

# Why work at IBM Zurich Research Lab?

A summary of benefits and  
additional values for IBM employees

# Summary of benefits and additional values for IBM employees

- The Zurich Research Laboratory
- Job opportunities
- Development and education
- Social security and well-being
- Recognition and awards
- Cash compensation
- Fringe benefits
- Mobile working
- Working together
- IBM means.....

# The Zurich Research Laboratory

- World-class research in a stimulating, multicultural environment (> 30 different nationalities) at a company dedicated to technology leadership
- Outstanding place for outstanding people to work
- Commitment to diversity
- The Lab cultivates close relationships with academic and industrial partners
- It is part of the Lab's mission to keep abreast of technical fields in which Europe is the global leader

# Job opportunities

- Two ladder career path: Professional & management careers having the same value
- Individual Development Plans (IDP)
- High focus to keep and improve employees' market value
- Worldwide defined professions, position levels and promotion criteria
- Work with international teams
- International assignments / Technical Rotational Program
- Mentoring
- All internal open jobs are visible

# Development and education

- Individual Development Plan (IDP): to develop a career plan and identify learning requirements
- Special development focus for higher positions (technical and executive resources)
- Great variety of technical and personal development courses
- Courses for new employees
- Tuition refund: contribution to personal education courses/events, up to 75% of costs
- Special courses for high-potential candidates (MBA - e-learning and classes, academies etc.)
- Contribution to German courses for spouses

# Social security and well-being

- Pension plan - defined contribution scheme (Beitragsprimat)
- Phased retirement program
- Hospital plan
  - ƒ Attractive savings affecting private or semiprivate hospital insurance
  - ƒ Value depending on family situation (approx. CHF 600 for adults, CHF 250 for children per year)
- Accident Insurance
  - ƒ Premiums for job-related as well as for non-job-related accidents paid by IBM
- Preparation for retirement
  - ƒ Contributions to courses and events
- Contributions to well-being activities

# Recognition and awards

- Different types of awards
  - f For exceptional technical work or for exceptional effort and effectiveness
  - f Global Technical Recognition awards, Bravo!, Night on the Town, Dinner for Two, etc.
- Restricted Stock Units (RSUs)
  - f For employees with the greatest potential for the most sustained impact on the business over time
- Recognition of years of service

# Cash compensation

- Basic elements
  - ƒ Base salary
  - ƒ Growth Driven Profit-sharing
- Salary increase plan
  - ƒ Based on salary surveys and benchmarking with competitors
  - ƒ Executed on individual basis

# Fringe benefits

Employee stock purchase program

- ◆ 5% discount of IBM stocks (up to 10% of salary payments)

f Leave of absence programs (sabbaticals etc.)

f Sickness and accident income plan (beyond legal requirements)

f Relocation program

f Railway half-fare season ticket

f Family Service: Support in the areas of Childcare, Homecare and Eldercare

f Bonus for recommending new employees

f Special conditions for insurance (Züri Connect)

# Mobile working

- Working when and where you are most efficient
- Home terminal program (broadband)
- Advanced IT infrastructure

# Working together

- Open flow of information
- Culture of trust and confidence
- Working in international teams
- Environment that encourages creativity and innovation
- Employee relations, social activities
  - f Personnel Commission (PEKO)
  - f Feedback channels: Opinion survey, Speak-up!, Open Door
  - f Hobby Club
  - f Recreation room
  - f Children's party
  - f Get-together events (aperos, art openings, etc.)

# IBM means.....

- IT solutions and services as core competence
- Significant investments in research and development
  - f Innovative technologies, products and services
  - f Knowledge of employees is the key asset
  - f Continuous personal development and learning
  - f Challenging customer relations
- Work-/Life-Balance
- Innovative working concepts
- Extensive Intranet to be independent from time and place