Project Match Frequently Asked Questions (FAQs)

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We will continue to publish updates and additional questions and answers on this page, so check back periodically.

Project Match Overview

Q1. What is Project Match?
A1. Project Match is designed to help IBMers in the U.S. and Canada that are affected by resource actions in 1Q 2009 find internal opportunities in select growth market countries, as well as help with their relocation to those countries.

Should you accept a position in one of these countries, IBM offers some financial assistance to offset moving costs, provides immigration support, such as visa assistance, and other support to help ease the transition of an international move.

Please notify your manager immediately if you would like to be considered so you can start working with a Project Match team member to identify potential opportunities.

Q2. Who is eligible to participate in Project Match?
A2. Any IBMer in the U.S. and Canada, with satisfactory performance, who was selected to participate in resource actions in 1Q 2009.

Q3. How is Project Match different from the normal process of looking for positions within IBM?
A3. In general, employees participating in a resource action have 30 days to find another opportunity within IBM — either in their home country or in a growth country. Given the demand for skills in some growth market countries, Project Match provides...
interested employees with additional services to help find positions and relocate to those growth market countries.

Q4. Why is IBM offering Project Match?
A4. In order to compete in today's global economy, we need to have the right skills in the right place at the right time. IBM has opportunities for skills in growth market countries where we don't have opportunities in other countries. IBM would like to retain talented employees whose skills are in demand in other countries, but for whom we do not have current opportunities for in our major markets. In addition to offering opportunities for IBMers, this transfer of skills helps accelerate employees' time to productivity in growth markets, as they come into their roles with previous IBM experience.

Q5. Why should I consider participating in Project Match?
A5. There are many reasons Project Match might appeal to you. Here are a few to consider:

- Project Match helps you gain valuable global experience — a real commodity in today's global economy.
  - Depending on your career goals, experience in a foreign country could be highly valuable.
    - International experience may be a good way to broaden your horizons.
    - Professionals have the opportunity to transfer skills where they are needed in emerging markets.
- Project Match provides participating employees with some limited mobility assistance.
- Project Match gives you a real opportunity to travel to new and different places abroad, learn a new culture and gain experiences that last a lifetime.

Q6. If I accept a position in a Growth Market through Project Match, will I still be eligible to receive separation payments and benefits from IBM?
A6. No. Once you have accepted a position with IBM, you are no longer be eligible for separation payments or benefits under any IBM separation plan.

Q7. Who should consider Project Match opportunities?
A7. Admittedly, making a move of this magnitude won't appeal to everyone. However, it's appropriate for high-performing individuals interested in putting their experience to work developing IBM business in growth markets. If you are curious about the possibility of accepting a new position that entails moving to a growth market country while working on local terms and conditions, take this self-assessment as a first step to help you decide if a move is right for you.
Q8. How does Project Match differ from the Global Assignments and Immigration program?

A8. In general, International assignments and Short Term Foreign Service assignments last anywhere from a few months to a few years. When on an International Assignment or a Short Term Foreign Service Assignment you remain on your home country department payroll (U.S. or Canadian) in an inactive status and the host country "borrows" your skills for a predetermined amount of time. When that time is up, you simply return to work for your department in your home country. Net, global assignments of that nature are temporary. Project Match is not a short term assignment. You will separate from IBM U.S. or IBM Canada and become an employee of the growth country and enjoy all the benefits of becoming an IBMer in that country.

Q9. Where are the open job opportunities for Project Match?

A9. There are a host of opportunities available in the following global locations. Click on a country below to learn more about each IBM location.

- Argentina
- Brazil
- China
- Czech Republic
- Hungary
- India
- Mexico
- Nigeria
- Poland
- Romania
- Russia
- Slovakia
- Slovenia
- South Africa
- Turkey
- United Arab Emirates

Q10. Is there a reason these countries were selected for Project Match?

A10. These countries have been selected based on their dramatic growth and needs for talent, as well as potential favorable conditions for localization (e.g., ability to obtain work permits, living conditions).

Q11. Can any of these roles be done virtually from the home country, rather than moving to a growth market country?

A11. No. For a variety of reasons, each position is located in the country indicated. Most of the opportunities involve working in an IBM office or at a client site the majority of the time. In addition, there may be adverse tax consequences and other ramifications involved with working for companies without residing in that country.
Terms and Conditions

Q12. Will I remain an employee of IBM in my current country?
A12. No. Your employment relationship with your home IBM location will end. You will become an employee of the IBM location at local growth country terms and conditions.

Q13. What happens to the employee's employment status in the home country?
A13. Your employment relationship with your home country will end. If you are made a job offer through Project Match, upon successful acquisition of a work visa, you will be hired by the IBM company in the country extending the IBM employment offer.

Q14. What terms and conditions will apply to my employment in another country?
A14. Employees are hired in the growth country under the local terms and conditions (e.g., pay scale, banding, benefits) associated with the positions.

Q15. Is this a temporary move?
A15. No. Your employment relationship with IBM U.S. or IBM Canada ends and you become an employee of the IBM company in the country extending the employment offer.

Q16. If I accept another opportunity, will I still receive a separation package?
A16. No. Employees who accept another regular employment position with IBM, regardless of the IBM country, are not eligible for a separation package payout. Project Match offers employees a Project Match relocation package to help cover some of the relocation and start-up costs in the new country.

Q17. Will IBM cover my moving and living expenses?
A17. IBM will cover a portion of your relocation expenses.

Q18. Is there a minimum time commitment if I accept a position in another country?
A18. You will need to discuss the terms of your employment with the hiring manager either when you are interviewing or before you accept the job offer, should one be extended to you.

