



SIEMENS

Answers for America: Diversity

Siemens is a richly multicultural organization with operations in nearly every country in the world. Our diversity practices are built on awareness and respect for local histories, cultures and needs. Here in the United States, Siemens promotes diversity at all levels, from entry level to the highest ranks. We recognize and respect differences and similarities that make our U.S. based companies more competitive. Because we believe that all these similarities and differences enhance our strength as a company. We recognize that this diversity fuels our innovation – and it's innovation that has made Siemens successful for 160 years.

Partnering with Diverse Suppliers

The mission of our Supplier Diversity Program is to provide small businesses and businesses owned by minorities, women, the disadvantaged, the disabled, and veterans the opportunity to present their products, services and expertise to Siemens. During our fiscal year ending September 30, 2010, Siemens Corporation, its sectors, cross-sectors, subsidiaries, and legal entities spent over \$1.5 billion dollars for goods and services from small and diverse-owned businesses. Our Supplier Diversity program makes it easy for potential suppliers to do business with Siemens.

The Siemens Supplier Diversity Program was selected in 2011 as one of "America's Top Organizations for Multicultural Business Opportunities." The list of winners was produced by DiversityBusiness.com who asked over 750,000 businesses 10

questions. Their decisions were based on factors such as volume, consistency and quality business opportunities granted to women and minority-owned companies. We were listed number 44 on a list of 50 companies.

Sustaining and Developing Siemens Position as a Diversity Employer of Choice

Siemens has been recognized for our robust diversity-focused recruiting program:

- In 2011, Siemens was selected for the 9th straight year as a **Top Supporter** of Historically Black Colleges and Universities (HBCUs) by the deans of the 11 ABET accredited, HBCU engineering programs and the corporate-academic alliance Advancing Minorities' Interest in Engineering (AMIE).
- Listed as a **Top Employer** for the following majors by *The Black Collegian* magazine: Mechanical Engineering, Industrial Engineering, Electrical Engineering, IT / MIS, Accounting / MIS and HR.
- Recognized by the readers of *Diversity / Careers in Engineering and Information Technology* as a **Best Diversity Company**. Siemens has also been recognized as a **Top Fifty Company** for diversity by readers of *Woman Engineer* magazine.

Being a Good Corporate Citizen

From recruitment to education initiatives and community outreach, Siemens puts the principles of diversity into action for the benefit of our current and future employees, our customers, and the communities in which we live and work.

- **The Siemens Caring Hands Foundation** is a not-for-profit organization that is an independent, public charity recognized under Section 501(c)(3) of the Internal Revenue Code. It was

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Diversity at Siemens

established to receive, manage and allocate funds for charitable activities. It has historically received a large portion of its support from charitable contributions by Siemens employees. Through its signature program, the Siemens Caring Hands Community Excellence Awards, the Siemens Caring Hands Foundation has granted more than \$1,000,000 towards charities that Siemens employees worked with to make a difference in their communities. The Siemens Caring Hands Foundation was also instrumental in raising significant funds from Siemens employees to be contributed towards various recent disaster relief efforts. Siemens Corporation matched dollar-for-dollar the employee contributions towards disaster relief.

- **Siemens Caring Hands** is a program run by Siemens Corporation that is designed to encourage volunteerism by providing organizational assistance and resources for Siemens employees who want to volunteer their time to make a difference in their communities. About 41,000 volunteer hours were contributed in 2010 by Siemens employees in more than 200 volunteer team projects.
- **The Siemens Foundation** is an independent not-for-profit organization recognized as a tax-exempt charitable organization under Section 501(c)(3) of the Internal Revenue Code and is supported by contributions from the Siemens U.S. business sectors. The Siemens Foundation provides more than \$7 million annually in support of educational initiatives in the areas of science, technology, engineering and math in the United States.

The Key Programs run by the Siemens Foundation are as follows:

- **Siemens Competition in Math Science and Technology.** This signature competition conducted by the Foundation recognizes remarkable talent early on, fostering individual

growth for high school students who are willing to challenge themselves through science research. Through this competition, students have an opportunity to achieve national recognition for research projects that they complete in high school. Scholarship awards range from \$1,000 to \$100,000.

- **Siemens STEM Academy:** A premier online community designed exclusively to foster achievement in Science, Technology, Engineering, and Math (STEM) through the collaboration of STEM educators, and sharing of “best practices”. Visit siemensstemacademy.com for more information.
- **The Siemens We Can Change the World Challenge:** Gives students in grades K-12 the opportunity, tools and inspiration to become agents of change. Students from across the country are challenged to create sustainable, reproducible, environmental improvements. Visit wecanchange.com for more information.
- **Siemens AP Awards:** Each year, the Siemens Foundation recognizes up to 100 students who have achieved the highest scores on the College Board’s Advanced Placement Program® (AP®) math and science exams, awarding scholarships ranging from \$1,000 to \$3,000.

Other Initiatives to Develop Future Leaders in Science and Math Across all Demographics

- **Other Investments in Historically Black Colleges and Universities:** The Building Technologies Division of Siemens Industry, Inc. provides 200 plus African American high school students from Chicago Public Schools the opportunity to visit and tour Historically Black Colleges and Universities. Siemens PLM Software has provided over \$1.2 billion dollars based on commercial value of in-kind software to HBCUs and HSCUs. Siemens / National Academy of Engineering Fellowships were provided for two AMIE (Advancing Minorities’ Interest in Engineering) students with a cash value of \$15,000.