



At IBM we believe it's important to reward our employees through more than just financial incentives.

We believe it's important to not only provide a dynamic and innovative work environment but that it's also essential to have a wide range of employee benefits in place to help our employees achieve their best, both professionally and personally. The range of benefits we offer are grouped under the four broad categories of 'Your Money', 'Your Career', 'Your Life' and 'Your Health'. This reflects our commitment to helping you build a rewarding career and balanced lifestyle, with the opportunity to make a real difference through your work. When you consider the range of comprehensive benefits we offer, it all adds up!

Some of the benefits we offer regular employees include:

Your money – employee benefits

- **Bonus program** - Eligible employees may participate in a bonus program which rewards individual performance and gives employees the opportunity to share in the organisation's success. The greater the success of IBM, the greater the reward.
- **Employee referral program** - IBM is always on the look-out for talented people to join our team. Employees can earn up to \$4,000 if they refer a successful applicant for a position.
- **Blue Horizons discount program** - Discounts on restaurants, entertainment, shopping, travel and accommodation, as well as special deals negotiated with a variety of providers.
- **Salary continuance insurance** – Insurance coverage which provides a regular income payment which is payable should an employee be unable to work in their usual occupation for an extended period due to illness or injury.
- **Car Plan** – The IBM in Australia Car Plan offers all regular employees a variety of vehicle leasing options.
- **PC discounts** – The Employee Purchase Program allows employees (and retirees) of IBM Australia, their family members or friends to purchase IBM and Lenovo in-house products at a discounted price.
- **Qantas Club discounts** – regular and fixed term hire employees are eligible for a discount on airline club membership.
- **Awards to recognise high performers** - IBM believes in recognising employees who go that extra mile to deliver above and beyond what is expected and has a wide range of monetary awards to reward high performers.

Your career - training and development opportunities to help you reach your goals

- **Associate Development Program** - A one-year development program specially designed for graduates who join IBM. Features on-line and classroom training sessions, networking events, a facilitated mentoring program, social activities and more.
- **Management Development** - Managers are critical to IBM's success and our belief is that learning is on-going so our management development program covers emerging leaders through to the most senior executives.
- **Structured career development** - A wide range of professional development tools and options including e-learning courses, workshop sessions, classroom education, job shadowing, secondments and overseas placements to help employees expand their skills and career horizons.
- **Mentoring & coaching program** – Sharing knowledge as part of an employee's skills development and career advancement is critical to IBM's strategy. New employees have access to mentoring and coaching to help support them in meeting their business goals and for planning their IBM careers.
- **Inferno recognition event** - a highly prestigious recognition event for IBM graduates who are high performers and show leadership early in their careers.
- **Academic learning assistance** – Assistance enabling employees to pursue additional academic qualifications and accreditations with financial support from their business unit through reimbursement of tuition fees and other expenses on successful completion of approved education courses.

Your life - programs to help you achieve the right balance between your work and life

- **Diversity at IBM** - Diversity at IBM is about creating a workplace that includes everyone and excludes no one. Within IBM, the principles of diversity and inclusion extend beyond issues related to race, gender or physical disabilities and include differences such as culture, lifestyle, age, religion, sexual orientation and marital or economic status. To ensure our people can contribute at the highest possible level, IBM insists on a workplace that is free of discrimination and harassment and full of opportunity for all people. Diversity communities include: Disability, Gay, Lesbian, Bisexual & Transgender, Asian, Women in Technology and Flexibility.
- **Flexible work options** - Job sharing, working from home and part time employment are just some of the flexible options that IBM offers, subject to management approval.
- **Parental leave** - 12 weeks paid parental leave and up to an additional 40 weeks of unpaid leave for the primary care-giver.
- **Self-funded leave** – IBM gives the opportunity to take up to 4 weeks of self-funded leave in a 12-month period, in addition to other leave entitlements and subject to management approval. Your salary is recalculated so that you can receive a steady income throughout the year so the cost of the purchased leave is spread across the entire year.
- **Leave of absence** - Employees may apply for a career break of up to 12 months to allow time for travel, study or care for family.
- **On Demand Community** – This is IBM's on-line volunteering community, which matches volunteers with community projects and rewards volunteer hours with funds or technology donations to people's chosen charities.
- **Great Place to Work** - Employee-led committees organise a range of activities that provide opportunities for employees to have fun and socialise. Activities include family days, movie nights, fund raisers and networking mixers.

Your health - innovative health and well-being programs

- **Annual health assessments** – Health assessments are conducted on-site at IBM locations by trained professionals to help employees minimise the risk of illness.
- **Free flu vaccinations**
- **Online health portal - fitness2live** – This is a program developed by leading Australian health professionals to provide an interactive and personalised service to help employees reach their health and wellbeing goals.
- **On-site health programs** - Various health programs which operate at different IBM sites and include yoga, meditation and exercise boot camp.
- **Employee Assistance Program (EAP)** – EAP is designed to provide support to IBM employees and their immediate family members via a free confidential counselling phone service which is available 24/7 to discuss personal, work or financial issues.

Did you know IBM Australia has won a number of awards including...

- Prime Minister's Awards: Excellence in Community Business Partnership 2006
- Gold Ranking in St James Ethics Corporate Responsibility Index for 2006
- 2008 EOWA Employer of Choice for Women -- 8th year in a row
- DEWR Employer Champion for Mature-Age Workers
- Diversity@Work Employment and inclusion of Mature-age Workers Award
- Deafness Forum Highly Commended Award
- Diversity@Work Employment and Inclusion of people with a disability award



Please note. Some of the benefits listed above do not apply to both countries. For a full list of NZ benefits, please ask your IBM contact in the recruitment process.