

INTRODUCTION

This Affirmative Action Plan has been developed in accordance with Executive Order 11246, as amended, and related regulations, as amended, pertaining to affirmative action plans for minorities and women.

COMPANY INFORMATION

Microsoft Corporation

Microsoft is a technology company whose mission is to empower every person and every organization on the planet to achieve more. Our strategy is to build best-in class platforms and productivity services for a mobile-first, cloud-first world.

Founded in 1975, we operate worldwide and have offices in more than 100 countries. We develop, license, and support a wide range of software products, services, and devices that deliver new opportunities, greater convenience, and enhanced value to people's lives. We offer an array of services, including cloud-based services, to consumers and businesses. We design, manufacture, and sell devices that integrate with our cloud-based services, and we deliver relevant online advertising to a global audience.

Commitment to Diversity

Microsoft actively seeks to foster greater levels of diversity in our workforce and in our pipeline of future leaders. We are always looking for the best and brightest talent and pride ourselves on our individuality - inviting candidates to come as they are and do what they love. The common thread that attracts us to candidates is their passion for their work and the desire to make an impact in their careers, in the community, and on the world. Some of the things we are doing to recruit top diverse talent include:

- **Recruiting executive talent.**
- **Recognizing and encouraging technical women.**
- **Promoting the study of computer science at universities.**
- **Encouraging girls and diverse students to study computing.**
- **Recruiting the best and the brightest.**
- **Celebrating what technology can do to empower people.**

ACTION-ORIENTED PROGRAMS

In an effort to enhance its affirmative action efforts and results, Microsoft Corporation has adopted action-oriented programs in the following areas:

RECRUITMENT AND SELECTION

Recruitment

Microsoft Corporation's affirmative action efforts in the recruitment process will be continued through the following processes:

1. Including minorities and women in the recruiting and interviewing process.
2. Ensuring that Microsoft's online recruiting site contains the following statement:

Diversity and Inclusion at Microsoft

Microsoft believes that a diverse and inclusive workplace leads to better products and services for our customers. As our workforce evolves to reflect the growing diversity of our communities and marketplace, the ability to leverage different perspectives for innovation and problem solving becomes increasingly important. Diversity and inclusion are foundational to a One Microsoft culture, fueling our business growth by allowing us to attract, retain, and develop the best talent from around the world. We address diversity and inclusion through clear, measurable strategies aligned to the priorities of the Microsoft CEO and senior leadership team.

Equal Employment Opportunity (EEO) Policy

Microsoft maintains a work environment free from discrimination, one where employees are treated with dignity and respect. All employees share in the responsibility for fulfilling Microsoft's commitment to equal employment opportunity.

Microsoft does not discriminate against any employee or applicant on the basis of age, ancestry, color, family or medical care leave, gender identity or expression, genetic information, marital status, medical condition, national origin, physical or mental disability, political affiliation, protected veteran status, race, religion, sex (including pregnancy), sexual orientation, or any other characteristic protected by applicable laws, regulations and ordinances. We adhere to these principles in all aspects of employment, including recruitment, hiring, training, compensation, promotion, benefits, social and recreational programs, and discipline. In addition, it is the policy of Microsoft to provide reasonable accommodation to qualified employees who have protected disabilities to the extent required by applicable laws, regulations and ordinances

where a particular employee works. For more information about reasonable accommodation, visit the [Benefits website](#).

Employee complaints of discrimination based on any protected characteristic will be investigated according to the Complaint and Investigations Process described in Microsoft's Anti-Harassment and Anti-Discrimination policy.

For more information about reasonable accommodation, visit the [Accommodation Request page](#).

Reasonable Accommodation

It is the policy of Microsoft to provide reasonable accommodation to qualified employees and applicants who have protected disabilities, including pregnancy-related disability, to the extent required by federal law and any state or local law where a particular employee works. For more information about reasonable accommodation for disability-related limitations, visit the [Accommodation Request page](#). Microsoft also provides reasonable accommodation to enable employees to meet religious obligations or participate in religious activities, to the extent required by applicable law. Examples of accommodation for religious purposes include accommodating dress and grooming practices, modified work schedules, and allowing time off for religious obligations. Employees are encouraged to speak to their managers about religious accommodation needs.

[View the equal employment opportunity poster](#)

[View the supplemental employment opportunity poster](#)

[View the pay transparency notice](#)

3. Ensuring that all U.S. job postings include an EEO tagline.
4. Maintaining a pro-active, broad-based recruiting and outreach program.
5. Ensuring that any application-related forms refers to Microsoft's commitment to equal opportunity employment.
6. Posting job opportunities and requirements on the internal website available to all current employees at <http://career/global/pages/search.aspx>. Local and national outreach organizations are encouraged to review the following internet site for positions available to internal and external candidates: <http://careers.microsoft.com/>.
7. Job opportunities at Microsoft are posted on numerous third party job boards including: Burning Glass, ClearedJob.Net, Direct Employers, Eluta, GettingHired, Glassdoor, Indeed, LinkedIn, Nerd, and SimplyHired, as well as the Microsoft.com career site, which is optimized for organic search results allowing job seekers to find our jobs through search engines such as Bing, Google, and Yahoo! Job openings are also posted on the Washington State Employment Security Department job site which is located at <https://worksourcewa.com/home.aspx?>
8. Attending job fairs that focus on employment and/or career opportunities for women, minorities, and other protected group members.

9. Individuals interested in positions within Microsoft are encouraged to submit a resume via internet.

University Recruitment

Microsoft Corporation's affirmative action efforts in the university recruiting process will be continued through these activities:

1. Referencing Microsoft's EEO Policy in all recruitment advertising and materials.
2. Reminding school placement centers and minority programs of Microsoft's EEO Policy and commitment to diversity.
3. Publicizing employment opportunities through minority and other protected group programs and placement centers at targeted schools.
4. Actively recruiting at numerous all-women and historically black colleges/universities, as well as at colleges and universities with significant minority enrollment.
5. Placing advertisements in publications sponsored by minority and women organizations.
6. Providing scholarships to women and minorities.
7. Utilizing minorities and women in the recruiting and interviewing process and materials.
8. Analyzing recruitment statistics and results for women and minorities, to further target and develop outreach strategies.

Selection

The selection process, including application forms, interview and referral procedures, job descriptions, and related selection techniques, are reviewed and analyzed to ensure that they are legal.

CAREER DEVELOPMENT

Career development allows all employees to identify their professional objectives and link them to the Company's business objectives. Employees who successfully plan for career development can benefit themselves and Microsoft, resulting in the following advantages. First, employees are given an opportunity to pursue compatible positions within the organization to support their career goals. Second, this process allows the organization to fully realize the talent of its employees, which in turn can achieve higher productivity, greater employee satisfaction and long-term commitment, and positive bottom-line results for the organization as a whole.

As an organization, Microsoft provides tools and services that can assist employees in planning their career development. These resources include:

1. Counseling from the Human Resources staff.
2. Internal recruiting contacts.
3. Materials from the Microsoft Company library.
4. On-line Career Center.
5. Job listings and postings that provide information about current openings within the Company.
6. Numerous career development materials available on the Microsoft intranet site.
7. On-line training programs.

