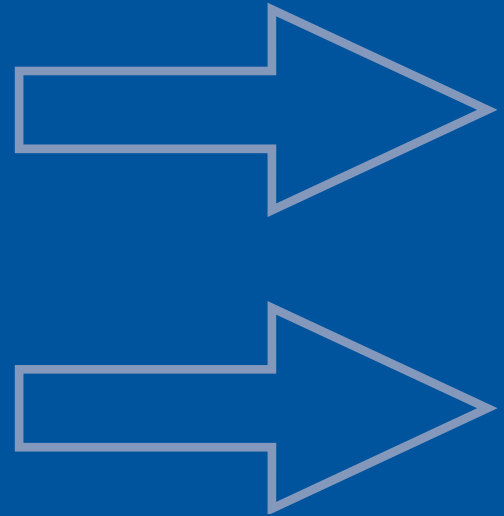


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future here

pitney bowes

If you feel your future may be at  
Pitney Bowes, we want to hear from you.  
We invite you to check out our Web site  
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DIGITAL MAILING SYSTEMS > INTERNET POSTAGE > MAIL TRACKING > PRINT STREAM ENGINEERING > ONLINE MAIL CENTERS > ENHANCED MAIL SECURITY > PRESORT SERVICES > DATA CLEANSING > WORKFLOW AUTOMATION

DIGITAL DOCUMENT DELIVERY > BUSINESS RECOVERY SERVICES > MULTI-CARRIER SHIPPING MANAGEMENT

CUSTOMER COMMUNICATION MANAGEMENT

# a dynamic company... an exciting future

Pitney Bowes applies intelligent technology and process improvements to transform mail and documents into powerful tools for advancing business. Our customers range from Fortune 100 corporations to small businesses — any company that relies on effective communication to drive growth, reduce costs and get closer to its own customers. The Pitney Bowes brand promise — Engineering the flow of communication™ — describes what we do for these customers every day. We provide software, hardware and services to manage mail and documents across their lifecycle, from creation and production to distribution, receipt and response tracking.

You'll feel energized by the dynamic atmosphere at Pitney Bowes. We are the leader in mailing systems — the industry we invented — yet we're constantly pursuing new roads to growth through technological innovation and a deep understanding of our customers' needs. This forward momentum puts us in an elite group of companies that have transformed themselves from good to great, says Jim Collins, in his book *Good to Great: Why Some Companies Make the Leap...and Others Don't*. Our vision of Pitney Bowes' role in the \$250 billion global mail and document management market is big, important and exciting. And you can be part of it.

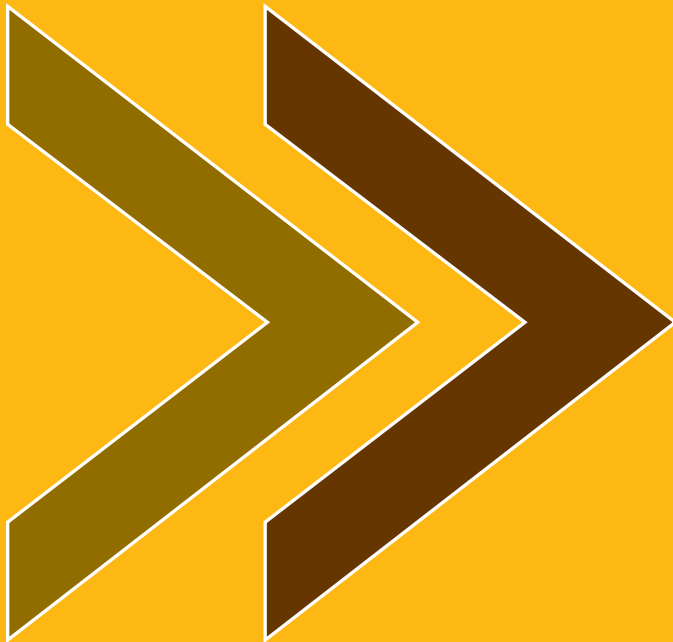
# where the foundation is strong

Nearly \$5 billion in annual revenues. A respected brand. Two million customers worldwide. A global workforce of 33,000. Operations in 130 countries. A business model that generates strong cash flow, sustainable growth and a dependable dividend yield. Pitney Bowes offers all the advantages of working for a large, established and financially strong company.

