

For more information about our diversity programs
and to inquire about a career at Deutsche Bank, contact:
americas.candidateinquiries@db.com

Or visit our website
www.db.com/careers

Deutsche Bank



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Success
from many perspectives

A Passion to Perform.

Deutsche Bank





Achieve **success**
from the many perspectives
you'll find at Deutsche Bank

Every person has unique qualities and interests as well as diverse needs and work demands. At Deutsche Bank, we embrace this diversity and strive to help employees be successful in both career and personal life.

Often, this balance comes through the connections we make with people and the knowledge we continually gain through education. For these reasons, Deutsche Bank offers extensive training programs, and employee networks that foster inclusion and build relationships that encompass the work environment and beyond.

We feel this approach to inclusion creates an energetic office environment and a diverse culture, which in turn influence business insight for a wider range of clients, and inspire broad corporate giving initiatives.

We invite you to explore the company and achieve **success** from the many perspectives you'll find in our culture and business.

Seth Waugh – CEO, Deutsche Bank Americas

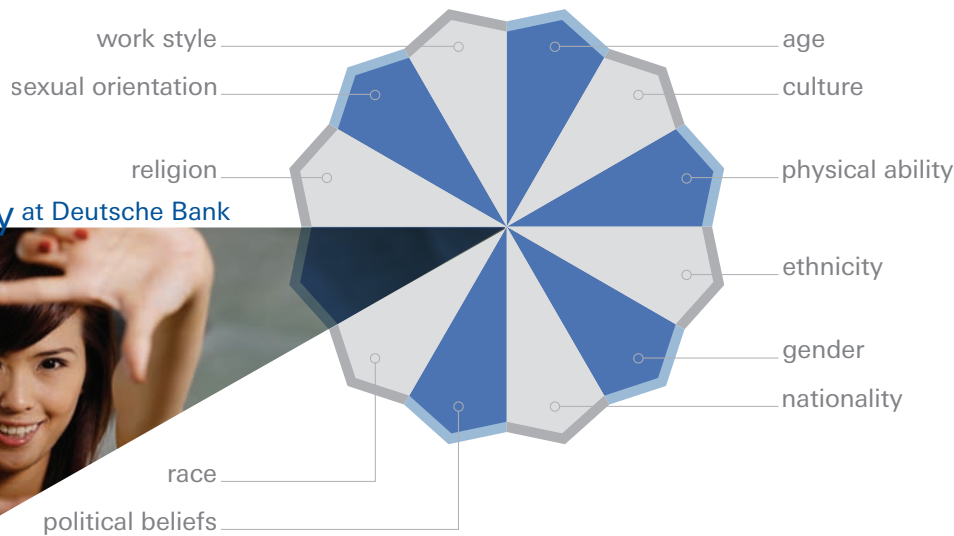
Many definitions

At Deutsche Bank, diversity is integral to the organization and to our position as a leading global financial institution.

We strive to create an inclusive corporate culture that values the diverse mix of our employees, utilizes their unique talents, and provides opportunities and support to maximize their full potential.

We define diversity in its broadest sense, encompassing all the characteristics that make each one of us unique. Below are some of these characteristics:

diversity at Deutsche Bank



Deutsche Bank seeks talented individuals from the cultural, geographic and ethnic backgrounds which reflect the growing diversity of the places where we do business.

All employees are encouraged to contribute their ideas and their insights, and are given opportunities to help develop innovative solutions for the customers and markets we serve around the globe.

But having a diverse team is only the first step; providing an inclusive culture and supportive environment are a significant part of our business strategy. Deutsche Bank also provides competitive compensation, ongoing training and development, and progressive benefits and policies.

Many opportunities

“ Deutsche Bank’s **culture** is one of its strongest assets, in that the company places an emphasis on work/life effectiveness, the diversity of its workforce and the nurturing of an entrepreneurial atmosphere in which creativity is encouraged.”

Michael – Associate, Global Markets

One of the many benefits of working at Deutsche Bank is the opportunity to work with people from varied backgrounds with different ideas—an essential competency in today’s integrated global economy.

A diverse workforce stimulates innovation by promoting creative thinking, inspiring new ideas from different perspectives, and motivating employees to perform to the best of their ability.

