



Motorola Gender Diversity Management

Motorola Poland Software Center

What Motorola means by Diversity?

- A workforce that mirrors our customer base and enables us to leverage strong customer relationships
- A global mindset that enables us to provide the right solutions to best meet our customer requirements
- A culture/ infrastructure/ systems that values and recognises diversity and gives that diverse talent a voice
- A diverse workforce which represents the demographics of the countries and environments that we do business
- Ensuring the diversity of our workplace is represented in all aspects of our business



Women's Programmes in Motorola

- The goal is:
 - to provide a vehicle for women's voices to be heard
- Focused on:
 - becoming an employer of choice for women
 - supporting women in the workplace with careers, family friendly policies and development
 - recognizing the significance to the business of attracting, retaining and developing talented women



Motorola Chief Technology Officer

Motorola diversity culture

- Diversity management by Motorola Inc.
 - diversity management in order to build a globally diverse talent pipeline
 - innovation as a heart of Motorola, created through divergent thinking
 - by focusing on gender Motorola includes employees from multiple nationalities, cultures and background
- Motorola Poland Software Center- profile
 - creating software for internal Motorola purposes
 - existing in Krakow, Poland since 1998
- IT sector in Poland
 - software engineer 'male' stereotype
 - seeing software engineer profession by public opinion

