



IBM Kenexa Survey Advantage solutions combine behavioral science, web-based technology, and consulting services to collect employee insights and feedback, and improve work environments

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At a glance

IBM^(R) Kenexa^(R) Survey Advantage solutions help measure:

- Employee engagement: The motivation to go above and beyond expectations for the organization.
- Culture: The personality or feel of an organization and how things get done within the organization.
- People practices: The overall health of an organization's people practices, including engagement, enablement, management, leadership, culture, and fulfillment.
- Career progression: The barriers and accelerators to career progression for top performers from diverse backgrounds.

Order now

For ordering, contact your IBM representative. For more information, contact the Americas Call Centers at: 800-IBM-CALL (426-2255).

Reference: YE001

Overview

IBM Kenexa Survey Advantage solutions are unique in the industry and capitalize on decades of behavioral science expertise to transform how organizations collect and act upon employee perceptions to drive workforce performance.

Three new Kenexa Survey Advantage solutions augment the existing Kenexa suite of employee lifecycle services and cloud technology systems to help deliver precision to organizational performance and planning for improved business outcomes.

New Kenexa Survey Advantage solutions:

- Kenexa Survey Advantage Culture: An online employee survey containing a standard set of items that measures and defines the culture of an organization. The survey can examine two distinct elements of an organization's culture, personality, and performance.

- Kenexa Survey Advantage People Practices: An online employee survey containing a standard set of items that evaluates the overall health of an organization's people practices. The survey measures employee perceptions across six specific people practice dimensions, critical employee factors that have a direct impact on organizational effectiveness.
- Kenexa Survey Advantage Career Progression: An online employee survey containing a standard set of items that identifies the barriers and accelerators to career progression for top performers from diverse backgrounds in your organization.

The three new Kenexa Survey Advantage offerings join two existing offerings focused on employee engagement:

- Kenexa Survey Advantage Engagement (previously known as Kenexa Survey Advantage): An online employee survey, which contains a standard set of items that measures the level of engagement across an organization. The survey measures employee engagement, as well as the top drivers of engagement, allowing immediate and direct action planning. It has a number of optional offerings available so organizations can tailor the survey to its specific needs.
- Kenexa Survey Advantage Engagement Entry (formerly Kenexa Survey Advantage Entry): An online employee survey, which contains a standard set of items that measures the level of engagement across an organization. The survey measures employee engagement, as well as the top drivers of engagement, allowing immediate and direct action planning.

Kenexa Survey Advantage solutions are designed to help address the most critical element of sustained economic value for organizations, your talent. These solutions can help:

- Improve the effectiveness of talent acquisition programs.
- Increase employee skill utilization and career development.
- Decrease training, development, and hiring costs.
- Improve engagement, performance, and productivity.
- Lead to the retention of high-performing individuals.

In addition to the Kenexa Survey Advantage solutions, new parts are now available for IBM Kenexa Behavioral Assessments for Hourly Roles and IBM Kenexa Behavioral Assessments for Professional Roles to facilitate provisioning of assessments.

Key prerequisites

- Internet connection
- Browser

Refer to the [Technical information](#) section for additional information.

Planned availability date

June 30, 2015

Description

IBM Kenexa Survey Advantage Culture

Kenexa Survey Advantage Culture answers a critical question facing all businesses, "How do we ensure our organizational culture supports our business performance?"

Kenexa Survey Advantage Culture is an online employee survey containing a standard set of items that measures and defines the culture of an organization. The survey can examine two distinct elements of an organization's culture, personality, and performance.

- Kenexa Survey Advantage Culture - personality: Provides clarity regarding the pervasive, partially subconscious, and often unspoken code that gives the feel for an organization, such as what is it like to work here? The personality of an organization is measured in terms of twelve unique traits. These traits provide an overall understanding of who you are as an organization and provide a common language to understand the culture and make sense of why employees may behave as they do in this environment.
- Kenexa Survey Advantage Culture - performance: Provides an understanding of how things get done within an organization. Performance is measured with a series of cultural dimensions that will help leaders understand how effectively employees work within the culture and where there may be cultural barriers impacting performance.