Would you rather work for a nimble, entrepreneurial start-up or an enterprise that has the proven strength to compete and endure? At Pitney Bowes you will find the best of both worlds: a technologically driven company determined to remain a leader in the 21<sup>st</sup> century, but one that is built on a foundation of solid returns. Our financial strength instills confidence, but leaves no room for complacency. As a member of our team, your individual drive should meet or exceed our ambition as a company.



# innovation counts



Pitney Bowes leads in break through technology for managing mail and documents through their life cycle. With 3,500 patents in areas such as mail production and processing, encryption, shipping and secure cell phone payments, Pitney Bowes consistently ranks among the companies receiving the most new patents each year.

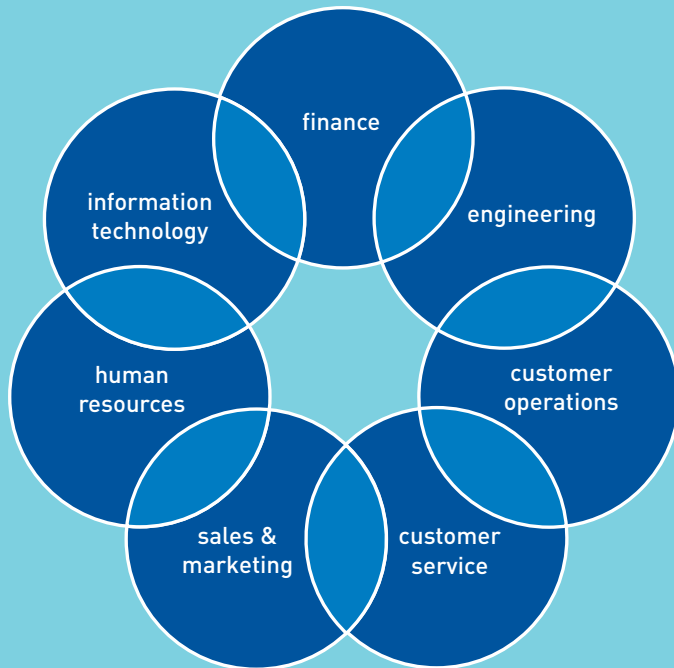
Our customer-centered, multidisciplinary approach to innovation takes cross-functional teams to customer workplaces, where we listen, observe and study the flow of communications. We then apply big ideas and new technologies to create practical solutions for the customer challenges we understand today and those we anticipate tomorrow.

As a Pitney Bowes employee, you'll work with smart people: engineers, inventors, workplace anthropologists, technology experts, marketers, salespeople and administrators. Among our ranks is one of the hundred or so people in the world who hold more than 100 U.S. patents.

In our problem-solving culture, you will find inspiration to think creatively and work with others to pursue your ideas for faster, more effective, more efficient communications and processes. If your breakthroughs prove significant, you may be recognized through one of the many Pitney Bowes programs designed to honor innovation.

# talent is nurtured

## PITNEY BOWES EMPLOYEES BY FUNCTION



The “talent mindset” at Pitney Bowes reflects our commitment to attracting and retaining the very best people — people who will contribute to our overall success. We want the right people with the right skill sets in the right jobs, and we want them to continuously learn, develop, improve and expand their potential. To manage talent we invest in three key areas: selecting new employees and bringing them on board, training and developing them, and engaging them throughout their careers. We’re especially interested in identifying future leaders early on and giving them the knowledge and experience they need to excel. Fostering the success of our people fosters the success of Pitney Bowes. In fact, Pitney Bowes ranked among the Top 20 in leadership development among 300 major U.S. companies surveyed by *CEO Magazine* and Hewitt Associates.