OTHER ACTION-ORIENTED PROGRAMS

Employee Resource Groups (ERGs) and Employee Networks (ENs)

To help foster the diversity and inclusion of our workforce, Microsoft has a rich community of employee affinity groups that are initiated and chartered by employees and sponsored by executives. Currently there are seven Employee Resource Groups (ERGs) and over 40 Employee Networks (ENs) that play an important role in supporting and sustaining the Microsoft Global Diversity & Inclusion (GD&I) strategy. Membership is open to all employees. Whereas ENs represent more localized constituencies, ERGs represent global constituencies that have significant commonality of issues across borders. In most cases, ERGs reflect groups that have historically been underrepresented within the corporate mainstream, and today, represent viable marketplace opportunities. ERGs and ENs provide a mutually beneficial relationship for Microsoft and employees. Members voluntarily work together to align with the Microsoft GD&I strategy and to improve Microsoft business in the global marketplace. They serve as internal resources to ensure that diverse perspectives are included in business operations, marketing, and product development activities. Members can participate in awareness, recruitment, on-boarding, and community outreach events. The groups provide a sense of community in the workplace, offer a forum for their members to discuss relevant challenges and opportunities, and enable joint efforts on common areas of interests. Currently, the ERGs/ENs of varying backgrounds, include:

Employee Resource Groups

- Asians ERG
- Blacks ERG
- Cross Disability ERG
- GLBT ERG
- Latinos/Hispanics ERG
- Parents ERG
- Women ERG

Employee Networks

- Africans at Microsoft
- Arabs at Microsoft
- Attention Deficit Disorder
- Blacks at Microsoft
- Boomers at Microsoft
- Chinese Employees at Microsoft
- Dads at Microsoft
- ExYugoslavs at Microsoft
- Filipinos at Microsoft
- French at Microsoft
- Hellenes at Microsoft
- Hong Kong Employees at Microsoft
- Huddle (Deaf/Hard of Hearing MS)
- Indians at Microsoft
- Israelis at Microsoft

- Japanese at Microsoft
- Koreans at Microsoft
- Malaysians at Microsoft
- Microsoft Nepali
- Military Reservists at Microsoft
- MS Adoption
- Native Americans at Microsoft
- New Zealanders & Australians in the U.S.
- Pakistanis at Microsoft
- Persians at Microsoft
- Portuguese at Microsoft
- Rodina (Russian speaking community)
- Romanians at Microsoft
- Singaporeans at Microsoft
- Single Parents
- Taiwanese Microsoft Employees
- Thais at Microsoft
- Turks at Microsoft
- Ukrainians at Microsoft
- U.S. Military Veterans at Microsoft
- Visually Impaired Persons
- Working Parents at Microsoft

SUPPORT OF COMMUNITY ACTION PROGRAMS

Microsoft Corporation is recognized for its unparalleled community action programs. To help promote interest in the technology arena for minorities, women, protected veterans and individuals with disabilities. Microsoft has identified a number of programs and institutions that have been successful in increasing the number of students entering technical fields. The Company has developed outreach programs to provide support and direction in the areas of curriculum development, advisory board participation, and employment opportunities. Below are some of the highlights of Microsoft's extraordinary outreach programs:

- Microsoft annually hosts the **Ability Summit** which focuses on recognizing accomplishments in accessibility and colleagues who demonstrated “thinking inclusively” and hearing from thought leaders and industry experts in the area of accessibility. The summit also explored resources available to employees and their family members. The summit focused on recognizing accomplishments in accessibility and colleagues who demonstrated “thinking inclusively” and hearing from thought leaders and industry experts in the area of accessibility. Speakers from Microsoft demonstrated Microsoft products and illustrated how they can meet the diverse needs of people with disabilities. The summit also explored resources available to employees and their family members. Exhibitors from local organizations, including **Autism Speaks, Hearing, Speech & Deafness Center and Lighthouse for the Blind**, shared ideas and offered suggestions/services to interested individuals. Keynote speakers during the May 2017 event included executives and senior leaders from the Company.
- The **American Foundation for the Blind (AFB)** is an organization whose mission is to remove barriers, create solutions, and expand possibilities so people with vision loss can achieve their full potential. AFB envisions a world where people with vision loss have equal access and opportunities and is a leader in expanding possibilities for the more than 20 million Americans living with vision loss. They champion access and equality and stand at the forefront of new technologies. Microsoft was a sponsor of the 2017 AFB Leadership Conference held in Washington, DC in March 2017.
- The **American Indian Science & Engineering Society (AISES)** is a national, nonprofit organization which nurtures building of community by bridging science and technology with traditional Native values. Through its educational programs, AISES provides opportunities for American Indians and Native Alaskans to pursue studies in science, engineering, and technology arenas. The trained professionals then become technologically informed leaders within the Indian community. AISES' ultimate goal is to be a catalyst for the advancement of American Indians and Native Alaskans as they seek to become self-reliant and self-determined members of society. The organization's national conference provides a superior opportunity for institutional visibility and engagement. Among the many events and activities at national conference are more than 50 learning sessions organized into “tracks” targeting the interests of our participants, the largest career fair in Indian Country, and unique sharing of traditional Native culture. During the AAP year, Microsoft was a sponsor of the AISES national conference and career fair, which was held

in September 2017 in Denver, CO. A Microsoft employee was also a speaker at two different sessions during the event.

- **AnitaB.org** envisions a future where the people who imagine and build technology mirror the people and societies for whom they build it. They connect, inspire, and guide women in computing, and organizations that view technology innovation as a strategic imperative. Its mission is to learn more about the work we're doing to help women in tech succeed. The organization has tools and programs designed to help industry, academia and government recruit, retain and develop women technology leaders. Microsoft is a Foundation partner and supporter of AnitaB.org. In addition, a Microsoft Corporate Vice President, Microsoft Corporate General Manager of Education Marketing and the Company's Chief Technology Officer serve as members of the organization's Board of Trustees. The **2017 Grace Hopper Celebration of Women in Computing (GHC)** was held October 4-6, 2017 in Orlando, Florida. Presented by Anita Borg Institute and the Association for Computing Machinery, it is the world's largest gathering of women technologists. Microsoft was a proud partner of the Anita Borg Institute and Diamond Sponsor of the Grace Hopper Celebration. Microsoft has a history of sending a strong delegation of attendees, women and men, who attend the conference for professional development, networking and to represent the Microsoft mission and brand. It is the largest technical conference for women in computing and results in collaborative proposals, networking and mentoring for junior women and increased visibility for the contributions of women in computing. Conference presenters are leaders in their respective fields, representing industry, academia and government. Top researchers present their work while special sessions focus on the role of women in today's technology fields. Thirteen Microsoft employees spoke at various conference sessions. The Conference's Career Fair also provided attendees with an opportunity to meet with leading high-tech companies (including Microsoft), research laboratories, government agencies and universities. Microsoft had interview booths available during this event and attendees were able to visit representatives from the Company.
- **Ascend Pan Asian Leaders – Seattle Chapter's** mission is dedicated to help grow and develop future leaders without sacrificing their culture. Their goal is to enable its members, business partners and the community to leverage the leadership and global business potential of Pan-Asians. Founded in 2005, the organization focuses on inspiring people to achieve their aspirations to be a leader – both professionally and personally without compromising their culture. Since then, Ascend has expanded to include 13 professional chapters and 26 student chapters nationwide with more than 5,000 members from 200 companies. Microsoft's Asian Employee Resource Group participated in the annual Gala held in September 2017 in Bellevue, WA. The Seattle Chapter's event held in June 2017.
- The **Assistive Technology Industry Association (ATIA)** is a not-for-profit membership organization of manufacturers, sellers and providers of technology-based assistive devices and/or services. The mission of ATIA is to serve as the collective voice of the assistive technology industry association so that the best products and services are delivered to people with disabilities. Microsoft is a member of this organization. The Company was a sponsor of the ATIA 2017 Conference held in Orlando, FL in January 2017.