Kenexa Survey Advantage Culture incorporates the two distinct elements of culture to help organizations understand and capitalize on the unique personality of their organizations. The goal of Kenexa Survey Advantage Culture is to provide organizations with a clear and concise summary of their culture, help organizations utilize these unique cultural elements to drive high performance, or implement change to better align cultural elements to performance needs.

Kenexa Survey Advantage Culture provides the options of additional scaled survey items, additional open-ended comment items, additional organizational demographics, additional demographic response options, emailing of unique survey links with demographics selected on the survey, emailing of unique survey links with demographics prepopulated on the survey, additional reporting logins, an executive summary, an interpretation guide, a survey champions coaching session, and raw data extraction.

IBM Kenexa Survey Advantage People Practices

Kenexa Survey Advantage People Practices answers a critical question facing all businesses, "How do we ensure our people practices support improvements in business performance?"

Kenexa Survey Advantage People Practices is an online employee survey containing a standard set of items that evaluates the overall health of an organization's people practices. The survey measures employee perceptions across six specific people practice dimensions, critical employee factors that have a direct impact on organizational effectiveness.

The people practice dimensions are:

- Engage: Motivation to go above and beyond expectations for the organization.
- Enable: Creating the right conditions for high performance.
- Manage: Executing strategy through people and process.
- Lead: Setting strategy and inspiring achievement.
- Culture: Understanding the pattern of behaviors that guides how work gets done.
- Fulfill: Creating meaningful work for the individual to maximize performance.

To provide leaders with a strong summary of their strengths and challenges, Kenexa Survey Advantage People Practices provides the following insight:

- Overall people practices score and people practice dimension scores: These scores are the cornerstone of the analysis and provide insight into the effectiveness of an organization's people practices and an indication of how they may be helping or hindering business success.

- Business lifecycle perceptions: An overview of where in the business lifecycle employees think an organization is and where they believe it needs to be in order to be successful.
- People practice dimension deep dives: A thorough review of each people practice dimension with implications and additional insights.

The goal of Kenexa Survey Advantage People Practices is to provide leaders with a research-based summary on where they should focus, invest, and improve in order to build a competitive advantage through their people.

Kenexa Survey Advantage People Practices provides the options of additional scaled survey items, additional open-ended comment items, additional organizational demographics, additional demographic response options, emailing of unique survey links with demographics selected on the survey, emailing of unique survey links with demographics prepopulated on the survey, additional reporting logins, an executive discussion, a survey champions coaching session, and raw data extraction.

IBM Kenexa Survey Advantage Career Progression

Kenexa Survey Advantage Career Progression answers a critical question facing all businesses, "How do we ensure our top performers can progress through the organization to impact business performance?"

Kenexa Survey Advantage Career Progression is an online employee survey containing a standard set of items that identifies the barriers and accelerators to career progression for top performers from diverse backgrounds in your organization.

Kenexa Survey Advantage Career Progression delivers comprehensive reporting and analysis, which allows organizations to develop a comprehensive strategy to retain their top talent. It highlights key areas for improvement and provides clear actions to drive change across three levels of your organization: individual employees, the immediate work environment, and organizational processes and culture.

Kenexa Survey Advantage Career Progression is founded in research and based on a validated framework, which identifies 11 key factors across 3 levels that affect career progression. The three levels are:

- The individual and the individual's career management behaviors.
- The individual's immediate work environment and access to important talent management resources.
- The wider organizational culture and processes.

Kenexa Survey Advantage Career Progression can also be used to assess readiness for change and track progress against existing initiatives. Kenexa Survey Advantage Career Progression is suitable for organizations of any size that have concerns about diversity of talent in their talent pool, have identified potential diversity and inclusion issues following an employee opinion survey, or want to gain a better insight into how to retain and develop their talent.

Kenexa Survey Advantage Career Progression provides the options of additional scaled survey items, additional open-ended comment items, additional organizational demographics, additional demographic response options, emailing of unique survey links with demographics selected on the survey, emailing of unique survey links with demographics prepopulated on the survey, additional reporting logins, an executive summary, an interpretation guide, a survey champions coaching session, and raw data extraction.