Opportunity Matrix: Overview of Opportunities (by country)

Q19. Is there a listing of jobs or skills that are needed in the countries that will be using Project Match?
**A19.** Yes. Please see the *Project Match Opportunity Matrix*. The summary page provides the number of open positions for each job category in each country. The country pages provide additional details, including the number of open requisitions, the total number of positions those requisitions translate to, hot skill needs, language requirements and other information that you may find helpful.

Visit [Global Opportunity Marketplace](http://www.ibm.com) to review the related open position(s). If interested, you may apply.

Please note the matrix is simply a snapshot of opportunities available at a point in time and that positions may be opening and closing on a daily basis.

In addition, Project Match team members can help you identify opportunities that may be a potential fit. In order to engage Project Match team members, you must let your manager know you are interested or you can send an email to the Project Match office: Project Match/Raleigh/IBM@IBMUS or Canada Project Match/Markham/IBM@IBMCA.

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**Detailed Processes**

**Q20. How do I indicate my interest?**

**A20.** Indicate your interest in Project Match to your manager. You can also contact your HR Partner or the Project Match team:

- Canada: [Canada Project Match/Markham/IBM@IBMCA](http://www.ibm.com)
- United States: [Project Match/Raleigh/IBM@IBMUS](http://www.ibm.com)

**Q21. If I am interested in Project Match, what steps must I take?**

**A21.** The following steps should be followed:

1. Let your manager know immediately if you are interested. This is key to engage the Project Match process.
2. Update your job role and skills through [PD Tool](http://www.ibm.com) within three business days.
5. If you have questions, contact: Project Match/Raleigh/IBM@IBMUS or Canada Project Match/Markham/IBM@IBMCA

For US employees, you or your manager should contact the US Project Match ID to
identify your interest. This will engage the Project Match team to help match employees with opportunities and to track progress. In Canada, you or your manager should contact the Canada Project Match ID to identify your interest — you will be contacted by a Project Match team member. Employees are strongly encouraged to apply to jobs of interest in these countries using Global Opportunity Marketplace.

Q22. How much time do I have to make my decision?
A22. Although each case will be different, it is very important that you make your decision in a timely manner. Your decision period should allow time for processing your paperwork before your scheduled separation date.

Q23. What if I don't get a job offer through Project Match prior to my scheduled separation date?
A23. If you do not receive and accept a job offer through Project Match before your scheduled separation date, you will leave IBM in accordance with the terms and conditions of the separation package previously provided to you.

Q24. What if I don't get work authorization prior to my scheduled separation date?
A24. Once you accept an offer of employment, the Hiring Manager will work with you and your current manager to establish a start date for your new job.

Q25. If I'm matched to a job and I decline, what happens?
A25. Declining a job offer made through Project Match does not affect your eligibility to receive the payments and benefits available to you under the terms of any separation plan in which you are participating.

Compensation and Benefits

Q26. What happens to my benefits?
A26. Once your employment with IBM in your home country ends and you begin employment abroad, you will be covered under the local benefits plans of the country where you are hired. To learn more about the benefit plans in the various countries, contact the project office directly via email (Canada Project Match/Markham/IBM@IBMCA or United States: Project Match/Raleigh/IBM@IBMUS)

Q27. How do I find out about the benefits coverage in the country where I'm considering employment?
A27. To learn more about the benefit plans in the various countries, contact the project
office directly via email ([Canada Project Match/Markham/IBM@IBMCA](http://w3-01.ibm.com/hr/global/projectmatch/faq.html) or United States: [Project Match/Raleigh/IBM@IBMUS](http://w3-01.ibm.com/hr/global/projectmatch/faq.html))

**Q28.** If I have money saved up in the IBM 401(k) Plus Plan program and I move to another country, what happens to my savings?

**A28.** U.S. 401(k) plus employee and IBM matching contributions stop upon separation but employee's vested balance is maintained.

**Q29.** If I am eligible for retirement, am I still eligible to participate in Project Match?

**A29.** Yes.

**Q30.** Will I need a medical exam or immunizations?

**A30.** Please ensure you review the [information on travel health](http://w3-01.ibm.com/hr/global/projectmatch/faq.html) and ensure required vaccinations for you and any accompanying dependents have been completed well in advance of departure.

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**Relocation**

**Q31.** What relocation costs will IBM pay?

**A31.** IBM will provide the following for eligible employees who accept opportunities in these growth market countries:

- Lump sum payment to offset relocation
- Limited Mobility support for moving and living
- Immigration/Work Visa Support
- Tax guidance/assistance
- Post Offer Host Country Support

**Q32.** Do I get to visit the country prior to deciding if I accept the position?

**A32.** If you choose to visit the country before accepting the opportunity, you can do so at your own expense — or you may discuss this with the hiring country manager. It will not be covered by Project Match funding.

**Q33.** Will IBM help me return to my home country in the future?

**A33.** No. This is not an assignment that includes moving assistance back to the home country. If you decide to return to your home country in the future, your relocation would be up to you, unless you find a position in IBM or another company that includes
For more information on Project Match
If you have questions, contact:
Project Match/Raleigh/IBM@IBMUS
Canada Project Match/Markham/IBM@IBMCA

Legal information
IBM reserves the right to amend or terminate Project Match at any time, for any purpose at IBM's sole discretion. Likewise, all benefits, plans, and programs described or referred to in these materials may be amended, modified, or terminated at any time and for any purpose. Determinations regarding eligibility for participation in Project Match or for receipt of any benefits available through Project Match are in IBM's sole discretion and the company's decision in any particular situation will be final.

Learn more about your host country
- Destination AP
- Destination CEEMEA
- Destination LA
- SiteServ

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**Additional tools and resources**

- **Self-assessment** — Assess your readiness for moving to a new country.
- **Going Global** — Insight on how to successfully interact with people from different cultures.