From the start, there are opportunities to develop your skills and increase cultural awareness through a wide range of programs and networks.

You can continually expand your knowledge base at Deutsche Bank through professional development classes designed to help you excel in your role.

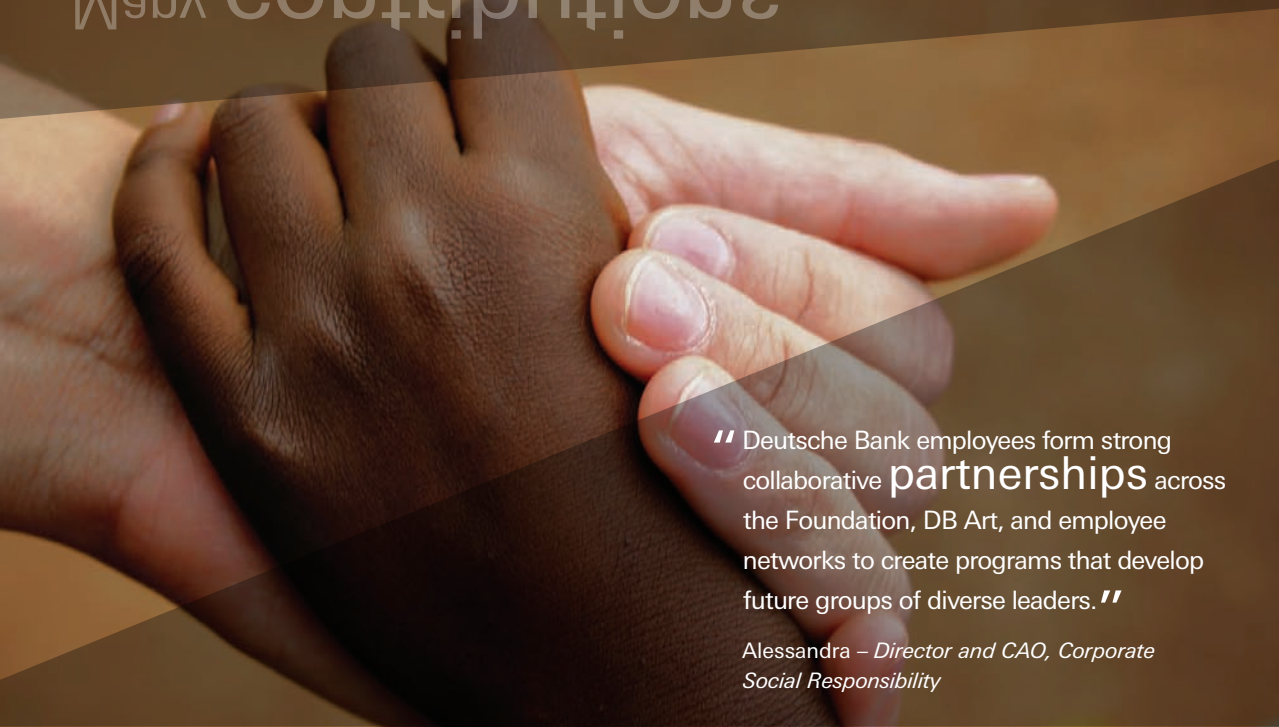
Diversity and cultural awareness training are part of our ongoing educational

programming, in addition to business and financial literacy, professional skills and personal effectiveness training.

A full range of life management resources are available to help you achieve success in your personal and professional responsibilities. Information, consultations and referrals are offered for work and family-related issues such as finances, health and wellness, education and legal affairs.

Deutsche Bank is continually reviewing benefits to ensure that employee needs are met. Supportive programs, such as extended leave for childbirth and back-up childcare, are examples of these benefits.

Many contributions



“ Deutsche Bank employees form strong collaborative **partnerships** across the Foundation, DB Art, and employee networks to create programs that develop future groups of diverse leaders. ”

Alessandra – *Director and CAO, Corporate Social Responsibility*

Having a diverse workforce, with employees representing many different countries and cultures, enhances our ability to give back and bring positive change to the communities where we live, work and do business around the globe.

Our Corporate Social Responsibility programs give employees the opportunity to participate and enjoy various cultural enrichment activities.

