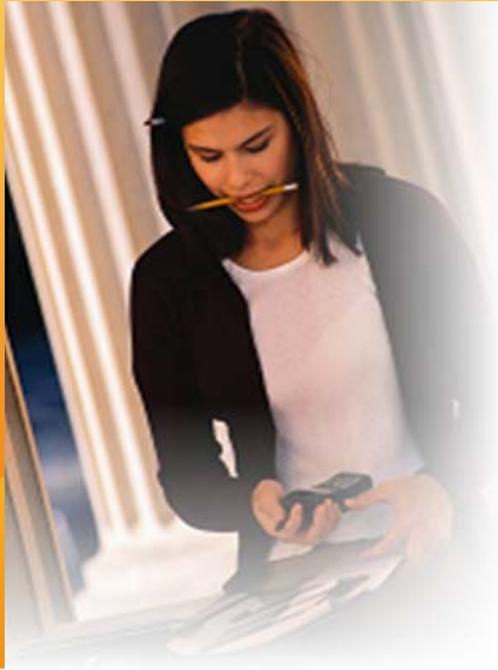


What's Next For Employers?



- Being prepared for the other side
- Who are you now?
- ■ What will keep your top talent?
 - Strong Leadership
 - Opportunity; Training; Growth
 - Giving; Community Ties
 - Other Differentiators

What's Next For Employees?

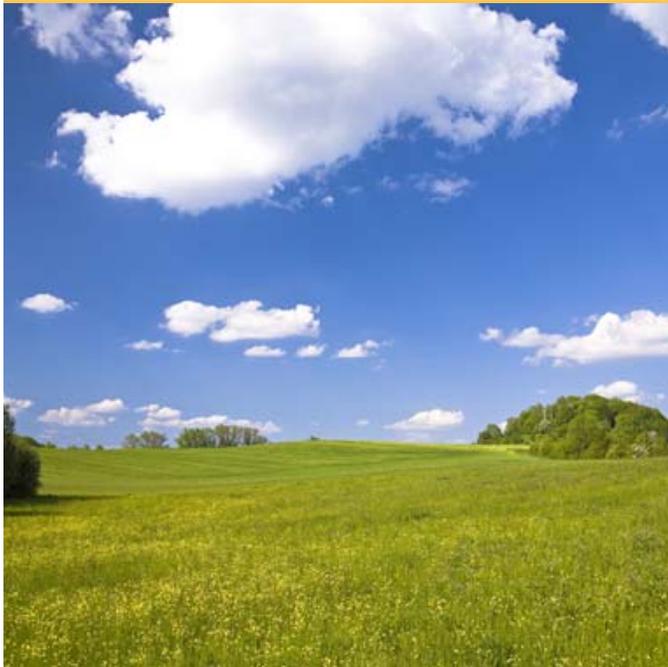


- Taking the opportunity to train
- More headhunter calls to top talent
- ■ Competitive job market for all
- Healthcare Reform
- Benefits – A different package

San Diego's Workforce 2010



- Continued challenges for the system
- More lay-offs = More traffic at centers
- » More training dollars needed to support demand
- Ensure success with dollars received



» Thank You