



Intern Programs-Obtaining the Talent

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Qualcomm Interns

You are the future of Company!

Golden opportunities await!

We will pay you and give you amazing housing!

My Internship experience was awesome!

Qualcomm is the best place to work!

Welcome to Qualcomm!



Qualcomm Interns

All Around the World

- How about beautiful San Diego! Maybe Santa Clara or New Jersey?
- Elephant size program in India
- Joining the expansive Asia markets
- Regional & Culturally Aware
- One size fits all?



Qualcomm Interns

Competition for Best of the Best Interns! They get that?

- Furnished Corporate Apartment
 - I'm living with someone I don't know?
 - I get maid service too!
- Transportation Allowance
 - Getting There & Getting to Work – Can I walk or ride my bike? Can I have a car? Or Driver?
- Shipment of Personal Items
 - I need my books!

Intern Quote “*Can I ship my surfboard?*”



Qualcomm Interns

Housing Rules? But Why?

- Couch to remain in original place, not on the sidewalk!
- I miss my family & friends, can they stay with me please?
- I can't have a party?
- I really like my roommate, but....
- Do I really have to sign that? Let me ask my parents!
- Why do I have to pay for damages?

Intern Quote *"I'm not sure how that happened"*



Qualcomm Interns

The cost of the Future Best Hire

- Highest overall spend in relocation program
- Policy adjustments for PHD, more seasoned intern
- Over a 1,000 satisfied customers per year
- Intern to Acceptance Hire over 80%
- Intern Today, A New Hire Tomorrow

Intern Quote ***“This is what I have worked so hard to achieve. Thank you Qualcomm for this opportunity and to be so well treated.”***



Wells Fargo Summer Interns

The Program

- WF has over 500+ summer interns, however not all receive relocation benefits
- There are 3 business lines that offer summer intern programs
 - Wholesale banking
 - Audit
 - Wealth Brokerage/Retirement and Trust



Wells Fargo Summer Interns

The Program

- 2012 was the first year corporate relocation has managed the relocation benefits for WBRT.
- The other two lines of business processed hiring bonuses in the past for the summer interns to help with relocation.
- WF Securities will be relocating about 10 summer interns for the PHD program.
- Summer interns are individuals from colleges working for WF just for the summer, returning to school in the fall. Some are in college in the city where they interning (with no relo), but still receive the lump sum.



Wells Fargo Summer Interns

The Numbers

- Corporate relocation managed 24 summer intern moves in 2012.
- Corporate relocation's expectation for managing summer interns in 2013 is 200+ as we will now be managing Wholesale Banking's interns.
- Interns are provided with \$2000-\$2500 lump sums only-grossed up even though it is considered a short term/temp assignment.
- Less than ½ of the interns are offered positions.



Wells Fargo Summer Interns

The Specifics

- There are no repayment agreements required.
- The interns are based in all different locations within the US.
- Relocation group is only responsible for processing of the lump sums, interns find housing on their own many times rooming with other interns.



PG&E Interns

University Programs

Recruitment Overview



PG&E Interns

Why We Hire Interns?



PG&E Interns

2000



PG&E Interns

47%



PG&E Interns

55% in 5



PG&E Interns

Sample of University Recruiting Efforts

School/Conference
SHPE
SWE
NSBE
Arizona State
Georgia Tech
Illinois
Notre Dame
Purdue
Univ. Of Michigan
Cal. Maritime Academy
Cal Poly
Fresno State
Sac State
UC Berkeley
UC Davis
UCLA

Intern Recruiting & Hires



PG&E Interns

2012 – 81



PG&E Interns

2014 – 300+



PG&E Interns

90%



PG&E Interns

ERDP Class Update

- 18 month program – 3 six month rotations – Gas/Electric Ops
- ERDP hires start in February and August
- Stanford Academic Certificate
 - UP partnering with Stanford in designing a customized curriculum
 - Two tracks: Electrical Engineering & Mechanical Engineering
 - PG&E-sponsored projects for masters credit led by Stanford professor



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