At Pitney Bowes, you own your career. When you accept a position, you’ll embark on a New Employee Journey that will help you understand the company and your role in it. During your career with us, you can join the thousands of employees who have enrolled in hundreds of courses through the PB Learning Center, taken advantage of tuition reimbursement for job-related education and used intranet tools to post their resume and check for internal opportunities. Our new CareerPower™ Web-based course will even give you a self-paced program of assessment and planning activities that help you understand your career preferences and find ways to realize your goals.

# and performance is rewarded



Pitney Bowes recognizes people's performance through merit increases, incentives and recognition programs. We measure performance based on results achieved, behaviors exhibited in achieving results, and evidence of continuous improvement and adaptation to change. In our view, promotions based on individual performance are the basis of real growth in pay. We always strive to create new opportunities for employees who do well. Over half of mid- and senior- level positions are filled internally.

At Pitney Bowes, we offer a flexible package of competitive benefits adaptable to different life stages and lifestyles. By doing your job well and exceeding expectations set by your manager, you will gain the chance to improve your earning power and be considered for advancement. We strive to recognize exceptional performance through programs such as Rapid Rewards and the PB One Award honoring employees whose entrepreneurial spirit exemplifies the Pitney Bowes vision.

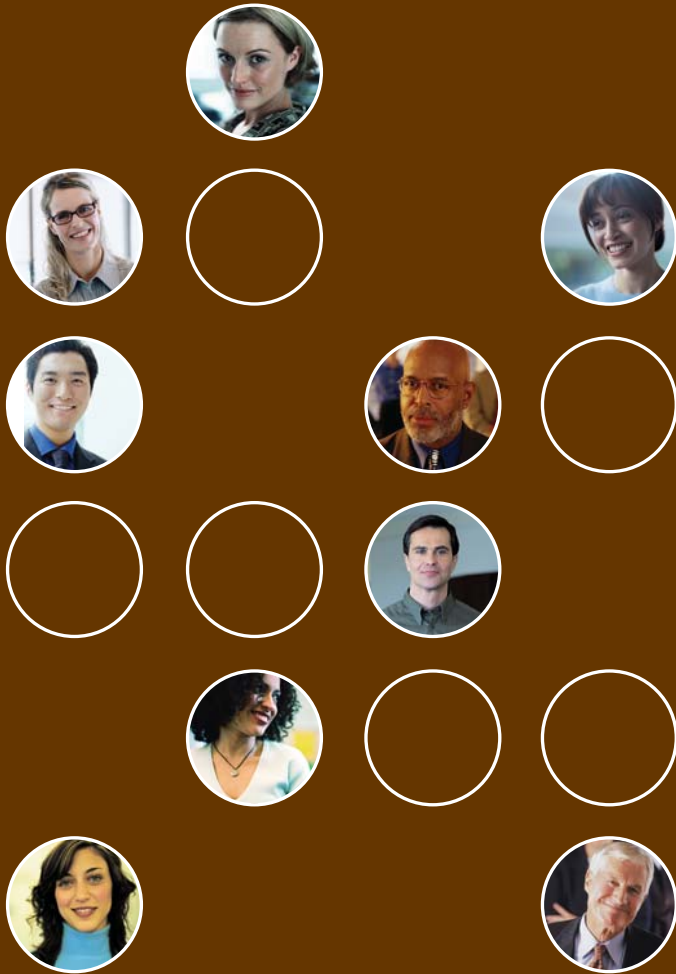


# people like what they do

At Pitney Bowes, we know that people who feel respected, challenged and appreciated are more likely to deliver customer and shareholder value. That's why research shows that companies that have highly engaged employees outperform those that don't. In our employee surveys, people tell us they like the friendly environment and their coworkers, the company's commitment to ethics and diversity, the flexible benefits package, and the interesting and challenging work.

Pitney Bowes will strive to respect your individual needs while fulfilling our commitment to our customers. We expect a lot from our employees, but we believe the most productive people live a healthy, balanced life. You will find that we offer many programs designed to promote your health and well-being and to help you meet your personal challenges as well as your professional ones. Your job is important to us, but your spirit is too.