- The **Association of Latino Professionals for America (ALPFA)** is one of the leading national professional associations, consisting of 41 chapters. ALPFA is dedicated to enhancing opportunities for Latinos in the accounting, finance, and related professions. Microsoft was a participant and a silver sponsor at the 2017 Annual ALPFA convention held in August 2017 in Las Vegas, NV. Eighteen Microsoft employees attended/participated in the convention. In addition, the Company hosted three training workshops that focused on Excel Basic, Excel Intermediate, OneNote/Power Point; and hosted a student networking and reception event. Microsoft also had a career fair booth and conducted interviews on site. A Microsoft senior finance manager serves as an officer on the ALPFA National Board. Microsoft is also a Platinum Sponsor for the ALPFA Seattle Chapter.
- **ACM-W is the Association of Computing Machinery's Committee on Women in Computing.** The organization supports, celebrates, and advocates internationally for the full engagement of women in all aspects of the computing field, providing a wide range of programs and services to ACM members and working in the larger community to advance the contributions of technical women. Each year a number of celebrations are organized by the Women in Computing (WiC) groups globally. The goal of the ACM-W Celebrations of Women in Computing is to bring to women at a local level the positive impact of the Grace Hopper Celebration of Women in Computing (GHC). These conferences are shorter, lower cost, and help to build community, breaking down isolation for both students and women in industry. The goal is to reach the broadest possible population through a network of self-sustaining small conferences, dovetailing when possible with ACM-W chapters. ACM-W provides \$2,000 for each celebration and raises and disburses corporate sponsorship. Each celebration organizing committee is responsible for additional fundraising within their conference area. The goal is to keep the costs as low as possible for student attendees, with registration fees in the \$0-\$50 USD range. Whenever possible Microsoft employees serve as speakers and panelists at the conferences every year.
- **Black Entertainment and Sports Lawyers Association (BESLA)** was formed in 1980 to advance excellence of professionals in the entertainment, sports and related industries. Among other goals, it seeks to facilitate legal and business affairs employment and business opportunities for people of color and to provide scholarships and internship opportunities for deserving minority law students seeking to pursue careers in the entertainment and sports fields. Microsoft sponsored BESLA's annual conference in October 2017 in Jamaica. Two Microsoft employees served on the Board of Directors.
- Each year, Microsoft joins other companies across the nation in the annual "**Bring Your Kids to Work Day.**" This event was coordinated by members of the Parents at Microsoft Employee Resource Group and the Global Diversity and Inclusion Team with active involvement of various departments and employees throughout the Company. The goal of this event is to provide daughters and sons of varying ages with an opportunity to obtain meaningful learning experiences not only about the work his or her parent does on a daily basis, but also a greater understanding of the technology and the business process within Microsoft. The event for the Redmond campus occurred on August 18, 2017.

- **Code.org®** is a nonprofit dedicated to expanding access to computer science in schools and increasing participation by women and underrepresented minorities. Our vision is that every student in every school has the opportunity to learn computer science, just like biology, chemistry or algebra. Code.org provides the leading curriculum for K-12 computer science in the largest school districts in the United States and Code.org also organizes the annual Hour of Code campaign which has engaged 10% of all students in the world. Code.org is supported by generous donors including Amazon, Facebook, Google, the Infosys Foundation, Microsoft, and many more. Microsoft's President and Chief Legal Officer is a board member of Code.org.
- **Codess** is a community for female coders initiated by Microsoft. Codess was established to explore ways to promote gender diversity in the engineering field. Engineering has historically been a male dominated industry and it is part of our mission to help change the future of this profession. Codess delivers a series of worldwide events and workshops from academia through to the executive level. With events across the World, Codess is continuously growing and servicing the International engineering community. Codess aims to inspire female coders and help them achieve their professional goals. Through networking events, sponsorships, mentoring and sharing advice and experiences, we hope to offer a forum to women unlike any other. Two events were sponsored by Microsoft in Seattle, WA in 2017.
- The **College Puzzle Challenge** is an annual puzzle-solving contest sponsored by Microsoft Recruiting. Teams from schools across North America compete by racing to solve puzzles, with prizes awarded to the fastest teams at each school. The contest is organized, developed and run by alumni from each school volunteering to create a great event. More than 350 teams participated in the, Microsoft-sponsored contest which was held simultaneously at 12 campuses/locations across the U.S. and Canada in April 2017.
- The **Computing Research Association (CRA)** is an association of more than 200 North American academic departments of computer science, computer engineering, and related fields; laboratories and centers in industry, government, and academia engaging in basic computing research; and affiliated professional societies. CRA's mission is to strengthen research and advanced education in the computing fields, expand opportunities for women and minorities, and improve public and policymaker understanding of the importance of computing and computing research in our society. The CRA's Summit on Technology and Jobs Conference held in December 2017 in Washington, DC. The **Computer Research Association's Committee on the Status of Women in Computing Research (CRA-W)** is an action-oriented organization dedicated to increasing the number of women participating in Computer Science and Engineering (CSE) research and education at all levels. Microsoft is an active member of CRA and is a strong supporter of CRA and CRA-W.
- The **Computing Research Association** is also one of the sponsors of the ***Richard Tapia Celebration of Diversity in Computing Conference*** which is organized by the Coalition to Diversify Computing. The event that brings together diverse leading researchers to present state-of-the-art topics in the field of computing. The Tapia conference has a tradition of

providing a supportive networking environment for under-represented groups across the broad range of computing and information technology, from science to business to the arts to infrastructure. The program entails a number of invited talks, a day-long doctoral consortium, a student poster session, workshops, panels, and birds-of-a-feather sessions. The 2017 Conference was held in September 2017 in Atlanta, GA. Over 800 students, academics and computing professionals attended the three-day conference. Microsoft was a Platinum supporter of the event. A Microsoft Distinguished Engineer & Chief Scientist, MS Research as well as five other Microsoft employees who served as panelists or moderators during the conference. Five additional employees were part of various Conference committees. Recruiters were on hand for the career fair and co-sponsored a Student Professional Development Workshop. For the first time Tapia 2017 is hosting an ACM Student Research Competition (SRC), sponsored by Microsoft Research. The ACM SRC consists of two phases: (1) poster presentation (being part of the traditional research poster session), and (2) research talk. In Phase 2, selected students will give a short presentation of their research before a panel of judges in a special session at Tapia 2017. The winners of the ACM SRC competition at Tapia will be invited to participate in the ACM Student Research Competition Grand Finals.

- **Corporate Counsel Women of Color** was formed in 2004 to provide a support network to in-house women of color and to facilitate networking around the nation and abroad, promote career advancement and the success of in-house women of color, and promote all aspects of global diversity in the legal profession and workplace. The organization currently has a roster of over 3,000 in-house women attorneys of color in the United States, as well as in Canada, Asia, Africa, and Europe. Microsoft sponsored the organization's 12th Annual Career Strategies Conference in September 2017 in New Orleans, Louisiana. Seven Microsoft employees attended and four participated in panel discussions.
- The **CSUN Conference**, also known as the International Conference on Assistive Technology and Persons with Disabilities organized by the Center on Disabilities, California State University Northridge (CSUN) has provided an inclusive setting for researchers, practitioners, exhibitors, end users, speakers and other participants to share knowledge and best practices in the field of assistive technology. Known as a forum that showcases cutting edge technology and practical solutions that can be utilized to remove the barriers that prevent the full participation of persons with disabilities in educational, workplace and social settings, the conference is the largest of its kind in the world. Microsoft was a sponsor of the 32nd Annual conference held in San Diego, CA from February 28 to March 3, 2017. A member of the disAbility hiring team attended and met with candidates and other Microsoft employees at an invitation-only event.
- **DigiGirlz** is one of Microsoft's signature programs to invest in Science, Technology, Engineering and Math (STEM) education for young women and build a pipeline of future workers ready for the challenges of the global economy. It is a global program of 50+ multi-day and one-day camps held in multiple countries, and several locations across the US. The Microsoft DigiGirlz High Tech Camp was developed to provide girls with a better understanding of what a career in technology is all about. This exciting experience provides high school girls (9th – 12th grade) with opportunities to learn about careers in technology, talk with Microsoft employees about their life experiences, and enjoy hands-

on computer and technology workshops. The DigiGirlz Day Events are aimed at engaging young women in 6th through 8th grades. Details of the numerous events held during the AAP year are described in the Exhibits section of this Plan.

