

# At IBM, outstanding people don't stand still.

**S**o you always thought IBMers were a bunch of blue striped suits with buttoned down minds. Nothing could be further from the truth.

They're movers and shakers. Energetic, ambitious and smart. People who know where they're going and get there fast. People with ideas who choose IBM because they know their ideas will be heard and put into action.

That's right. The winds of change are sweeping the vast corporate infrastructure of IBM. Today's IBM is a leaner, more streamlined operation that reacts more quickly. We've broken through the layers of bureaucracy to create a company that takes more risks... is closer to the customer... and encourages IBMers to speak up, challenge old ways of thinking and initiate new ideas.

This is not a company that simply rests on its past successes. We're sharing our blueprint for the future with both our staff and competitors.

We've become more robust, expanding with the marketplace... and even developing products that easily hook up with systems outside the IBM environment.

"I see unlimited opportunities for advancement at IBM... both in the technical and managerial ranks. We have our share of technical challenges and our share of the right people to meet them. Professionals who are committed to quality and excellence in all they do. And by the way, they know how to have fun too."

Alisa B. Eaker  
Manager  
Software Design/  
Development  
Research Triangle  
Park, NC

After all, we're the worldwide leader in communications. And with us communication begins right here. Where individuality is prized. Diversity applauded. And management is open-minded, progressive and responsive.

At IBM, you'll be at the heart of the information explosion. Right from the start you'll get all the responsibility you can handle. Work in small project teams with the newest computer-aided equipment. Involved in technologies that range from image processing to laser-fiber optics... from robotics and computer controlled



"At IBM I can be a systems engineer, marketing representative, education instructor, programmer, engineer, specialist or generalist... all with the same company. Where the people are high achievers with big dreams and tons of enthusiasm. Where not one day is the same as the next. I would not change it for anything in the world."

Ana Cruz Gonzalez  
Marketing Representative  
Hartford, CT

instrumentation to electron-beam technology and satellite transmission. Applying the latest information technologies... and working alongside some of the industry's brightest programmers, engineers and scientists in all fields.

You'll earn early recognition and have the opportunity for exposure to multiple projects. At IBM, no idea is too small to reach management's ear and get quick response.

You'll have plenty of room to grow because we're a company that promotes from within. IBMers have the option to move from one area to another... to relocate to a variety of sites... and to follow a career track along purely technical lines or into management. All the while moving up just as fast and as far as your talent will take you.

"The thing that gets me going the most is the possibilities, the endless possibilities. This is a company where I can, within reason, call my own shots about my future. If I want to develop a career as a top-level IBM manager, I can do that. If I want to become an IBM Fellow eventually, I can make that happen too. Career development at IBM is primarily the responsibility of the individual; the manager is there to facilitate and counsel. Having that degree of control over my own future career is exciting."

John W. Webster  
Communications &  
Systems Management  
Designer  
Research Triangle  
Park, NC



Your education doesn't end when you get a job at IBM. It just begins. Our training facilities are tops. And at every location, we sponsor numerous workshops, seminars, symposiums and lectures to keep you technologically fit. In addition, IBMers are encouraged to avail themselves of a wide variety of educational programs to enhance their present job performance, meet future challenges and achieve their long-range career goals.

At IBM, employees can take advantage of both general and job-specific training that include Graduate Work-Study, Resident Study, Special Studies Programs and Technical Sabbaticals which afford



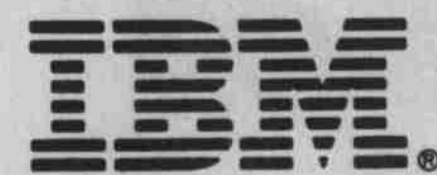
"The most exciting thing about IBM is that we're trying to be a different company than we were ten years ago, or even last year. There are opportunities for making change happen. I've had both increasing responsibility and increasing freedom as the years progressed, in an increasing variety of roles."

Steve Czarnecki  
Advisory Systems Engineer  
Owego, NY

technical leaders the opportunity to take on temporary assignments within or outside IBM.

And there's more. IBM encourages its family of professionals to exceed their own expectations. At all levels, IBMers may receive recognition and financial awards for outstanding contribution, innovation and technical achievement. Recognition coupled with the prestige of meeting and exceeding unusual challenges keep both IBM and its people growing and moving ahead.

Never has there been a more exciting time to join IBM. Every day we're growing and changing, keeping ahead of the most rapid technological changes. And this means greater challenge and fast-paced career mobility for you in development, programming, research, manufacturing or marketing. If you want to experience that sense of accomplishment and self-fulfillment that sparks new ideas and keeps you growing, step into IBM. You and your career will never stand still.



An Equal Opportunity Employer