# where diversity is celebrated



Diversity is not simply an initiative for Pitney Bowes; it's the foundation of our company's success. Since our earliest days, we have believed that the best way to generate new ideas, make better decisions and create a more productive environment is to draw from a wide variety of views. Our workforce and our management team reflect the diversity of the communities where we do business. Pitney Bowes consistently ranks high in studies of corporate diversity, where results are based on metrics ranging from employee demographics to the use of minority-owned suppliers.

Working for Pitney Bowes, you will be respected for who you are, for your unique character, background and ideas. You'll interact with people of different backgrounds, cultures and lifestyles. You'll be evaluated by your contributions and performance, not by your gender, ethnicity, age or beliefs. You can feel proud to be part of a company whose attitudes and achievements in the area of diversity make it both an employer and a business partner of choice.

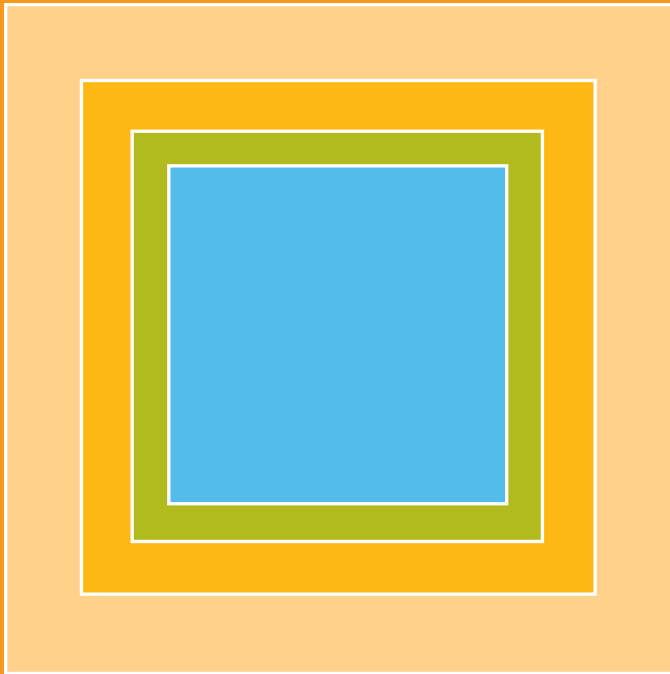


# honesty matters

Ethical behavior and integrity have always been hallmarks of Pitney Bowes. At every level of the organization, we aim to earn the trust of our customers, suppliers, colleagues and shareholders. The Board of Directors takes pride in its independence, its well-crafted governance practices and its oversight of company management and strategy. Senior management upholds their commitment to honesty and financial transparency. In our view, there's no higher honor than having a reputation for openness and good corporate behavior. We're pleased to have been recognized by the Society of Financial Service Professionals for demonstrating high ethical standards in how we conduct our business.

As a Pitney Bowes employee, you can depend on having lots of opportunities to ask questions and engage in dialogue. You will hear from senior management regularly in weekly voice messages and at Town Meetings held in various locations throughout the year. Employees have the opportunity to ask questions of Chairman and CEO Michael J. Critelli online. The Pitney Bowes Ethics Helpline provides employees the opportunity to ask questions about situations they are uncertain about — such as whether they can accept a gift from a supplier — and register concerns, with assurances of confidentiality, investigation and follow-up.

# and we take care of our communities



The strength of Pitney Bowes is tied to the vitality of the communities in which we live and work. Our concern for the world around us is evident in our philanthropic initiatives, which direct time, talent and financial contributions toward organizations that serve the community, particularly in the areas of literacy and education. Our concern for environmental protection and safety is apparent in our initiative for “greener” products and our reuse and recycling efforts, as a socially responsible company. Pitney Bowes consistently ranks among *Business Ethics* magazine’s list of 100 Best Corporate Citizens.

Working at Pitney Bowes, you will be encouraged to get involved with community activities to help others, protect the environment and enhance your own leadership, team-building and technical skills. The Dollars for Doers program leverages employee volunteer efforts with corporate cash and materials grants to the organizations they support. An annual giving campaign encourages employees to pledge their time and money to build stronger communities. Our matching gift program increases the value of your charitable contributions by 50 cents to every dollar given.