- **Disabilities, Opportunities, Internetworking, and Technology (DO-IT)** serves to increase the success of individuals with disabilities in challenging academic programs and careers. It promotes the use of computer and networking technologies to increase independence, productivity, and participation in education and employment. Microsoft hosted an on-hands visit for DO-IT Summer Study Scholars in July, 2017 where they gained a better understanding of the opportunities available to people with disabilities and how networking and technology can be used to achieve their goals.
- **The Executive Leadership Council** is the preeminent organization that recognizes the strengths, success, contributions, and impact of African-American corporate business leaders. This leadership network is guided by a bold and historic vision of inclusion, which is the leadership legacy of African-Americans - whether in business, education, or the community. With more than 500 members, one-third of them women, The Executive Leadership Council is the nation's premier leadership organization comprised of the most senior African-American corporate executives in Fortune 500 companies, representing well over 380 major corporations. The Council represents senior executives in positions one to three levels from the chief executive officers of Fortune 500 companies, CEOs themselves, and other entrepreneurs. Representatives from Microsoft and other leaders in business, higher education and government attended the ELC Annual Recognition Gala in National Harbor, MD. in October 2017.
- The **Game Developers Conference** is the world's largest professionals-only game industry event. The GDC attracts over 25,000 attendees, and is the primary forum where programmers, artists, producers, game designers, audio professionals, business decision-makers and others involved in the development of interactive games gather to exchange ideas and shape the future of the industry. The conference features over 400 **lectures, panels, tutorials** and **round-table discussions** on a comprehensive selection of game development topics taught by leading industry experts. In addition, the GDC expo showcases all of the most relevant game development tools, platforms and services helping to drive the industry forward. A Microsoft employee serves on the board of the GDC. Microsoft sponsored the 17th Annual Women in Gaming luncheon during this event on March 2, 2017.
- **Girls Who Code (GWC)** is a program that was created to inspire, educate, and equip girls with the computing skills to pursue 21st century opportunities. Its vision is to reach gender parity in computing fields. We believe this is paramount to ensure the economic prosperity of women, families, and communities across the globe, and to equip citizens with the 21st century tools for innovation and social change. We believe that more girls exposed to computer science at a young age will lead to more women working in the technology and engineering fields. Together with leading educators, engineers, and entrepreneurs, GWC has developed a new model for computer science education, pairing intensive instruction in robotics, web design, and mobile

development with high-touch mentorship and exposure led by the industry's top female engineers and entrepreneurs. Girls Who Code was launched in 2012 with one program in New York City. There are now 40,000 involved in this program across 50 states. Through year-round clubs and the summer programs they offer hands-on experience in computing concepts, including programming fundamentals, mobile app development, robotics, web development and design. GWC's alumni have completed technical internships at top tech companies including: Twitter, Facebook, Microsoft, and Google. Microsoft was a partner of GWC's summer immersion program for 2017.

- The **Gregoire Fellows Program** seeks to bring greater diversity to the University of Washington School of Law and the legal profession by providing scholarships, mentoring, and access to internships to law students. Microsoft joined former-Governor Christine Gregoire, corporate legal departments and law firms to establish the program in 2015. Funding and participation from Microsoft and others provided scholarships to nine law students. In Summer 2017, Microsoft hosted three of the Gregoire Fellows as summer interns. Throughout the year, Microsoft attorneys and employees provided mentorship and program support.
- Established in 1981, the **Greater Seattle Business Association (GSBA)** is the largest LGBT and allied chamber of commerce in North America. We represent over 1,100 small business, corporate and nonprofit members who share GSBA's values of promoting equality and diversity in the workplace. The organization is widely known through the Puget Sound region for its effectiveness in marketing and providing business development for small businesses; connecting community through business, advocating for civil rights and business; promoting LGBT tourism through Travel Gay Seattle; and investing in the next generation of leaders through the GSBA Scholarship Fund.
- Microsoft partners with **HirePurpose**, a hiring platform that is dedicated to veterans and the military community. Its mission is to help transitioning service members, veterans, and military spouses find careers they love. Hirepurpose is a Grid North Company, a technology company empowering the next great generation of American veterans. Incorporating three brands (Hirepurpose , Task & Purpose , and Military One Click) Grid North offers unique solutions to challenges faced by service members, spouses and military family members. Microsoft created its own website on the HirePurpose platform which describes programs offered to veterans. Visitors to this site are also provided with a list of current open positions and interested candidates are redirected to the corporate career site.
- **Hiring Our Heroes**, a U.S. Chamber of Commerce effort was founded by veterans, for veterans, to provide career advice and job transition assistance. The organization provides employers and veterans an opportunity to meet, through job fairs throughout the year. Microsoft participated in a Transition Summit June 2017 held at Fort Gordon, Augusta, GA.
- **Hispanic Association on Corporate Responsibility (HACR)** was founded in 1986 and is an influential advocacy organization in the nation representing 16 national Hispanic organizations in the United States and Puerto Rico. Its mission is to advance the inclusion

of Hispanics in Corporate America at a level commensurate with our economic contributions. To that end, HACR focuses on four areas of corporate responsibility and community reciprocity: employment, procurement, philanthropy, and governance. Microsoft is a Corporate Associate Level member of this organization and was a sponsor of the 25th Annual HACR Symposium and CEO Roundtable held in May 2017 in Detroit, MI. Microsoft hosted a Tech Lounge where conference attendees could relax and check email and interact with Microsoft technology. Microsoft also partners with HACR to provide professional development opportunities for Microsoft employees, with employees participating in the 2017 HACR Young Hispanic Corporate Achievers, Corporate Achievers Summit and Leadership Pipeline programs.

- The **Hispanic National Bar Association (HNBA)** represents the interest of over 25,000 Hispanic American attorneys, judges, law professors, and law students in the United States and Puerto Rico. The primary objectives of the HNBA are to increase professional opportunities for Hispanics in the legal profession and address issues of concern to the national Hispanic community. Five Microsoft employees participated in the HNBA 42nd Annual Convention held in St. Louis, Missouri in September, 2017. One Microsoft employee participated in the Latina Leadership Academy and another Microsoft employee serves on the HNBA Board of Governors. In addition, the HNBA and Microsoft continued their partnership to increase the number of Latino lawyers in the U.S. practicing intellectual property (IP) law through the “HNBA/Microsoft IP Law Institute.” The Institute – launched in 2013 – provides opportunities for Latino students interested in intellectual property law, including patents, copyrights, trade secrets and trademarks. In June 2017, twenty-five Latino law students from law schools across the country were chosen to participate in an IP immersion program in Washington, DC with all expenses covered.
- **Human Rights Campaign (HRC)** is the largest national lesbian and gay political organization. HRC lobbies Congress, provides campaign support to candidates for federal office, and works to educate the public on a wide array of topics affecting gay, lesbian, bisexual, and transgender Americans, including workplace, family, and discrimination issues. Microsoft was a 2017 National Corporate Partner and was also named as one of the Best Places to Work in 2017 by HRC, scoring 100% on the HRC’s Corporate Equality Index Survey.
- Throughout the year, **Human Rights Campaign (HRC) - Seattle** sponsors and organizes events to help raise awareness about LGBT issues, attract new members and volunteers, and raise funds for HRC’s national advocacy and education programs. The organization convenes Town Hall meetings throughout the year on important issues of interest to the LGBT community; partners with organizations advocating for LGBT rights at the local and state levels and hosts an annual fundraiser. Microsoft has active members participating on local committees and attendees at the HRC Seattle Gala held in September 2017.
- The Microsoft **Imagine Cup** is the world’s premier student technology competition. The Company invites all eligible students to use their imagination and passion to create a technology solution in one of the competitions and challenges. Over the past ten years, more than 1.65 million students from more than 190 countries have participated in the

Imagine Cup. When students join the Imagine Cup community, they connect with other creative individuals from all over the world to share ideas, have fun, and be there when the next big thing is unveiled. Imagine Cup gives students an opportunity to 1) break new ground, solve tough problems facing the world today, and maybe even turn ideas into a business; 2) get involved in the next wave of games and applications; 3) learn new technological skills; 4) test oneself against the brightest students around the world; 5) make new friends; and 6) win cash, grants, and prizes. Eighty-seven student teams from 71 countries competed in the Worldwide Finals after winning local and online competitions around the world. Microsoft awarded cash and other prizes valued at more than \$1 million throughout the yearlong Imagine Cup competition, including awards for the winning teams at the World Finals event held in Seattle, WA, in 2017.