Many Deutsche Bank employees donate their time and skills to projects in the U.S. and worldwide. Additionally, employees can receive matching contributions for donations made to charitable organizations as well as generous grants to organizations at which they volunteer.

Deutsche Bank Americas Foundation

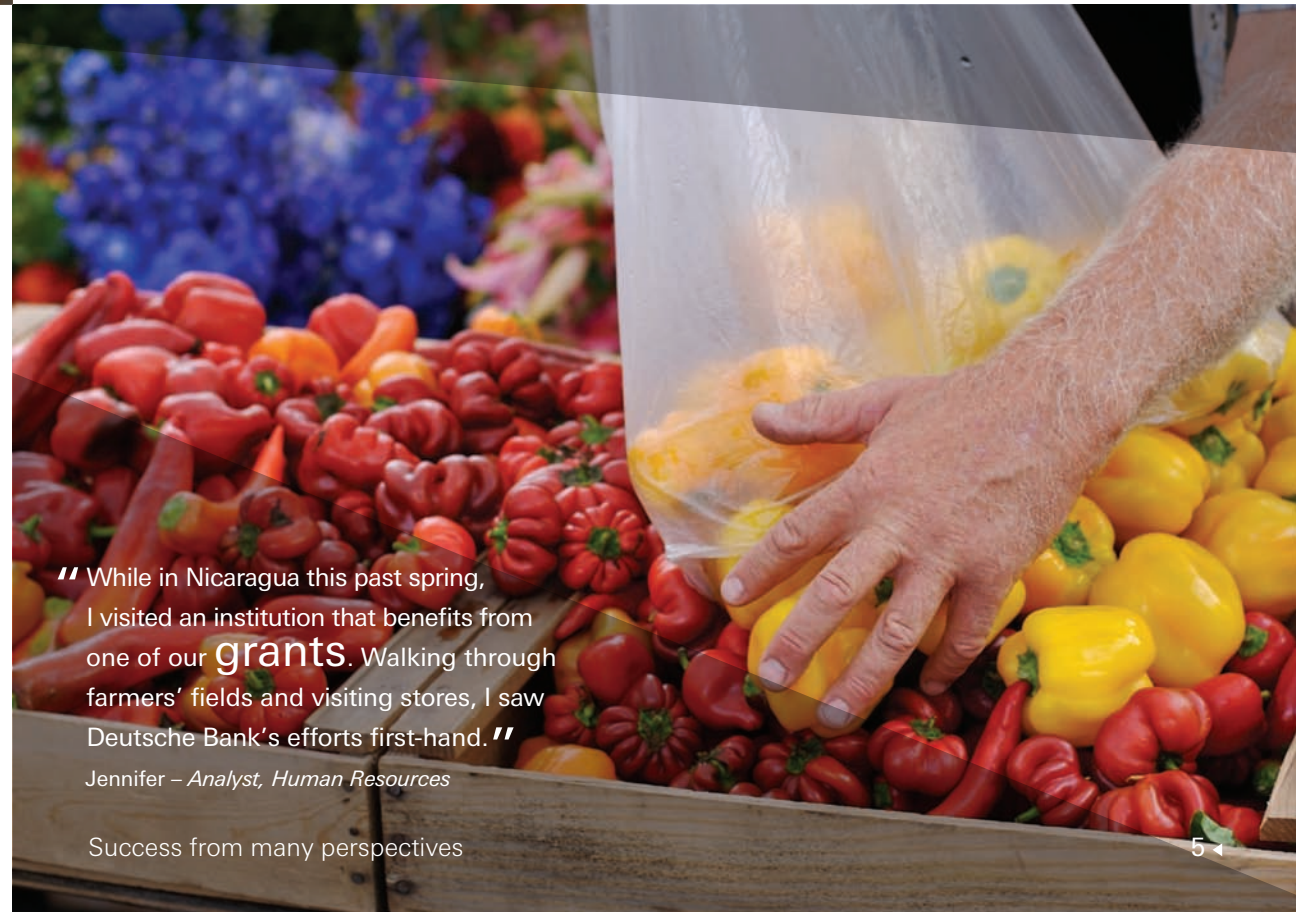
The Americas Foundation strives to create sustainable communities in the United States, Canada and Latin America by providing loans, grants and investments to programs that support community development, education and the arts.

