

Phase 1 – TENTATIVE Proposed Hiring Timeline (New Graduate Targeting)

* Need to maintain aggressive hiring timeline to meet initial July 2009 delivery date

Timeline	Action Plan
<u>Phase 1- College Graduates</u>	This phase will be geared toward hiring college graduates with a May/June graduation date. Additional pipeline building for experienced hires also begins Jan 15.
Jan. 15, 2009	Create and assign ALL approved requisition(s) in Global OM. US Recruitment team engaged – req is qualified, posted on IBM.com, AccessDubuque.com, lowajobs.com, college portals and additional IBM affiliated external sources
Jan. 21 – Feb. 27, 2009	Coordination and execution of career days at targeted colleges. Begin receiving and screening/recruiting candidates.
March 2 – April 3, 2009	Interviewing of candidates by Hiring team (recommend multiple bi-weekly mass interview days)
April 6- 8, 2009	Make decision for “yes/no” for offers. Submit offer information.
April 9, 2009	Offers sent to Candidates – Offer cannot be extended until candidate has created profile on IBM.com, completed Application for Employment, and confirmation of hire eligibility obtained.
April 9-30, 2009	Decision from Candidates. Start Date Established.
<u>Phase 2 Begins - April 15, 2009</u>	This phase will be geared toward the aggressive recruiting and hiring of experienced candidates.
June 30, 2009	Pre-employment / On-Boarding Process Completed
July 1, 2009	New Hire Starts
<u>Ongoing</u>	Throughout this phase, we will be making offers as required. Offer dates are flexible based upon candidates’ interest and availability. These phases will be repeated and reevaluated as necessary to meet the Spring 2010 hiring targets.