- **Inspiring Girls Now in Technology Evolution (IGNITE)** is a non-profit program working with female high-school students in the greater Seattle area. The program aims to inspire girls to consider high-tech careers. Many Microsoft women are members of IGNITE, volunteering their time to talk to and mentor girls about how their own high-tech careers have opened up opportunities in their lives. Over the course of the year, students from all participating high schools were brought to Microsoft for a campus field trip, which included luncheon meetings with Microsoft employees and other exciting activities. Microsoft was also one of the sponsors of the 2017 Spring Gala held in Seattle, WA in March 2017.
- **The Korean-American Scientists and Engineers Association (KSEA)** is a non-profit professional organization established in 1971, currently 63 chapters nationwide with more than 10,000 scientists and engineers. KSEA strongly believes that math and science are very important in our technological and scientific age. Proficiency in these two areas is the gateway to jobs and careers of all kinds. By offering National Mathematics & Science Competitions (NMSC), the organization aims to challenge and inspire all students to learn more math and science. Each year, students in grades 3 to 11 participate in a KSEA NMSC contest being offered in a number of states. The KSEA NMSC program is dedicated to the goal of fostering the mathematical capabilities of all students. Microsoft was a sponsor and hosted a KSEA National Mathematics & Science Competition on campus in April 2017. The events organized by KSEA are designed to encourage students work to explore careers in math and science and provides a forum for them to connect with others in the IT field and members of the community.
- **Leadership Council on Legal Diversity (LCLD).** The LCLD is an organization of more than 265 corporate chief legal officers and law firm managing partners who have dedicated themselves to creating a diverse U.S. legal profession. LCLD programs are designed to attract, inspire, and nurture the talent in society and within legal organizations, thereby helping a new and more diverse generation of attorneys ascend to positions of leadership. Microsoft President and Chief Legal Officer served as the Chair of the Board of Directors from 2012-2016. In 2017, two Microsoft attorneys participated in the LCLD Fellows program, which provides leadership training to high-potential attorneys. And two Microsoft attorneys participated in the LCLD Pathfinders program, which provides leadership training to high-potential early in career attorneys.

- In 2017, Microsoft continues to partner with **Lime Connect**, a premier resource for top talent in the disability space by attracting, preparing and connecting highly accomplished individuals with disabilities for careers with the world's leading corporations. The organization's goal is to break stereotypes and lead all companies to realize the importance, and value, of employing people with disabilities at every level of education, talent and ability.
- **MBA Veterans Network** was just an idea a few years ago. During the fall of 2008, MBA programs across the nation experienced a significant decline in on-campus recruiting as corporations responded to widespread economic uncertainty. While many students viewed the new realities of the job market as a serious setback to their career searches, Chris Petersen and David Chonowski, two former US Army officers and second-year MBA students at the University of Illinois, viewed it as an opportunity. Recognizing an absence of military veteran advocacy within the broader MBA Diversity community, they organized and hosted the world's first MBA Veterans Career Conference. The objectives of this initiative were simple, but bold – to connect military veteran students who exclusively represented the top-40 ranked MBA programs with the premier MBA employers. As a result, the MBA Veterans Network formally established in August 2009 and it hosted the organization's first National Conference in October of that year. Since then this event has evolved into one of the nation's premier diversity conferences. Microsoft was a sponsor of the career conference held in October, 2017 in Chicago, Illinois.
- Created in 2005, the **Microsoft Accessibility Resource Centers (MARC)** program empowers people with disabilities to use computers. Microsoft partnered with two nonprofit organizations – the Alliance for Technology Access (ATA) and the Association of Assistive Technology Act Programs (ATAP) - to launch MARC at 26 centers in the United States to provide technology training and assistance for people with a variety of disabilities that affect computer use, such as low vision, hand and wrist pain, and hearing loss. There are 35 centers where on-site experts in computer technology and accessibility that allow users to ask questions and learn how to adjust the personal computer. In Washington State, MARC works with the Washington Assistive Technology Act Program (WATAP) and the Easter Seals-Washington in Spokane, WA which assists individuals seeking information about assistive technology.
- The goal of the **Microsoft Autism Hiring Program** which was launched in the United State in May 2015, is to attract talent and build an inclusive approach to support individuals on the Autism spectrum that will contribute to the way we work as a company in building and servicing our products. The Program is a one-week hands on academy that focuses on workability, team projects, skill assessment, gives candidates an opportunity to showcase their unique talents and meet multiple hiring managers and teams while learning about Microsoft as an employer of choice. During this AAP year, Programs were held in January, April, August and October 2017.
- The **Microsoft disAbility Scholarship** delivers on the mission of Microsoft's cross disability employee resource group to empower and enable people with disabilities. This

scholarship enables high school students with disabilities to go to college and target a career in the technology industry. The Scholarship is 100% funded by employees from across the Company with a goal of giving scholarships to talented students with disabilities entering college in the fall and helping Microsoft to build a pipeline of future talent. This scholarship is awarded to promising high school seniors who plan to attend a vocational or academic college and have a financial need. The amount of this non-renewable scholarship to be awarded is \$5,000, which is paid through the Seattle Foundation on behalf of the disAbility Employee Resource Group (ERG) at Microsoft to the recipient's school's Financial Aid Office. Since 2014, thirteen students were awarded disAbility scholarships.

- **Microsoft Giving Campaign.** In 2017, Microsoft employees gave hope to the community through donations of \$156 million and 700,000 volunteer hours during its annual giving campaign that is dedicated to raising awareness and generating contributions for nonprofit organizations. Microsoft and its employees have actively participated in the campaign since 1983. A special website is set up for employees to encourage them to make a pledge online and a number of resources are provided to assist them in selecting potential non-profit organizations.
- The **Microsoft Inclusive Hiring Program** is vital to deliver on our strategy of having a diverse workforce and inclusive culture, which in turn will help us to ensure that our products and services empower all of our customers. The Microsoft Inclusive Hiring site was developed to provide potential candidates with one place to find information on job opportunities. Microsoft also promotes this practice to other organizations. A special Ability Hiring event was held in November 2017.
- Since it was established in 2008, the **Microsoft Law Firm Diversity Program (LFDP)** has significantly increased the percentage of hours worked by diverse lawyers on Microsoft matters. In June 2015, Microsoft implemented a change in approach to reward improvements in the diversity of firm leadership. Participating firms are now eligible to earn bonus legal fees if they achieve concrete improvements in the diversity of firm leadership, leadership of the firm's relationship to Microsoft, and partnership leadership on Microsoft matters. In Fall 2017, Microsoft recognized Orrick, Herrington, Sutcliffe, LLP for its progress on diversity.
- Each year, **Microsoft Research** hosts a series of summits around the world. These events provide a forum for exploring research results and directions and foster conversations among scientists, faculty, and up-and-coming new students about cross-discipline opportunities. Leading academic researchers and educators join with Microsoft researchers to explore the latest research results, collectively discuss the challenges faced by the community, search for the best approaches to meeting those challenges, and identify new research opportunities. The participants' range of interests and the breadth of the technical areas covered in the program ensure a unique experience and provide a venue for meeting with colleagues and friends across the full range of the computing disciplines. On July 17-17, 2017, the **Microsoft Research Faculty Summit** brought together hundreds of thought leaders from academia, government and Microsoft to reflect on how current computing disciplines open new opportunities for research and development.

- Microsoft Research is funding a new academic program, the **Microsoft Research Dissertation Grant**. This grant program offers selected doctoral students doing computing research at U.S. and Canadian universities up to US \$20,000 to fund their dissertation work. This program is open to students currently under-represented in the technology sector, including women, people with disabilities, and people who are African-American/Black, Hispanic/Latino, American Indian/Alaskan Native, or Native Hawaiian/Pacific Islander, reflecting Microsoft's commitment to growing the number of diverse students obtaining computing degrees. A key goal of this grant is to broaden participation and diversify the high-tech workforce. This grant program targets students in their fourth year or beyond of doctoral studies. Students at this later stage of their doctoral work have a sufficiently concrete research plan that they should be able to articulate specific funding needs. Microsoft Research also offers funding programs for earlier stages of students' doctoral studies, such as the **PhD Fellowship Program**, which is open to second- and third-year doctoral students.
- The **Microsoft Software & Systems Academy (MSSA)** is a program launched by Microsoft in 2013 to provide software development training to U.S. active duty service members transitioning out of the military. The Academy offers America's veterans the opportunity for new careers in the growing technology field. MSSA consists of a 16-week course to prepare U.S. service members to obtain the certification required for technology careers such as a developer, applications engineer and IT project manager. Beginning as a pilot program partnering with Saint Martin's University and Joint Base Lewis-McChord in Washington State, the largest military installation west of the Mississippi, the program expanded to California's Camp Pendleton and Texas's Fort Hood in 2014. Additional locations were finalized in 2016. Active duty service members transitioning from all branches of the military as well as members of the National Guard and Reserves returning to their civilian jobs are eligible for the Academy. Microsoft is committed to helping current and former service members find new career paths in the technology industry. With tech training through MSSA, Microsoft empowers active duty U.S. service members and veterans with the necessary job skills to enter the IT industry. Upon successful completion of the program, participants gain an interview for a full-time job at Microsoft or one of over 300 companies who have successfully hired MSSA graduates. In 2017, more than 300 transitioning service members and veterans completed the MSSA course. Each was interviewed for a job with Microsoft Corporation. Additionally, at each of the 9 locations where MSSA operated, Microsoft participated in bi-weekly briefings and quarterly outreach events to encourage people to join MSSA or apply for work at Microsoft.
- **Military Officers Job Opportunities (Military MOJO)** is a Veteran and Minority Owned Small Business dedicated to connecting transitioning military candidates (Officer and Senior NCO) with national employers through career fairs. MOJO offers their candidates professional resume assistance and career counseling so they are prepared to engage with corporate recruiters. Microsoft attended MOJO's annual hiring events in San Diego, Raleigh-Durham, and Washington, DC in 2017.