Employees have chosen to support organizations with time and contributions on projects ranging from building homes with *Habitat for Humanity* to mentoring underserved high school students interested in finance with *Youth About Business*, to building playgrounds and libraries with *Share Our Strength*.

Deutsche Bank understands the important role artists can play in creating art that brings people together from diverse groups, generates enthusiasm for cross-cultural exchange and encourages people to be open to new ideas and viewpoints. As a major patron of the arts, Deutsche Bank has the largest corporate art collection, with 50,000 pieces globally and has forged partnerships with leading institutions to bring new and important works to a wider audience through many museum memberships.

Community Development Finance Group (CDFG)

Deutsche Bank was the first global bank to launch a dedicated microfinance fund and ten years later, the microfinance group now manages a portfolio of \$175 million through a thriving network of 80 microfinance organizations in 41 countries. The CDFG leads our global commitment to fight poverty and rebuild communities through micro-lending and social financing. Employees help underwrite microfinance loan applications, assist with follow-up due diligence, and visit remote programs in Africa and Asia.



“ While in Nicaragua this past spring, I visited an institution that benefits from one of our **grants**. Walking through farmers’ fields and visiting stores, I saw Deutsche Bank’s efforts first-hand. ”

Jennifer – *Analyst, Human Resources*

Many connections

Deutsche Bank's employee networks provide opportunities for individuals from diverse groups to connect with colleagues of similar backgrounds, make business contacts, advance their careers and serve as an inspiration for others.

Women on Wall Street (WOWS™) Network

Founded in 1991, WOWS provides opportunities for women at Deutsche Bank to enhance their skills, get real-world career advice, and connect to a strong network of colleagues in Deutsche Bank and the financial industry.

Their annual WOWS Conference, attended by over 2,000 people, has become a forum for women's career development issues and a catalyst for change on Wall Street. WOWS also offers a year-round schedule of seminars, noted speakers, panel discussions, and networking events.

Rainbow Group Americas (RGA)

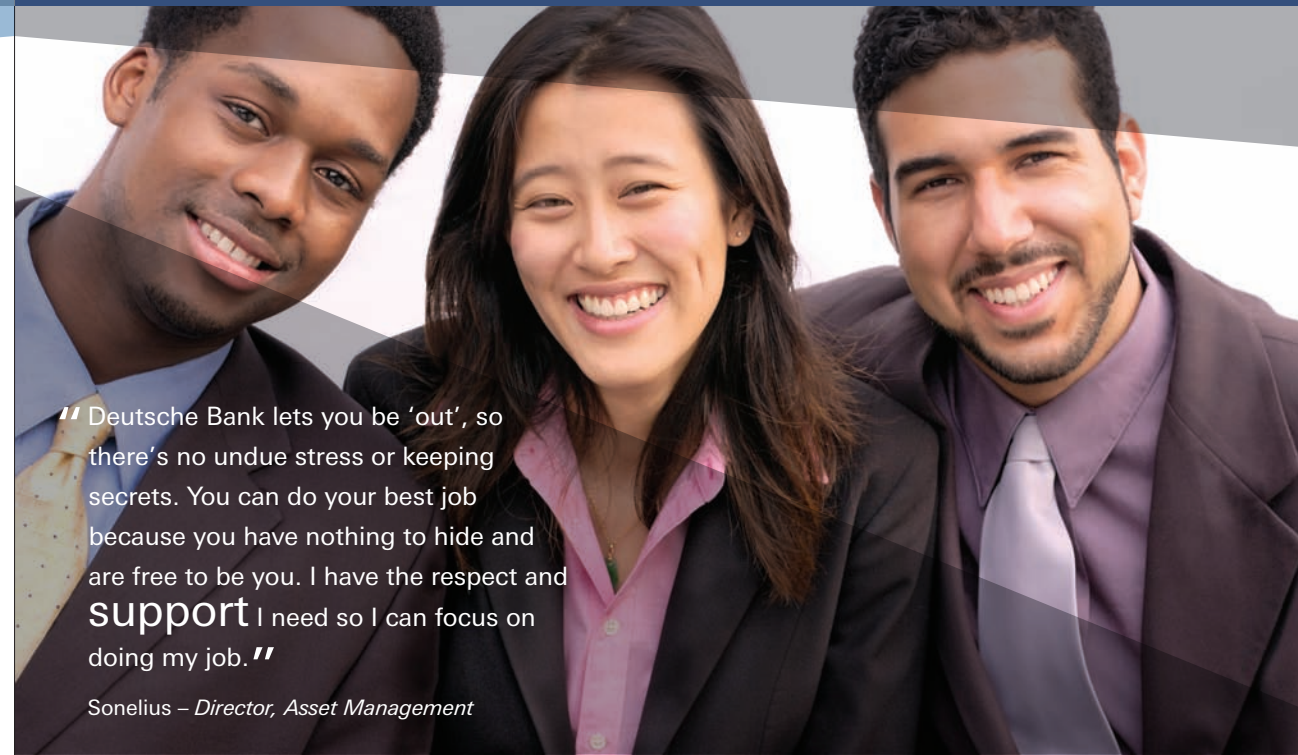
The Rainbow Group promotes the professional development of lesbian, gay, bisexual and transgender (LGBT) employees and is a leading affinity group on Wall Street. RGA supports the company's effort to attract and retain a diverse workforce.