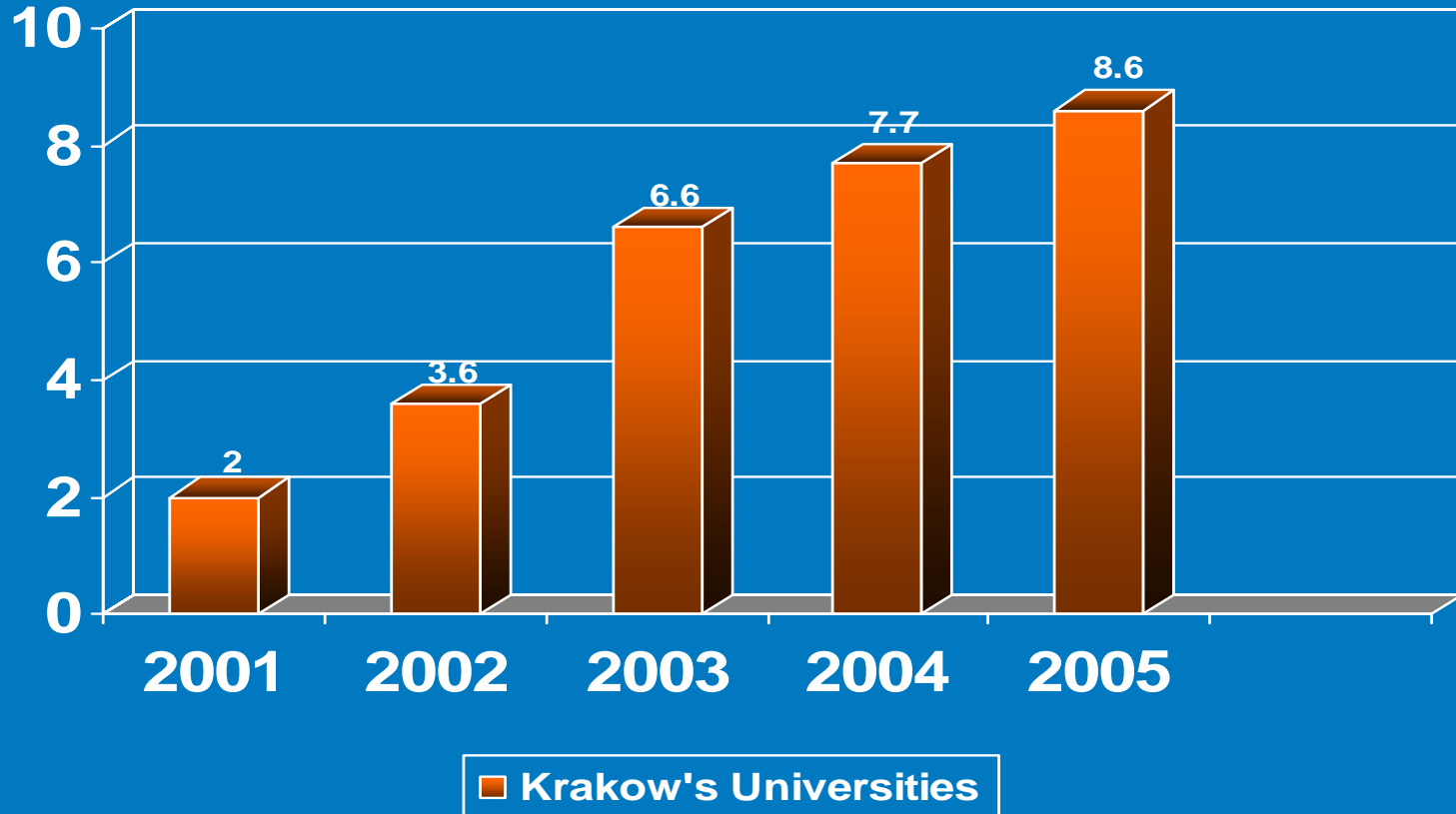


“Diversity Project” in Poland

- Diversity in Poland= gender Diversity
- Encourage girls from high schools to develop an interest in software engineering
- Conduct educational project address to pupils from high schools in Poland to create web site each year on different subject
- Challenge the traditional barriers preventing young Polish women from pursuing software engineering or other technical careers
- Provide long-term career opportunities for young women
- Provide insight to high-school students about software engineering as a profession

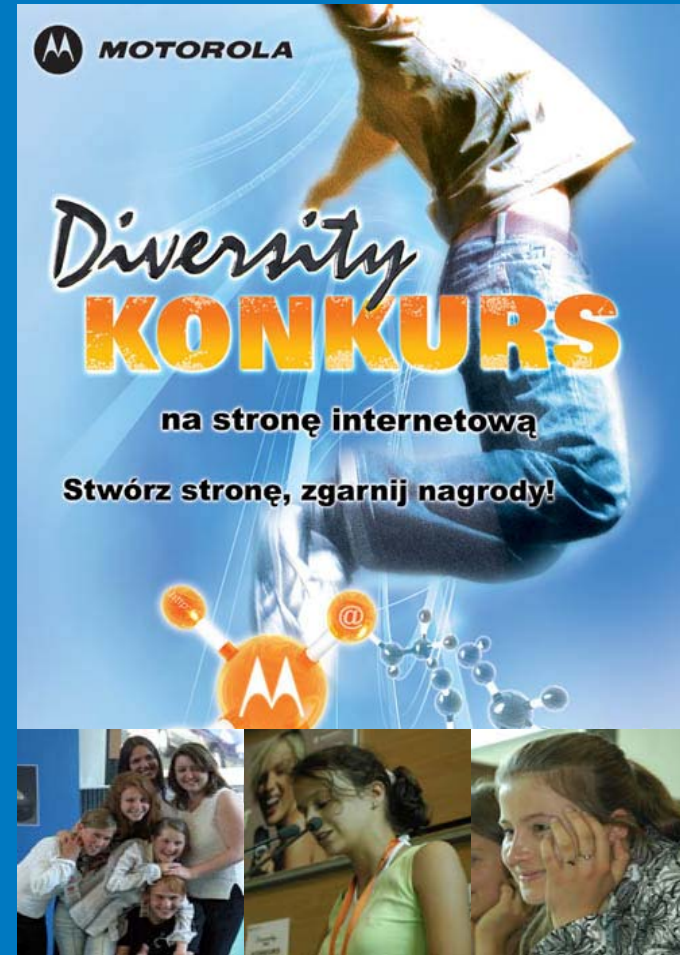


% Women studying Computer Science



“Diversity Project” - History

- Diversity Project started in 2000
- First 2 editions addressed only to Krakow’s high schools
- In 2003 (3rd edition) Diversity Project on-line for all high schools in Poland
- Technical workshops as integrated part of the project



