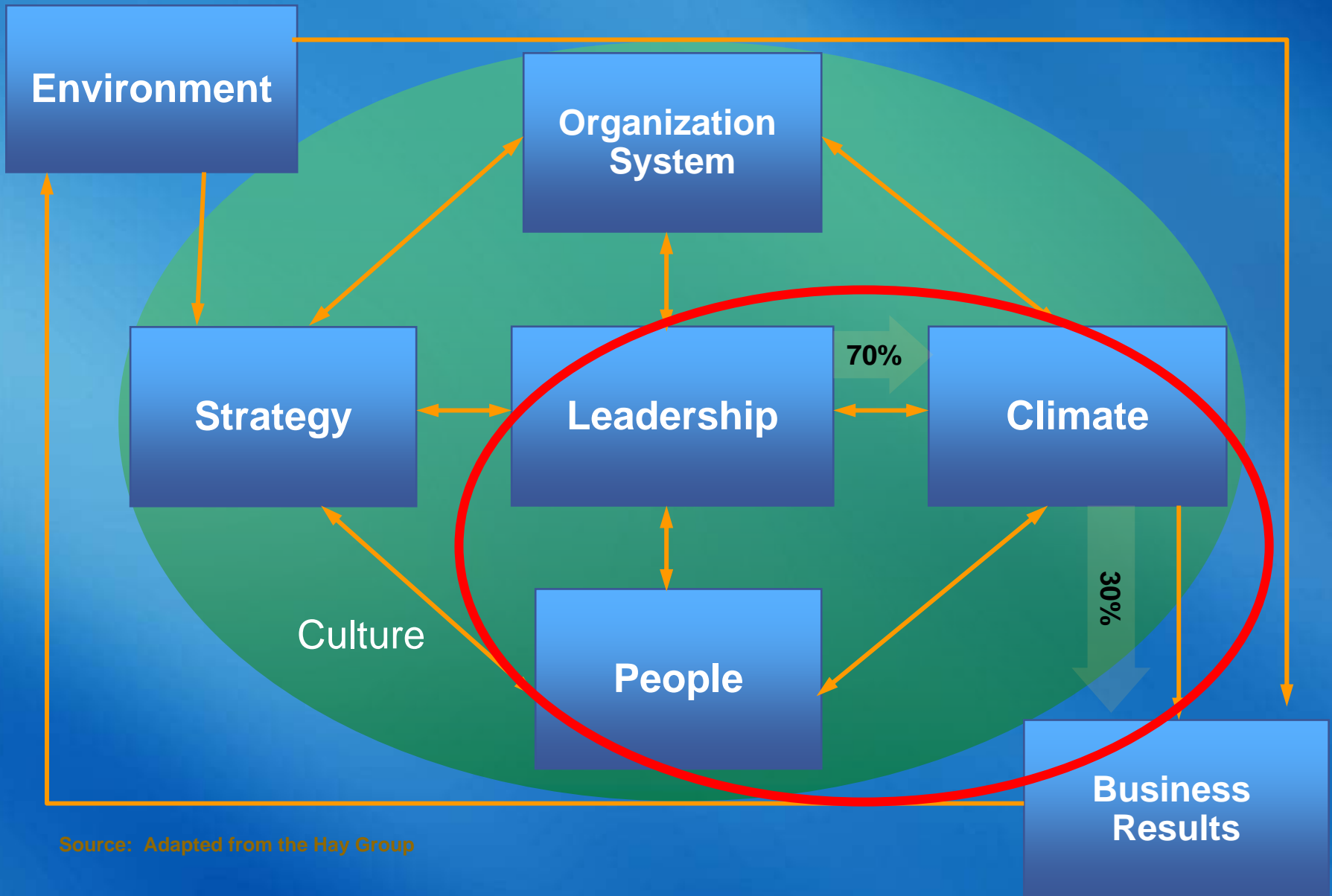


Employee Engagement at Microsoft Australia

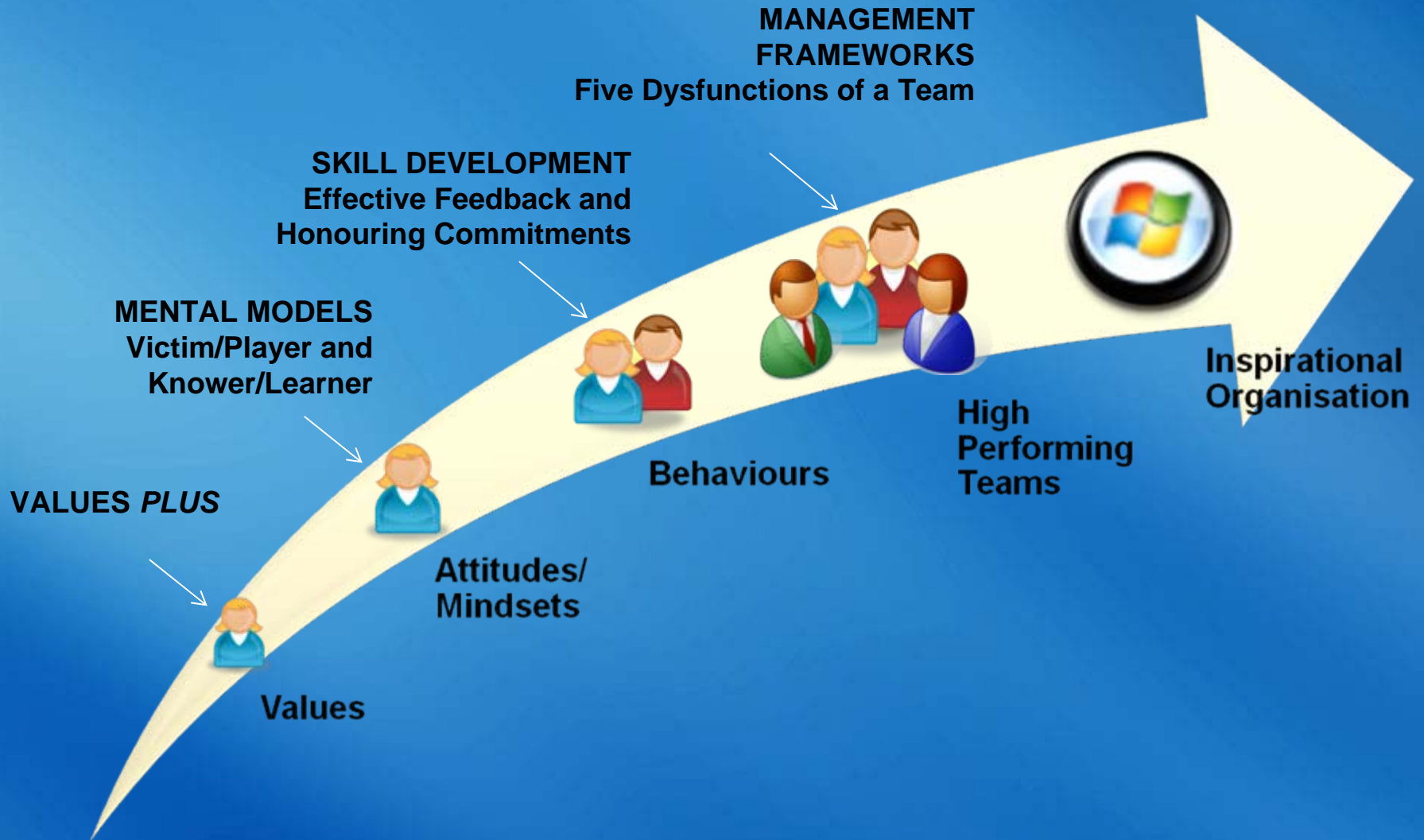
Rose Clements, HR Director – Australia & NZ
8 October 2007



Microsoft Systems Model



Shaping our Culture in Australia



myMicrosoft



Reward
Opportunity



Career
Development



Management
Excellence



Performance
Management



myMicrosoft



Enhanced
Workplace

“Every day I face new and different challenges. Every day I am stretched up to and beyond my capacity. Every day I learn something new from an avenue I didn't expect. Every day I grow a bit more in myself, as I understand more about myself and how I react to different situations and pressures. Every day I report to an open and respectful manager, who encourages and motivates me to achieve. Every day I meet new colleagues who are intelligent, dynamic and passionate about what they do, and who vary greatly in terms of experience and background. Every day I speak to customers who are genuinely happy to have impactful and important conversations with me about how our technology can help them to improve their business in better, faster ways. ... And every day I love to come in to work.”

**Microsoft Employee (Anonymous),
Source : Hewitt Best Employer Survey, 2007**

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