

Should you wish to engage in activities outside the norm of traditional sightseeing, please reserve those activities for personal vacation after the CSC assignment has come to an end.

CSC participants play a very special role in the communities in which they serve. You will be receiving special attention and as such you are representing the IBM brand at all times. You must be aware that you may be photographed and such photos and your image may be published in media and social network sites both internal and external to IBM. You must conduct yourself in a manner that is reflective of IBM's Values and is in accordance with the IBM Business Conduct Guidelines. You must also follow the guidance of the local media and communications team when meeting with the press in country and upon your return. Please also see the IBM guidelines on social computing <http://w3.ibm.com/blog/guidelines.html>.

You must operate in a manner that reflects the highest standards of ethical conduct and in accordance with all laws, rules and regulations applicable to you. You will not offer, promise or make, directly or indirectly any payment for the purpose of improperly influencing (or including anyone to influence) decisions or actions of any official of a government controlled entity or public international organization.

During the post service phase of the CSC Program, all participants are required to participate in alumni related activities, up to a minimum of 10 hours, which may include making at least one presentation of their experience to an external organization and one presentation to an IBM business team in their home country. Other activities offered to alumni will be laid out upon your return and may include team facilitation, team mentor, application review, as well as other CSC related activities. You are also expected to participate in any communications opportunities that IBM develops. All CSC participants are required to complete the program evaluation and survey administered by, IBM and the NGO partner.

Just as with all IBM business, we will conduct our calls and develop all materials in English. However, one of the key opportunities of CSC is to polish your skills and ability to work in and learn from a cross-cultural team. You will need to monitor and enhance your communications skills and extend yourself to learn and practice the protocols of everyone's country.

We reserve the right in our discretion to cancel your assignment before it starts or to end your assignment early and have you return home.

Participant Signature, Date

1 / 22.01.2014