May 24, 2018

As we discussed, IBM is making changes to our organization to position our company for the future.

As we shift to higher-value offerings and have grown in certain areas, our need for skills in other areas has declined. Increasingly deeper technical skills are required, based on what our clients need. As we become a more cognitive business, we are restructuring operations for speed and simplification.

Because of these changes, there will be a resource action which affects your employment.

While being identified for a permanent layoff can be challenging, it may also be an opportunity to take your career in a different direction. That's why IBM is offering several alternatives for you to consider as you make this transition. All include one-on-one support from Right Management, whose career transition professionals can help you identify open positions (inside and outside of IBM), match your skills and experience to available opportunities, and assess whether one of the offerings is right for you.

Here are the alternatives:

- A comprehensive separation benefits package, including a 90-day paid working notice period before your last day at IBM, a cash payment, subsidized medical coverage, retraining assistance and career counseling.

- Tech Accelerator Bootcamp training, fully paid by IBM, to help you build specialized skills in new and emerging technical disciplines such as data science, web development and more.

- The IBM Encore Fellows Program that connects those interested in building careers in non-profit, social-purpose organizations with volunteer opportunities that enable them to apply their professional expertise and experience.

You'll find detailed descriptions of these alternatives in the attached Resource Action Information Package for Employees, including more information about the IBM separation benefits you're eligible to receive. You'll see that the terms for the Tech Accelerator Bootcamp training and the IBM Encore Fellows Program differ from those in the separation package.

In particular, be aware that you must apply and be accepted within 30 days to participate in the Tech Accelerator Bootcamp or IBM Encore Fellow Program. And, while you may apply for IBM positions, either as a participant in one of the offerings or during the working notice period, IBM won't displace another IBMer to place you in that role (called "bumping" rights). Please read these materials carefully.

As you consider your next move, we strongly encourage you to contact a career transition specialist at Right Management as a first step. These professionals, who are well-versed in the transition alternatives