History

- Since 4th editions- an official Diversity web page

www.diversity.pl owned and maintained by diversity team

- Every edition of Diversity is created, prepared and maintained by

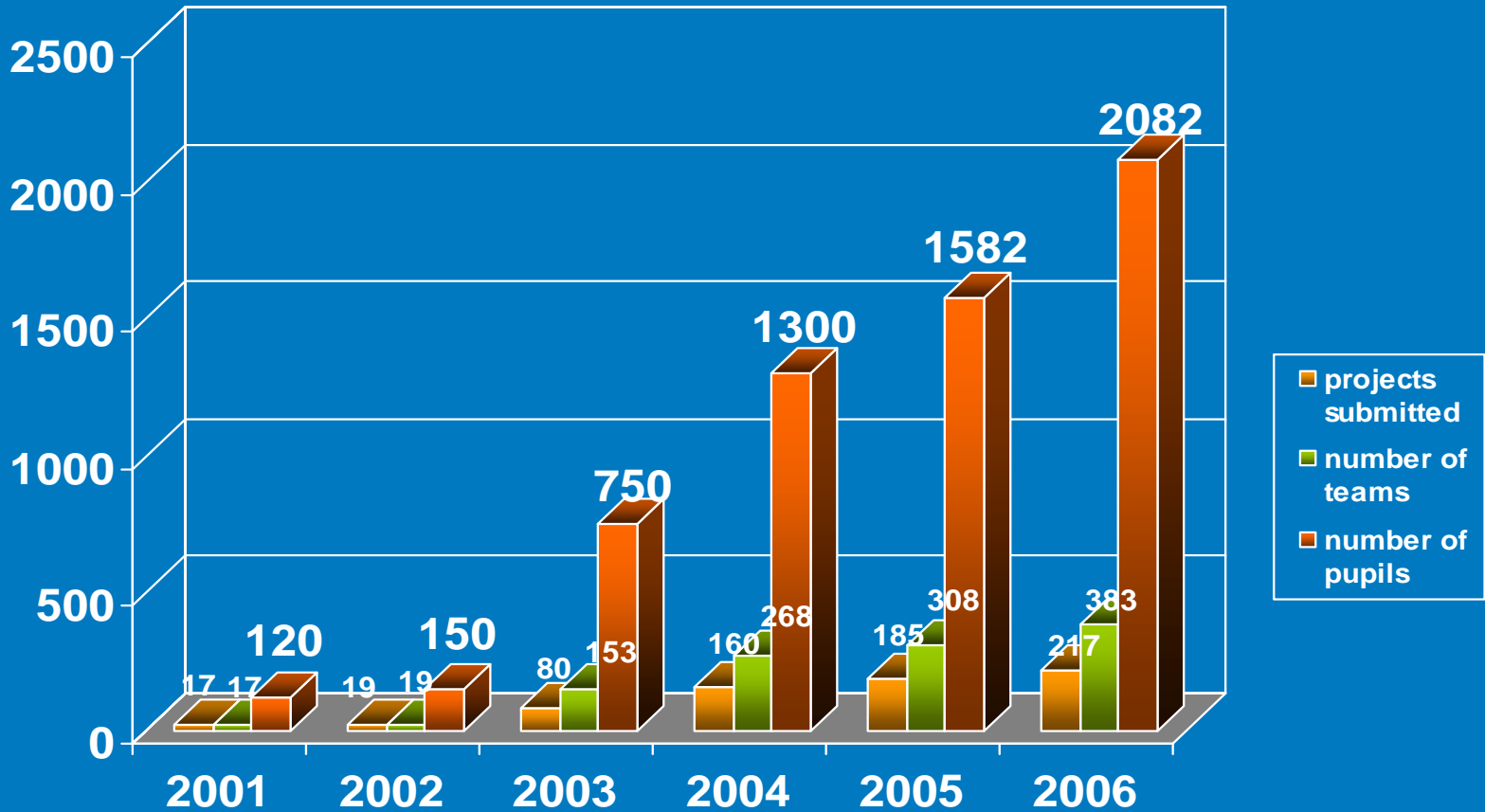
Motorola employees

- Task: to create a web page, each year on different subject
- Groups consist of 4-6 pupils, at least 50% girls
- Project cycle: 6 months



