### The Stats

**Employees**

<table>
<thead>
<tr>
<th>Year</th>
<th>US</th>
<th>International</th>
</tr>
</thead>
<tbody>
<tr>
<td>2007</td>
<td>8,855</td>
<td>9,258</td>
</tr>
<tr>
<td>2006</td>
<td>7,996</td>
<td>8,643</td>
</tr>
</tbody>
</table>

**Employee Demographics (US)-2007/2006**

- **Female**
  - 2007: 22.9 percent
  - 2006: 23.9 percent

- **Minority**
  - 2007: 17.3 percent
  - 2006: 16.1 percent

**Leadership (Directors & Above) 2007/2006**

- **Female**
  - 2007: 6.5 percent
  - 2006: 16.6 percent

- **Minority**
  - 2007: 6 percent
  - 2006: 6.6 percent
  
  **Total:** 199/212

**New Hires-2007/2006**

- **Female**
  - 2007: 24.1 percent
  - 2006: 28.5 percent

- **Minority**
  - 2007: 28.7 percent
  - 2006: 24.5 percent
  
  **Total:** 1,343/1,354

**Revenue**

<table>
<thead>
<tr>
<th>Year</th>
<th>US</th>
<th>International</th>
</tr>
</thead>
<tbody>
<tr>
<td>2007</td>
<td>$1,519,485</td>
<td>$1,402,465</td>
</tr>
<tr>
<td>2006</td>
<td>$1,503,822</td>
<td>$1,402,411</td>
</tr>
</tbody>
</table>
Recruiting

Please list the schools/types of schools at which you recruit.
- **Private schools**: Carnegie Mellon, Case Western Reserve University, Ohio University
- **Public state schools**: Bowling Green University, Cleveland State University, Ken State University, The Ohio State University, The University of Akron, University of Toledo, University of Cincinnati

Do you have any special outreach efforts directed to encourage minority students and graduates to consider your firm?
- Hold a reception for minority students.
- Provide international students OPT (optional practical training)/work visas

What activities does the firm undertake to attract minority and women employees?
- Partner programs with women and minority associations
- Seek referrals from other employees

Do you use executive recruiting/search firms to seek to identify new diversity hires?
No.

What activities does the firm undertake to recruit/intern at the high school level?
Mentorship programs.

Engineering Internships and Co-ops

**Student Associate Program**

*Number of interns in the program in summer 2007 (internship) or 2007 (co-op):* 43
*Pay:* $10 per hour to $20 per hour and relocation if applicable; Compensation varies by position, year in school (freshman, sophomore, junior, senior) and performance and length of service with Diebold.
*Length of the program:* Semester/Quarter

*Percentage of interns/co-ops in the program who receive offers of full-time employment:* 30 percent
*Website for internship/co-op information:* Will be activated in May 2008.

Qualifications:
- 3.0 GPA
- Enrolled in an accredited college degree granting program
- Extracurricular activities

We have interns/co-ops in finance, accounting, communications, HR, marketing, IT, hardware and software engineering, and software professional services.

Our interns and co-op's perform the same duties as Diebold entry-level associates.

Affinity Groups

The international focus group, founded in May of 2003, strives to capitalize on the wealth of international resources at Diebold. Their objectives include mentoring, organizing outings, enhancing language skills for both U.S. and international associates, and creating relationships with fellow Diebold associates from around the world. The group meets once per month and has a website on our intranet.
Strategic Plan and Diversity Leadership

**What trends in your industry affect your corporate diversity goals, strategies and/or internal or external alliances?**

Business performance of global and domestic banking industries, which can impact our ability to create additional opportunities.

**How does the firm’s leadership communicate the importance of diversity to everyone at the firm?**

E-mails, web site and newsletters.

**Has the firm undertaken a formal or informal diversity program or set of initiatives aimed at increasing the diversity of the firm?**

No.

Retention & Professional Development

**How do 2007 minority and female attrition rates generally compare to those experienced in the prior year period?**

About the same as in prior years.

**Please identify the specific steps you are taking to reduce the attrition rate of minority and women employees.**

• Increase/review compensation relative to competition
• Increase/improve current work/life programs
• Strengthen mentoring program for all employees, including minorities and women
• Professional skills development program, including minority and women employees

Diversity Mission Statement

**Definition of Diversity**

To celebrate diversity is to recognize, understand, respect, appreciate and value individual differences. “Although the term is often used to refer to differences based on ethnicity, gender, age religion, disability, national origin and sexual orientation, diversity encompasses an indefinite range of individuals’ unique characteristics and experiences, including communication styles, physical characteristics, such as height and weight, and speed of learning and comprehension.”—Society for Human Resource Management

**Diebold’s Diversity Mission**

We won’t rest until:

• We have created a culture that provides all employees with the support they need to succeed here at Diebold.
• We have encouraged associates to talk about diversity issues and learn from individuals who differ from them.
• We promote personal growth and a healthy work environment by challenging stereotyped preconceptions, encouraging critical thinking and helping employees learn to communicate effectively with people of varied backgrounds.
• Mutual respect and teamwork are fostered in an increasingly global and diverse work environment.
• Diversity enhances Diebold’s economic competitiveness by effectively developing and using the talents of all. This will improve the bottom line and positively impact creativity and innovation.
Message from Tom Swidarski, president and chief executive officer:

As I visit our offices, plants and branches around the world, I appreciate the remarkably rich diversity among our 14,500+ associates. Our diversity enables us to conduct business in more than 14 languages, work in nearly 90 countries, and respond effectively to a diverse range of customers in many industries—whether they operate in small, local markets or cover the globe.

While we share a clear vision of outstanding customer service, we succeed in today’s competitive business environment, in large part, because we actively celebrate diversity among our associates.

Diversity not only complements, but transcends race and gender. We value the diverse, individual characteristics that make each person in our community unique.

We affirm the Diebold Diversity Commitment that requires all Diebold associates to demonstrate their own commitment to diversity by respecting and valuing differences such as age, race, gender, sexual orientation, nationality, ethnicity, disability status, religion, education, marital or parental status, geographic location or general life experiences—to name but a few.

At Diebold, each of us can learn, grow, contribute and celebrate the common goals we achieve together. We are part of a fascinating blend of distinct individuals who share a common passion for customer service. This passion enriches our work lives and helps us develop fulfilling personal relationships with those who are similar to us—and those who are different. Together, we are building a better Diebold.