



Employment Value Proposition

Our Purpose

We are relentlessly focused on delivering technology solutions that work harder for our customers, and gives access to technology to people and organizations around the world. Our Purpose - **'Delivering technology solutions that enable people everywhere to grow & thrive.'** - drives who we are and our commitment to all of our customers.



Visit
www.dell.com/careers
 To learn more about the
 company & culture

Why work for us

The focus in Dell for our team members is very much on creating an environment where every individual can be their best and do their best work in service of our customers. Our philosophy toward people is to 'build enduring relationships with team members everywhere'.

You can add value in an entrepreneurial culture

Our spirit - Dell is a founder led company. Michael Dell inspires an **entrepreneurial culture which is fast paced, results driven and always evolving.** Team members are empowered and expected to take an active role in evolving Dell by contributing their ideas and breakthrough thinking.

Our people - that's what really differentiates Dell. We are known for having a very high caliber, dedicated and resourceful team, who operate in an open, transparent friendly environment with a common unifying purpose of working together to deliver great end-to-end solutions and value to customers.

Our Tell Dell - Dell's annual team member opinion survey - results tell us year after year the biggest single reason team members like Dell is 'the people.'

We operate in a very non-hierarchical manner, which allows open communication and feedback to leaders at any level.

You can operate in a diverse and inclusive culture where reward is linked to ethical results

We work hard to ensure we have a workforce reflective of a diverse, global marketplace and an inclusive culture where everyone is engaged. We strive to make certain that each team member is heard and valued and that personal strengths and perspectives are assets to the company, rather than being left at the door.

It is a core part of our culture that team members are rewarded based on results that are achieved in the right way. Team members delivering extraordinary results are recognized with exceptional rewards and opportunities.

You can develop & grow

For all team members we believe in learning and developing through formal and informal training, and provide an array of

tools and resources designed to help you achieve your career aspirations. We have a **unique focus on informal development** including regular 360 degree feedback, individual development plans, mentoring/networking, and stretch assignments.

We have a particular commitment to developing highly ethical and inspiring leaders, with an annual 'Leadership Imperative' training series that is leader led, backed up by a range of other leadership development and networking opportunities.

Internal movement within and between functions is strongly encouraged with approx. 15,000 positions filled internally.

You can contribute to a better environment and a better world

Dell Powering the Possible applies the power of technology to discover cures for pediatric cancer, bridging the digital divide in education, fueling social entrepreneurship, and bringing relief in the wake of disaster.

This program encompasses our dedication to devoting time and technology to create a better future for all. From empowering youth, accelerating treatments for pediatric cancer, enabling entrepreneurship, and minimizing the environmental impact of IT, our teams love giving back to the communities in which they live and work. This includes being responsible for the planet, and at Dell we are proud to be recognized as one of the greenest IT companies in the world.

So if you want to make a real difference, and be part of a large growing business with a transformational agenda, entrepreneurial roots and a very strong cash position, come join Dell!

What we look for

- Integrity and Trust - Team members who 'do the right thing' and have courage to speak up
- Intellectual Capacity - openness to learning, understanding and solving problems
- Drive For Results - Team members with a 'can do' spirit
- Adaptable - Team members who respond and adjust

Our core values

Delivering Results that Make a Positive Difference: We deliver technology solutions that make a positive difference in People's lives, strive to make technology more accessible to all & we curiously look for smarter ways to get things done.

Leading with Openness & Optimism: We value different perspectives b/c we believe everyone can contribute. We focus on honest & practical communications with our Customers, Partners & Team Members. We listen carefully & take action to deliver efficient real world solutions.

Winning with Integrity: We operate legally & ethically, contributing our time, technology and know-how to improve the communities where we work & live. We are committed to growing our business, helping customers succeed in ways that benefit the environment & society.



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Company facts

- Annual Revenue: \$61B in FY 11
- # 41 on Fortune 500
- 108,000 Team Members Worldwide
- Operate in over 190 countries with strong collaboration across global teams
- 95% of Fortune 500 companies do business with Dell
- 10 Mil Small Business served by Dell
- 100% of G20 governments choose Dell
- 2 Bil conversations with our customers each year

You can add value in an entrepreneurial culture

- We operate in a highly collaborate manner with opportunities to contribute your ideas and suggestions via internal social media, participation in project teams (that are often global in nature), as well as regular 1 on 1's with your leader
- Innovative, break-through thinking is highly encouraged and in some cases funded.

You can operate in a diverse and inclusive culture where reward is linked to ethical results

- Dell is very much a meritocracy where compensation tied directly to performance
- Team Member performance is calibrated on an annual basis against peers and rewards allocated accordingly. We operate a sales commission plan for sales team members and an Incentive bonus plan for all other team members. We provide very competitive benefits customized by market
- Tell Dell - Annual Team Member opinion survey to provide feedback. Leaders use this feedback to help shape future business decisions.
- Committed to open dialogue through social media forums, including a microblog, Chatter, (similar to Twitter), and blogs
- We have a number of Employee Resource Groups - communities of team members with common interests such as generations, gender, ethnicity, lifestyle, sexual orientation or abilities. Groups are aligned with our strategic business and people strategies, and our CEO chairs our global Diversity council.
- Industry influencers recognize Dell's achievements, including:
 - Named on Diversity Inc's Top 50 companies for diversity
 - Top 25 leader for Diversity & Inclusion by Racing Toward Diversity
 - Top 20 list of America's Top Corporations for Women's Business Enterprises by the WBENC
- Connected Workplace - our strategic business initiative to create a highly mobile, collaborative and flexible work environment - encouraged in many functions

You can develop and grow

- We invest in our people - Every year thousands of our team members take advantage of growth opportunities by moving into new roles, getting involved with a mentor,

networking, attending formal training, and obtaining new certifications.

- Dell Offers a series of Leadership Development programs for Executives, Experienced Leaders and Leaders who are new to Leadership.
- Mentor Connect-Brings together Mentors and Mentees
- On-going training courses can be accessed through My Learning.

You can contribute to a better environment and a better world

- 1st to ban the export of e-waste to developing countries
- 1st to offer free global recycling for consumers
- Top 5 Newsweek's Greenest Companies in America for 3 years running
- In FY11, Dell Team Members from 32 countries contributed 171,000+ volunteer hours reaching more than 1,500 charities across the globe



Candidates can search for opportunities with Dell across the globe at jobs.dell.com

Company strategy

Today's Dell is a customer-inspired end-to-end solutions provider. One that has evolved from a PC manufacturer to a true IT solutions partner - one that offers a differentiated view of the enterprise. Our growth strategy revolves around three strategic business pillars:

- Efficient IT Solutions: Approaching IT solutions in a fresh, new way. Believe in giving customers choice, not locking them into proprietary architectures. We call this open, capable and affordable computing.
- End-User Computing: Delivering solutions that are flexible, mobile, virtualized and secure - anytime, anywhere, over any device.
- Long-term Value Creation: Focused on the long-term - balancing liquidity, profitability and growth.