- The **Minority Corporate Counsel Association (MCCA)** was founded in 1997 to advocate for the expanded hiring, retention, and promotion of minority attorneys in corporate law departments and the law firms that serve them. MCCA accomplishes its mission through the collection and dissemination of information about diversity in the legal profession, as well as scholarship and grant programs targeted to increasing access to higher education in the law for diverse and economically disadvantaged students. A Microsoft executive serves on MCCA's board, another Microsoft attorney serves on MCCA's Next Gen-Advisory Board and Microsoft attorneys participated and attended MCCA conferences throughout 2017. Through MCCA, Microsoft also continued to provide three-year scholarships to three law students.
- Organized by the Blacks at Microsoft employee resource group (BAM), Microsoft annually sponsors a **Minority Student Day**. This event was designed to motivate local minority high school students to pursue careers in technology. During the 26th Annual Minority Student Days (events were held regionally from February to April 2017) more than 850 students from schools nationwide had a chance to meet with employees at various levels and in various job titles within the organization. Minority Student Days were held in 10 locations across the country including Mountain View, CA; Atlanta, GA; New York, NY; Washington DC; Charlotte, NC; Las Colinas, TX; Columbus, OH; Houston, TX; Cambridge, MA and Redmond, WA. Rik van der Kooi gave the keynote speech for the Redmond event highlighting his journey to Microsoft, a journey that was filled with both successes and failures. He encouraged the students to learn from every experience they encounter in life and work hard for the goals they want to accomplish.
- **The National Asian Pacific American Bar Association (NAPABA)** is represented by Asian Pacific American (APA) attorneys, judges, law professors, and law students. NAPABA represents the interests of over 40,000 attorneys and more than 60 state and local APA bar associations. NAPABA has been at the forefront of national and local activities in the areas of civil rights reform, combating anti-immigration sentiment and hate crimes, increasing the diversity of the federal and state judiciaries and professional development of APA lawyers. The organization provides a national network for its members and affiliates. Microsoft was one of the platinum sponsors at the Annual Convention held in November 2017, in Washington, DC. Nine Microsoft employees attended the convention and three served as speakers during the convention (including the keynote) and a Microsoft attorney is currently serving as General Counsel to NAPABA.
- **National Association of Minority and Women-Owned Law Firms (NAMWOLF)** founded in 2001 is a nonprofit trade association comprised of minority and women-owned law firms and other interested parties throughout the U.S. NAMWOLF assists its members in developing strategic alliances, coalitions and affiliations with corporations, in-house counsel and other legal trade associations to ensure their long-term survival. In 2010, Microsoft joined 32 other corporations to create the Inclusion Initiative, committing to devote a portion of its annual spending on law firms and legal services to minority and women-owned law firms. In September 2017, Microsoft was a silver sponsor at the Annual Meeting and Law Firm Expo held in New York City. One of the Company's Assistant General Counsel was a panelist during the event.

- Since 1899, the **National Association of Women Lawyers (NAWL)** has been providing leadership, a collective voice and resources to advance women in the legal profession and to advocate for the equality of women under the law. In 2014, Microsoft joined the Challenge Club to help improve the number of women equity partners, women chief legal officers, and women tenured law professors. In March 2017, Microsoft employees attended the Mid-Year Meeting in San Francisco, CA. In November 2017, six Microsoft employees attended the General Council Institute in New York City, NY, and one participated in a panel discussion.
- The **National Bar Association** is the oldest and largest national association of predominantly African American lawyers and judges. In 2017, Microsoft provided support to the NBA Crump Law Camp, which provides high school aged youth with an introduction to the American judicial system. Microsoft also sponsored the Commercial Law Section Conference in February 2017. Microsoft employees attended and participated in that event as well as the Annual Conference in July 2017 in Los Angeles, California.
- **National Black Law Students Association (NBLSA)** is a national student-run organization formed to articulate and promote the needs and goals of Black law students to effectuate change in the legal community. Microsoft sponsored the organization's annual conference in March 2017.
- **National Black MBA Association (NBMBAA)** is a non-profit, national organization that serves as a support network for minority MBA graduates and professionals. Established in 1970, the Association is dedicated to develop partnerships that result in the creation of intellectual and economic wealth in the black community. In partnership with over 400 of the country's top business organizations, the association has inroads into a wide range of industries as well as the public and private sector. As in the past, Microsoft actively networks and recruits at the conference. Microsoft serves as a corporate partner through its financial contributions and participation in recruiting events including the 39th annual Conference & Expo in September 2017 in Philadelphia, PA. This was the first time combined NBMBAA and Prospanica combined to host one of the largest diversity career fairs in the country, attracting public and private corporations, non-profits, and government entities who actively recruit top-notch ethnic, diverse talent. Microsoft engaged in two full days of recruiting and networking at the Microsoft Booth during the Career Fair, two full days of University Recruiting Onsite Interviews, two full days of Industry interviews and hosted an invite only networking reception for pre-sourced conference attendees representing the Finance, Marketing, HR and Sales disciplines.
- **National Center for Women in Information and Technology (NCWIT)** is an organization that ties existing organizations like Anita Borg Institute and CRA-W together in order to create systemic change at every stage of the pipeline of technical women. The NCWIT mission is to ensure that women are fully represented in the influential world of information technology. Through a nationally connected effort of programs, networks, and research, the Center works to guarantee that women's perspectives and skills contribute significantly to the creation and application of information technology. Microsoft is a member of NCWIT's Workforce Alliance and has been an Investment Partner since 2006.

One Microsoft senior executive serves on the Board. Microsoft is a strategic partner of this organization and participated in the May 2017 Summit held in Tuscan, AZ.

- **National Industry Liaison Group (NILG)** promotes Affirmative Action and Equal Employment Opportunity by working closely with the Office of Federal Contract Compliance Programs, Employment Opportunity Commission, related administrative agencies and Local and Regional ILGs to advocate the positions and viewpoints of constituents, comment and provide feedback on Regulatory and Legislative initiatives, educate constituents on developments regarding equal employment, opportunity and affirmative action and related regulatory changes. This mission is accomplished by carrying out the activities outlined in the bylaws and by achieving targeted objectives. A Microsoft employee serves on the National ILG board.
- **National Native American Bar Association (NNABA)** is a national association whose roots trace back more than 40 years. The organization is devoted to increasing diversity in the legal profession and increased understanding of native communities' unique cultural and legal issues with minority bar associations. Members also share the communal responsibility, either directly or indirectly, of protecting the governmental sovereignty of the more than 560 independent Native American Tribal governments in the United States. Microsoft sponsored NNABA in 2017 and a Microsoft attorney serves as an officer on its Board of Directors.
- **National Society of Black Engineers (NSBE)** is dedicated to developing student interest in engineering careers, with the goal of increasing the number of minority students entering undergraduate and graduate engineering programs. Their activities include tutorial programs, high school/junior high outreach programs, technical seminars and workshops, a national network (NSBENET), two national magazines, a professional newsletter, as well as career fairs, awards, banquets, and an annual national convention. Microsoft was one of the exhibitors at the 43rd Annual Convention which was held in Kansas City, MO on March 29 to April 2, 2017. At the annual convention, Microsoft's presence included 2 full days of recruiting and networking at the Microsoft booth during the career fair. Five executives and senior leaders from the Windows Devices Group attended, including the EVP of the team. Twenty-eight employees, including several recruiters, also attended to meet students and other attendees of the convention. Two other employees were presents at one of the workshops - *The Next Great Career Superpower*.
- **The Northwest Mountain Minority Supplier Development Council** is a regional affiliate of the National Minority Supplier Development Council, a non-profit organization dedicated to improving the relationship between major corporations, public agencies and minority-owned businesses. Founded in 1972, NMSDC has 37 regional councils, and matches more than 17,000 minority business enterprises with more than 3,500 corporate members. A Microsoft Director serves on the Board of NMSDC. In 2017, Microsoft was one of the platinum sponsors of the organization.
- **Out Leadership** seeks to drive LGBT+ inclusion in businesses. It partners with business organizations and engages with C-suite and other senior business executives to make the business case for LGBT+ inclusion. In 2017, Microsoft participated as a member in Out

