

Why work at IBM Zurich Research Lab?

**A summary of benefits and
additional values for IBM employees**

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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**
- **2-week German language intensive course**
- **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
 - f* Attractive savings affecting private or semiprivate hospital insurance
 - f* Value depending on family situation (approx. CHF 600 for adults, CHF 250 for children per year)
- Accident Insurance
 - f* Premiums for job-related as well as for non-job-related accidents paid by IBM
- Preparation for retirement
 - f* 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**

- f* **Base salary**

- f* **Growth Driven Profit-sharing**

- **Salary increase plan**

- f* **Based on salary surveys and benchmarking with competitors**

- f* **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**