



QUALCOMM India Private Limited

Corporate Identity Number(CIN): U64202DL1996PTC076991

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Registered Office:

Unit No. 201, 2nd Floor, Tolstoy House

15, Tolstoy Marg, New Delhi -110001,

Tel:+91-11-43083550, Fax: +91-11-43083550

November 25, 2019

P. Dilip Teja

India

Dear P. Dilip,

We believe our employees' ideas can literally change the world - and we see it happen all the time. For more than two decades, we've been a global leader in wireless technology, continually pushing the boundaries of what's possible. We develop products and solutions that make a difference in the lives of people everywhere. By joining the Qualcomm family, you too can play a part in changing the world.

Qualcomm India Private Limited ("Qualcomm") is pleased to extend an offer of employment to you as a(n) Engineer, Associate, reporting to Shashi Reddy, Vice President, Engineering, with a start date to be determined.

Our offer to you includes a gross monthly salary of INR 87,500 and restricted stock units (RSUs) as per the terms and conditions in the attached RSU letter. Included in the gross monthly salary, Qualcomm will provide you allowances and reimbursements as indicated in the annexure to this offer letter. All salary, allowances and reimbursements will be paid less required withholdings and in accordance with the applicable policies and procedures of Qualcomm, as may be amended or modified by Qualcomm from time to time.

#### **Sign-On Bonus**

You will receive a sign-on bonus of INR 435,000 (less required withholdings), payable within the first two payroll periods of employment and is contingent on you being employed on the date of payment. If you terminate your employment prior to 24 months you agree to repay the full amount of the sign-on bonus on or before your last working day with the company.

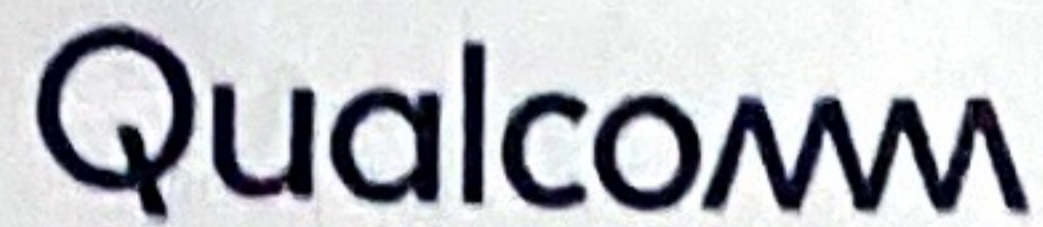
#### **Annual Review Process**

You will also be eligible to be considered for the corporate annual review process. During this review, each employee may be eligible for discretionary salary increases, performance bonus awards and Restricted Stock Unit grants subject to assessment on various relevant criteria. The annual review process is discretionary and is subject to change from time to time at the sole discretion of Qualcomm without any notice.

#### **Benefits Program**

We offer a comprehensive benefits package for you and your dependents. A summary of these benefits is available on the Benefits section of our website.





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Sincerely,

Qualcomm India Private Limited

Shailesh Kumar

Mgr, Talent Acquisition

QUALCOMM India Private Limited

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This document is electronically signed and does not require a physical signature for further authentication.

**TERMS OF OFFER ACCEPTED**

SIGNATURE:

P. Dilip Teja

PRINT NAME:

P. Dilip Teja

DATE:

24/11/2020

PROPOSED START DATE:

1<sup>st</sup> July 2020