Leadership, with employees attending organization events in Asia, Europe and the United States.

- Since 1995, **Powerful Voices** has been improving the lives of adolescent girls in Seattle through innovative evidence-based programs in public middle schools and in the juvenile justice system. Its founders met at the University of Washington - School of Social Work. During a time of dot-com start-ups they built a dot-org start-up, which was known as the Seattle Women's Resource Project. Their vision was an organization that would promote Girl Justice and address issues at their root, by instilling leadership skills, fostering the development of critical thinking, and promoting the individual potential in adolescent girls. Since completing its first assignment in 1995 - a county-wide needs assessment on behalf of the King County Women's Advisory Board - Powerful Voices has become recognized for its valuable work in the area of supporting adolescent girls during a crucial period in their lives. Since starting its programs, Powerful Voices has served more than 5,000 young women in the Seattle-King County area. The Powerful Voices luncheon was held on October 2017 in Seattle, WA. A Microsoft Manager currently serves as a Board member.
- **Prospanica, formerly known as National Society of Hispanic MBAs Association (NSHMBA)** is a premier Hispanic organization serving 46 chapters across the U.S. and Puerto Rico. Prospanica fosters Hispanic leadership through graduate management education and professional development in order to improve society. Microsoft participated in the joint MBA conference in 2017 in Philadelphia, PA. The *Power of Performance Conference* was a combined effort between NBMBA and Prospanica. Thirty-eight Microsoft employees and recruiters engaged in two full days of recruiting and networking at the during the career fair which included University Recruiting onsite interviews and offsite Industry interviews. Microsoft also hosted the Microsoft Lounge with HoloLens demonstrations and also the Microsoft Mix which was a hosted evening networking event.
- **Service Academy Career Conference (SACC)** is a career program launched and supported by the 5 service academies – U.S. Air Force, U.S. Coast Guard, U.S. Merchant Marine, U.S. Military Academy and the U.S. Naval Academy. The candidates are exclusively service academy graduates transitioning out of the military, or presently working in corporate America and making a career change. The company recruiters attending the SACC come prepared to meet with a full range of candidates from junior to senior officers. Microsoft participated in a number of SACC conferences during the last AAP year including those held in Savannah, GA, Washington, DC, San Diego, CA, and San Antonio, TX. These graduates are invited to participate in professional development seminars as well as job fairs hosted by a number of employers, including Microsoft.
- **Society of Hispanic Professional Engineers (SHPE)** was founded in 1974 as a national organization of Hispanic engineers who serve as role models in the community. Another important function of SHPE is to provide networking for Hispanic students and professionals. Microsoft was a gold sponsor at the National conference held in Kansas, MO in November 2017. At the annual conference, Microsoft's presence included 2 full

days of recruiting and networking at the Microsoft booth during the career fair and two full days of University Recruiting Onsite Interviews.

- **Society of Women Engineer (SWE)** has given women engineers a unique place and voice within the engineering industry. The organization is centered around a passion for its members' success and continues to evolve with the challenges and opportunities reflected in today's exciting engineering and technology specialties. SWE's mission is to stimulate women to achieve full potential in careers as engineers and leaders, expand the image of the engineering profession as a positive force in improving the quality of life, and demonstrate the value of diversity. Microsoft was an exhibitor at the WE17 held in Austin, TX in October 2017. At the annual conference, Microsoft's presence included 3 speakers and 2 full days of recruiting and networking at the Microsoft booth during the career fair and two full days of University Recruiting Onsite Interviews.
- In October 2014, Microsoft announced a three-year, multimillion dollar partnership with the **Special Olympics** to modernize the nonprofit's software and games management system, and elevate it to the cloud. Special Olympics has nearly 4.5 million athletes in 170 countries around the world. A spokesperson for the organization stated they have been limited in its ability to do things like schedule them to compete, track performance information and capture health data. "The more we can make that technology driven, the more power our movement has," she explains.
- **Student Veterans of America (SVA)**, was founded as a grassroots group. As veterans returned home to use GI Bill benefits, they found that their campuses did not provide adequate support services to assist student veterans as they worked towards their educational goals. Lacking support, student veterans decided to organize on campuses across the country. These groups began to connect through social media with one another—spreading best practices, sharing success stories, and supporting one another to further strengthen the student veteran community. In 2008, members from various chapters formalized this grassroots movement and Student Veterans of America was born. SVA was officially incorporated in January 2008 to provide programs, resources, and support to the ever-evolving network of local student veteran organizations. Each of these independent groups could then join the umbrella coalition as a chapter. Since SVA's founding in 2008, over one million veterans have returned home to pursue a postsecondary degree or certificate using VA education benefits. To meet this need, SVA's presence at the local and national levels has grown to include over 950 chapter affiliates, numerous private and non-profit partners, and most importantly, an expanding list of impactful programs and services for veterans. Microsoft's VP of Military Affairs is also a member of the SVA's Board of Directors.
- Microsoft's **Supplier Diversity Supported Employment Program**, is a partnership with vendors and local employment agencies to make a substantial difference in the lives of people with developmental disabilities who might otherwise be overlooked in the job market. People with developmental disabilities face particular challenges in the job market. There is a belief that with the right training and support, people with disabilities can become successful, productive workers with jobs that match their interests and

abilities. Having fulfilling employment also promotes their independence and helps them become fully integrated members of their communities. This program was launched in 2014 and continues to grow each month.

- **Technology Education and Literacy in Schools (TEALS)** was founded by a Microsoft employee and supported by the Company. The program initially brought technology education (basic programming) into the classrooms of a few high schools located in the Puget Sound region of Washington State in 2009. During the 2013-2014 school year, TEALS partnered with 70 schools in 12 states. In 2017-2018, that number increased to 344 schools in 29 states plus Washington DC. Employees support the program by volunteering to teach courses before beginning their normal work day at Microsoft. To encourage the education of technical skills for youth, Microsoft has sought the support of technical workers outside of Microsoft providing the template and curriculum for the program. The latest volunteer tally includes 750 software engineers from industry-leading companies like Microsoft, Amazon, Google, and nationally ranked education institutions U.C. Berkeley and the University of Washington.
- Established in 1987, the **Thurgood Marshall College Fund (TMCF)**, named for the U.S. Supreme Court's first African-American Justice supports and represents nearly 300,000 students attending its 47 member-schools that include public Historically Black Colleges and Universities (HBCUs), medical schools and law schools. TMCF helps students with a clear intention and the motivation to succeed and acquire a high-quality college education at an affordable cost. Through its scholarships and programs, TMCF plays a key role in preparing the leaders of tomorrow. A Microsoft Vice President serves as one of the Board of Directors of TMCF. Microsoft was a sponsor of the TMCF's 17th Annual Leadership Institute & Recruitment Fair and Anniversary Gala held in October 2017 in Washington, DC.
- **U.S. Business Leadership Network (USBLN)** is the national disability organization that serves as the collective voice of over 60 Business Leadership Network affiliates across North America, representing over 5,000 employers. The USBLN helps build workplaces, marketplaces, and supply chains where people with disabilities are respected for their talents, while supporting the development and expansion of its BLN affiliates. A Microsoft employee serves on the Board of USBLN and another serves on the Corporate Advisory Board. During the last AAP year, Microsoft was a sponsor of the USBLN Annual conference which was held in August, 2017 in Orlando, FL. Three Microsoft employees participated in one of the conference sessions – Rising Leaders Matchmaking session. This was a one-on-one speed networking session, where recruiters from approximately 50 USBLN corporate partners were matched to Rising Leaders who possess the field of study, educational background, and/or experience each company is seeking in potential job applicants.
- **Vets inTech** supports current and returning veterans with re-integration services, and by connecting them to the national technology ecosystem. The organization is committed to bringing together a tech-specific network, resources, and programs for our veterans

interested in Education, Entrepreneurship, and Employment. Microsoft is a sponsor of Vets inTech and participated in activities in 2017.