Section 508 of the US Rehabilitation Act

IBM makes no representation about the Section 508 status of the third-party electronic and information technology product in this offering. Contact the vendor for specific, current information on the Section 508 status of this product.

Reference information

Refer to Software Announcement [214-259](#), dated May 27, 2014, and Software Announcement [214-068](#), dated February 4, 2014.

Program number

Program number	Program name
5725-P17	IBM Kenexa Behavioral Assessments for Hourly Roles on Cloud
5725-P18	IBM Kenexa Behavioral Assessments for Professional and Managerial Roles on Cloud
5725-P25	IBM Kenexa Survey Advantage on Cloud
5725-P26	IBM Kenexa Survey Advantage Entry on Cloud
5725-W42	IBM Kenexa Survey Advantage Culture
5725-W43	IBM Kenexa Survey Advantage People Practices
5725-W44	IBM Kenexa Survey Advantage Career Progression

Offering Information

Product information is available via the Offering Information website

<http://www.ibm.com/common/ssi>

Also, visit the Passport Advantage^(R) website

<http://www.ibm.com/software/passportadvantage>

Publications

Contact your IBM representative for access to program documentation. Documentation and other program content may be supplied only in the English language.

Services

Software Services

IBM Software Services has the breadth, depth, and reach to manage your services needs. You can leverage the deep technical skills of our lab-based, software services team and the business consulting, project management, and infrastructure expertise of our IBM Global Services team. Together, we provide the global reach, intellectual capital, industry insight, and technology leadership to support a wide range of critical business needs.

To learn more about IBM Software Services or to contact a Software Services sales specialist, visit

<http://www.ibm.com/software/sw-services/>

Technical information

Specified operating environment

Hardware requirements

- A workstation that supports the browser being used
- A direct Internet connection

Software requirements

Contact your IBM representative or refer to the offerings' documentation or release notes.

The program's specifications and specified operating environment information may be found in documentation accompanying the program, if available, such as a readme file, or other information published by IBM, such as an announcement letter. Documentation and other program content may be supplied only in the English language.

Limitations

For additional information, refer to **Usage restrictions** in the [Terms and conditions](#) section of this announcement, or to the license information document that is available on the IBM Software License Agreement website

<http://www.ibm.com/software/sla/sladb.nsf>

Planning information

Packaging

This offering is delivered through the Internet. There is no physical media.

Ordering information

This product is only available via Passport Advantage. It is not available as shrinkwrap.

Product group: IBM Kenexa

Product: Kenexa Behavioral Assessments for Hourly Roles on Cloud (PID) 5725-P17

Product category: IBM Kenexa Assessments

Product group: IBM Kenexa

Product: IBM Kenexa Behavioral Assessments for Professional and Managerial Roles on Cloud (PID) 5725-P18