RGA sponsors activities, such as the AIDS Walk and Gay Pride Month events, and is very engaged in the community. The Rainbow Group has become well-known in the financial community and was the first LGBT employee network to receive the honor of ringing the closing bell at the New York Stock Exchange.

Multicultural Partnership (MCP)

The MCP is committed to creating an inclusive environment that attracts, develops and retains a multicultural workforce that support the Bank's efforts to meet the unique needs of our globally diverse clients. The group is actively involved in Deutsche Bank's recruiting efforts and intern programs, and many members of MCP volunteer to be informal mentors for newly hired employees.

MCP is focused on employee development and they host numerous breakfast meetings where senior managers of diverse backgrounds share their experiences and discuss timely business issues. The MCP is also engaged in the community and creates opportunities for their members to network both internally and externally.



"Deutsche Bank lets you be 'out', so there's no undue stress or keeping secrets. You can do your best job because you have nothing to hide and are free to be you. I have the respect and support I need so I can focus on doing my job."

Sonelius – Director, Asset Management

Diversity Association Partners

Deutsche Bank also partners with many external networks and associations that are committed to diversity in the workplace and provide our employees additional resources for their personal and professional development.

Among the groups we partner with are:

- ▶ Catalyst
- ▶ Financial Women's Association
- ▶ Forte' Foundation
- ▶ Historically Black Colleges and Universities (HBCUs)
- ▶ INROADS
- ▶ LEAD
- ▶ Management Leadership for Tomorrow
- ▶ National Black MBA Association
- ▶ National Society of Hispanic MBAs
- ▶ Out and Equal
- ▶ Out for Business
- ▶ Reaching Out
- ▶ Sponsors for Educational Opportunity (SEO)
- ▶ South Asian Women's Leadership Forum
- ▶ The Toigo Foundation
- ▶ Youth About Business
- ▶ Women's Bond Club

Many awards

Our commitment to diversity attracts a varied workforce of highly talented and motivated people—which makes Deutsche Bank an interesting and rewarding place to work. Below are some of the awards we have received in recognition of our initiatives:

▶ **100 Best Companies for Working Mothers**

Working Mother Magazine

Acknowledged seven times in *Working Mother's* annual survey.

▶ **Courageous Corporate Champion Award**

NYC Gay and Lesbian Anti-Violence Project (AVP)

For our Rainbow Group employee network members' participation in several AVP programs and major fundraising events.

▶ **Diversity Leadership Award for Sustained Leadership**

Securities Industry and Financial Management Association (SIFMA)

For our Women on Wall Street Conference and related diversity initiatives.

▶ **Golden Peacock Award**

For Corporate Social Responsibility.

▶ **Perfect Score on the Human Rights Campaign**

Corporate Equality Index

For our 100 rating for our record toward lesbian, gay and bisexual employees.

▶ **Top 50 Employer of Women**

Fortune Magazine

Based on *Fortune's* survey of the most influential corporations in the U.S. today.