- **Washington Business Leadership Network (WSBLN)** is a state chapter of the U.S. Business Leadership Network (USBLN). The Washington State Business Leadership Network (WSBLN) provides participating employers with networking opportunities, education and information on disability related topics and resources to effectively increase understanding and awareness in the workplace. The WSBLN also provides lessons learned in recruiting, hiring, accommodating and improving customer service for people with disabilities. Additionally, the WSBLN assists businesses in navigating and directly linking to government and community resources to get their employment needs met. The event was organized by the WSBLN in November, 2017 in Seattle.
- The **Washington State Opportunity Scholarship (WSOS)** was created in 2011 to address rising tuition at Washington colleges and universities. Businesses and the Washington State Legislature joined forces to fulfill the promise of better education and career opportunities for Washington students. Together they have created a unique public-private partnership, including major employers like Boeing and Microsoft. This scholarship provides help to students in families who earn up to 125% of the median family income attain bachelor's degrees in high employer demand fields including science, technology, engineering, math (STEM) and health care. WSOS Scholars can receive up to \$22,500 in scholarship funds over a maximum of five years to mitigate the financial burden of higher education. Over the course of their WSOS experience, Scholars improve their job readiness skills, receive one-on-one mentorship, gain exposure to work-like experiences and get access to industry professionals. This continues their commitment to invest in Washington students and meet the needs of Washington State employers to fill the jobs of the future. Microsoft's President and Chief Legal Officer serves on the WSOS Board.
- **Washington STEM** is a nonprofit dedicated to advancing excellence, equity, and innovation in science, technology, engineering, and math (STEM) education in Washington State. The organization was founded to reimagine and revitalize STEM education for every student in Washington State. Its priority is to nurture and scale breakthrough ideas in STEM education, invest in communities to grow networks of STEM professionals and educators, and advocate for important policy changes. Their goal is for all Washington high school graduates to be STEM literate, prepared to complete post-secondary degrees, and thrive in Washington's STEM-driven workforce and society. A Microsoft's Corporate Vice President serves on the Board. Microsoft is one of Washington STEM's donors and was a sponsor of the STEM Summit held in November 2017.
- **We Day** is a movement that is focused in bringing together a generation of youth to be engaged in changing the world through an inspirational event and yearlong educational program. The We Day movement lives online at weday.com, an online hub dedicated to educating, engaging and empowering a generation of socially-conscious youth. It is an initiative of *Free The Children*, an international charity and educational partner that works with schools to implement the We Act program. It is a comprehensive service learning program that supports schools and youth groups in taking tangible action to make a

difference in the world. Groups take on one local and one global action and report back to *Free The Children* to earn their way to We Day. Local schools and groups get the tools and resources to help students make their We Act commitments come to life. Microsoft, in partnership with Allstate, sponsored We Day in the United States in April 2017. Fifteen thousand students were invited to attend the event in Seattle - students who were involved in creating positive changes in their local and global communities.

- **We Still Serve** (www.WeStillServe.com) is a special website for veterans created by Microsoft's U.S. military veteran employee network and the Staffing Team. The site is a Military2Microsoft program which provides veterans outside the Company with a job translator to help them match their skills with Microsoft positions. By entering the branch of the military in which they served along with their military job code, veterans are able to identify similar positions available at Microsoft. The site also includes information about Microsoft's Software and Systems Academy.
- **Women's Business Enterprise National Council (WBENC)** is the largest third-party certifier of businesses owned, controlled, and operated by women in the United States. WBENC, a national 501(c)(3) non-profit, partners with Regional Partner Organizations to provide its world class standard of certification to women-owned businesses throughout the country. WBENC is also the nation's leading advocate of women-owned businesses as suppliers to America's corporations. Astra Women's Business Alliance (Astra) is a Regional Partner Organization of WBENC operating in a six-state region: Alaska, Northern California, Idaho, Montana, Oregon and Washington. Microsoft continues to be a corporate member of WBENC and an employee served as a board member of the organization in 2017.

In addition to the above organizations, the Microsoft Philanthropies team works with many groups in its community efforts. It believes that technology is a powerful force for good in a rapidly changing world, and through Microsoft Philanthropies, the Company is working to ensure that everyone has access to the economic opportunities it provides. Every day Microsoft donates nearly two million dollars in products and services to nonprofits and it has pledged to donate one billion dollars in cloud services to nonprofits and academic researchers over three years. Through the YouthSpark grants, Microsoft is working with nonprofits in 58 countries to increase access to computer science education. Beyond philanthropy, the Company advances community empowerment with commercial offerings and other programs. A few examples are:

CityNext

Through [CityNext](#), Microsoft and its partners empower cities and citizens to unlock their potential by delivering innovative digital services that can help them lead safer and healthier lives, enriched by high-quality education. CityNext helps cities engage their citizens, empower city employees, optimize city operations and infrastructure, and transform and accelerate innovation and opportunity.

The Microsoft Affordable Access Initiative

The [Microsoft Affordable Access Initiative](#) seeks to empower the billions of people worldwide who do not have affordable access to the Internet. We believe we can spark

global change by fueling innovation at the local level. Through partnerships, grants, investments, education, and advocacy, this project helps to create technology solutions, business models, and policies that help close the digital divide, with projects in 17 countries over the last five years.

Microsoft's 4Afrika Initiative

[Microsoft's 4Afrika Initiative](#) provides a set of programs to empower African youth, entrepreneurs, developers and business and civic leaders by with skill development, access to technology, and support for local innovation.

In addition to the three major programs, a sample of other activities in fiscal year 2017 include:

Technology for social impact

In January 2016, we announced that Microsoft would donate more than \$1 billion in cloud technology to non-profits and university researchers. We've achieved that goal a year early, donating cloud services to more than 90,000 non-profits, and we aren't stopping there. In September, we announced a plan to more than triple the number of non-profits we'll reach to 300,000 over the next three years.

Digital skills and computer science education

To ensure all young people are equipped to participate in an increasingly digital world, Microsoft invests in making digital skills—from digital literacy through computer science education—available to youth around the world, especially those youth least likely to have access. More than 80 percent of the students benefitting from YouthSpark grants and partnerships are from underserved communities, and more than half are female.

Humanitarian and refugee response

In FY17, Microsoft Philanthropies provided more than \$30 million in technology and cash donations to emergency response organizations and organizations serving refugees and displaced people including [Mercy Corps](#), [CARE](#), the [International Rescue Committee](#), and [NetHope](#). We also provide [digital skills resources](#) for nonprofits working with refugees.

Affordable broadband access

In addition to a new rural broadband strategy to close the rural broadband gap in the U.S. within five years, Microsoft also announced a Rural Airband Initiative. We're investing in partnerships with telecommunications companies to bring broadband connectivity to two million people in rural America, increase digital skills training in rural communities, and catalyze investments by sharing technologies we've developed.

Donations and volunteerism

In FY17, Microsoft Philanthropies donated more than \$1.2 billion in software and services to non-profits worldwide as part of our focus on helping people get the

skills and knowledge they need in today's digital economy. In addition, our employees continue to demonstrate their generosity, having raised a record-breaking \$142 million through our Employee Giving Program in 2016.