Product category: IBM Kenexa Assessments

Product group: IBM Kenexa

Product: IBM Kenexa Survey Advantage on Cloud (PID) 5725-P25

Product category: IBM Kenexa Survey Advantage

Product group: IBM Kenexa

Product: IBM Kenexa Survey Advantage Entry on Cloud (PID) 5725-P26

Product category: IBM Kenexa Survey Advantage

Product group: IBM Kenexa

Product: IBM Kenexa Survey Advantage Culture (PID) 5725-W42

Product category: IBM Kenexa Survey Advantage

Product group: IBM Kenexa

Product: IBM Kenexa Survey Advantage People Practices (PID) 5725-W43

Product category: IBM Kenexa Survey Advantage

Product group: IBM Kenexa

Product: IBM Kenexa Survey Advantage Career Progression (PID) 5725-W44

Product category: IBM Kenexa Survey Advantage

Passport Advantage

Description	Part Number
IBM Kenexa Behavioral Assessments for Hourly Roles on Cloud Hospitality Industry Location per Annum	D1IH5LL
IBM Kenexa Behavioral Assessments for Professional and Managerial Roles on Cloud Hospitality Industry Location per Annum	D1IH2LL
IBM Kenexa Behavioral Assessments for Hourly Roles on Cloud Website Access One-Time Set Up	D1IGLLL
IBM Kenexa Behavioral Assessments for Hourly Roles on Cloud Additional Website Access Set Up	D1IGMLL
IBM Kenexa Behavioral Assessments for Hourly Roles on Cloud Additional Website Access On-Demand Setup	D1IGNLL
IBM Kenexa Behavioral Assessments for Hourly Roles on Cloud Additional User Access Set Up	D1IGPLL
IBM Kenexa Behavioral Assessments for Hourly Roles on Cloud Additional User Access On-Demand Setup	D1IGQLL
IBM Kenexa Behavioral Assessments for Hourly Roles on Cloud Website Training Engagement Set Up	D1IGRLL
IBM Kenexa Behavioral Assessments for Hourly Roles on Cloud Website Training Engagement On-Demand Setup	D1IGSLL
IBM Kenexa Behavioral Assessments for Hourly Roles on Cloud Hospitality Industry Location per Annum	D1IH3LL
IBM Kenexa Behavioral Assessments for Professional and Managerial Roles on Cloud Website Access One-Time Set Up	D1IGULL
IBM Kenexa Behavioral Assessments for Professional and Managerial Roles on Cloud Additional Website Access Set Up	D1IGVLL
IBM Kenexa Behavioral Assessments for Professional and Managerial Roles on Cloud Additional Website Access On-Demand Setup	D1IGWLL
IBM Kenexa Behavioral Assessments for Professional and Managerial Roles on Cloud Additional User Access Set Up	D1IGXLL

Description	Part Number
IBM Kenexa Behavioral Assessments for Professional and Managerial Roles on Cloud Additional User Access On-Demand Setup	D1IGYLL
IBM Kenexa Behavioral Assessments for Professional and Managerial Roles on Cloud Website Training Engagement Set Up	D1IGZLL
IBM Kenexa Behavioral Assessments for Professional and Managerial Roles on Cloud Website Training Engagement On-Demand Setup	D1IH0LL
IBM Kenexa Behavioral Assessments for Professional and Managerial Roles on Cloud Hospitality Industry Location per Annum	D1IH1LL
IBM Kenexa Survey Advantage Culture Additional Demographic Response Access per Annum	D1IF4LL
IBM Kenexa Survey Advantage Culture Additional Open-Ended Comment Item Access per Annum	D1IF5LL
IBM Kenexa Survey Advantage Culture Additional Scaled Survey Item Access per Annum	D1IF6LL
IBM Kenexa Survey Advantage Culture Additional Reporting Login Access per Annum	D1IF7LL
IBM Kenexa Survey Advantage Culture Pre-populated Demographics Access per Annum	D1IF8LL
IBM Kenexa Survey Advantage Culture Participatant Selected Demographics Access per Annum	D1IF9LL
IBM Kenexa Survey Advantage Culture Pre-pop Participatant Demographics Access per Annum	D1IFALL
IBM Kenexa Survey Advantage Culture Raw Data Extraction Engagement Set Up	D1IFCLL
IBM Kenexa Survey Advantage Culture Raw Data Extraction Engagement On-Demand Setup	D1IFDLL
IBM Kenexa Survey Advantage Culture Executive Discussion Engagement Set Up	D1IFELL
IBM Kenexa Survey Advantage Culture SLA Service Level Agreement	D1IFFLL
IBM Kenexa Survey Advantage Culture Executive Discussion Engagement On-Demand Setup	D1IFGLL
IBM Kenexa Survey Advantage Culture Interpretation Guide Event Pay Per Use	D1IFHLL
IBM Kenexa Survey Advantage Culture Complete Eligible Participant Overage	D1IFTLL
IBM Kenexa Survey Advantage Culture Complete Eligible Participant per Annum	D1IG5LL
IBM Kenexa Survey Advantage Culture Personality Eligible Participant Overage	D1IGHLL
IBM Kenexa Survey Advantage Culture Personality Eligible Participant per Annum	D1IGTLL
IBM Kenexa Survey Advantage Culture Performance Eligible Participant Overage	D1IH4LL
IBM Kenexa Survey Advantage Culture Performance Eligible Participant per Annum	D1IH6LL