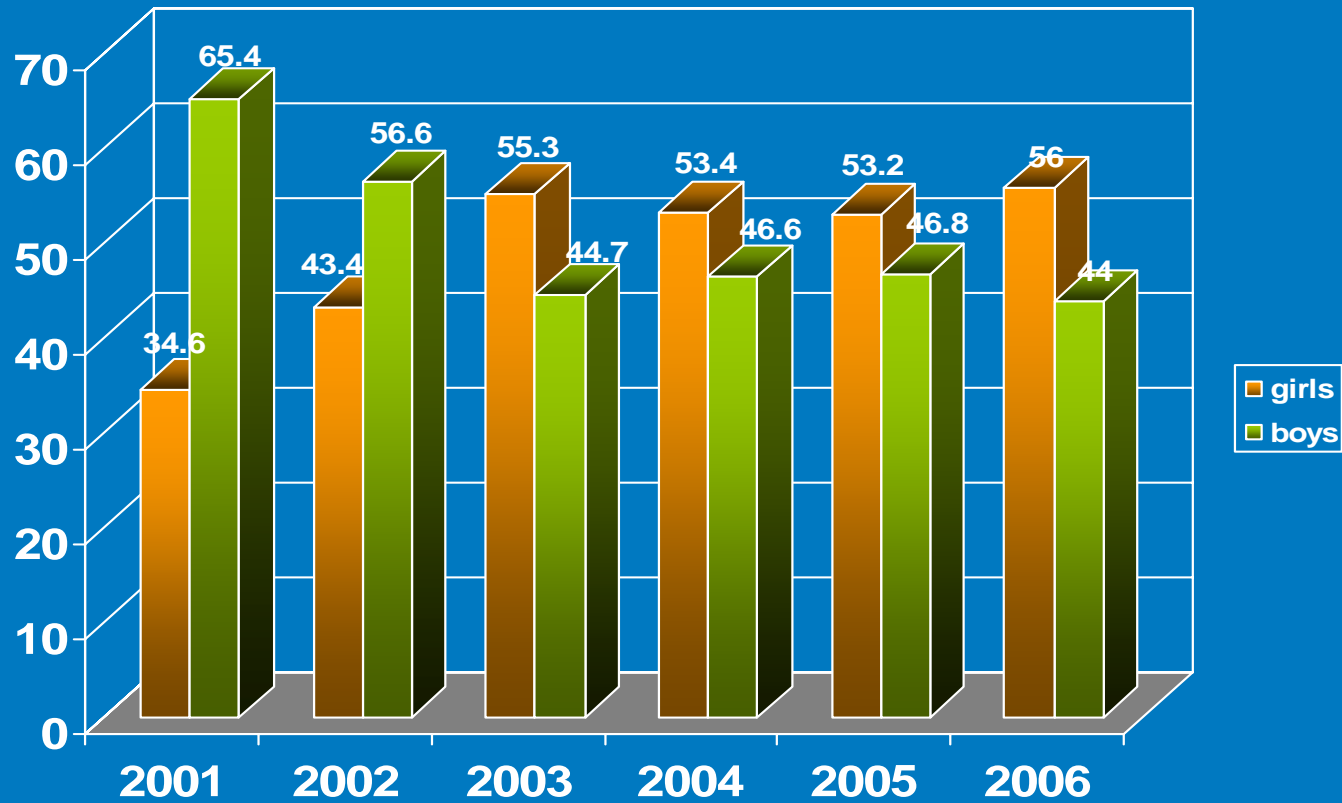
Statistics

Statistic data from 6 editions



Statistics

Percentage of girls and boys in Diversity over 6 years



Achievements

- “Glass of Equity”

In October 2005 the GSG office in Krakow was awarded the “Glass of Equity” prize by the Polish Secretary of State, for its Diversity Project. The award is given to Motorola for it’s operation on status equalization of male and female.

- “A company in Your STYLE”

In June 2006 Poland’s No.1 women’s monthly, “Twój STYL” (“Your STYLE”) granted its “A company in Your STYLE” award to Motorola Poland in recognition of its Diversity programs to promote careers in software engineering amongst high school girls and exemplifying equal opportunity in its Polish operations.

- “Equal Opportunities Company 2006”

In October 2006 Poland Software Center won second place in “Equal Opportunities Company 2006” contest for “supporting the idea of men and women equality in a workplace”. The contest was organized within the confines of the Gender Index project managed by United Nations Development Program



“Shadowing Event” in Motorola

“Shadowing event” – cooperation between Motorola and EU, as an example of real initiative done by Motorola to attract high school girls by technology.