Description	Part Number
IBM Kenexa Survey Advantage Culture Additional Demographic Access per Annum	D1IH7LL
IBM Kenexa Survey Advantage People Practices Service Level Agreement	D1IFJLL
IBM Kenexa Survey Advantage People Practices Eligible Participant Overage	D1IFKLL
IBM Kenexa Survey Advantage People Practices Eligible Participant per Annum	D1IFLLL
IBM Kenexa Survey Advantage People Practices Additional Demographic Access per Annum	D1IFMLL
IBM Kenexa Survey Advantage People Practices Additional Demographic Respnsse Access per Annum	D1IFNLL
IBM Kenexa Survey Advantage People Practices Additional Open-Ended Cmnt Itm Access per Annum	D1IFPLL
IBM Kenexa Survey Advantage People Practices Additional Scaled Survey Item Access per Annum	D1IFQLL
IBM Kenexa Survey Advantage People Practices Additional Reporting Login Access per Annum	D1IFRLL
IBM Kenexa Survey Advantage People Practices Pre-populated Demographics Access per Annum	D1IFULL
IBM Kenexa Survey Advantage People Practices Participant Selected Demgrphcs Access per Annum	D1IFVLL
IBM Kenexa Survey Advantage People Practices Pre-pop Participant Demogrphcs Access per Annum	D1IFWLL
IBM Kenexa Survey Advantage People Practices Raw Data Extraction Engagement Set Up	D1IFXLL
IBM Kenexa Survey Advantage People Practices Raw Data Extraction Engagement On-Demand Setup	D1IFZLL
IBM Kenexa Survey Advantage People Practices Executive Discussion Engagement Set Up	D1IG0LL
IBM Kenexa Survey Advantage People Practices Executive Discussion Engagement On-Demand Setup	D1IG1LL
IBM Kenexa Survey Advantage Career Progression Service Level Agreement	D1IG2LL
IBM Kenexa Survey Advantage Career Progression Eligible Participant Overage	D1IG3LL
IBM Kenexa Survey Advantage Career Progression Eligible Participant per Annum	D1IG4LL
IBM Kenexa Survey Advantage Career Progression Additional Demographic Access per Annum	D1IG7LL
IBM Kenexa Survey Advantage Career Progression Additional Demographic Response Access per Annum	D1IG8LL
IBM Kenexa Survey Advantage Career Progression Additional Open-Ended Comment Item Access per Annum	D1IG9LL
IBM Kenexa Survey Advantage Career Progression Additional Scaled Survey Item Access per Annum	D1IGALL
IBM Kenexa Survey Advantage Career Progression Additional Reporting Login Access per Annum	D1IGBLL

Description	Part Number
IBM Kenexa Survey Advantage Career Progression Pre-populated Demographics Access per Annum	D1IGCLL
IBM Kenexa Survey Advantage Career Progression Participant Selected Demographics Access per Annum	D1IGDLL
IBM Kenexa Survey Advantage Career Progression Pre-populated Participant Demographics Access per Annum	D1IGELL
IBM Kenexa Survey Advantage Career Progression Raw Data Extraction Engagement Set Up	D1IGFLL
IBM Kenexa Survey Advantage Career Progression Raw Data Extraction Engagement On-Demand Setup	D1IGGLL
IBM Kenexa Survey Advantage Career Progression Executive Summary Engagement Set Up	D1IGILL
IBM Kenexa Survey Advantage Career Progression Executive Summary Engagement On-Demand Setup	D1IGJLL
IBM Kenexa Survey Advantage Career Progression Action Planning and Interp Guide Event Pay Per Use	D1IGKLL

For more detailed information regarding additional Kenexa part numbers, refer to Software Announcement [214-068](#), dated February 4, 2014.

Charge metric

Program name	Program number	Charge metric
IBM Kenexa Behavioral Assessments for Hourly Roles on Cloud	5725-P17	Access, Location , Engagement
IBM Kenexa Behavioral Assessments for Professional and Managerial Roles on Cloud	5725-P18	Access, Location, Engagement
IBM Kenexa Survey Advantage on Cloud	5725-P25	Eligible Participant, Access, Engagement
IBM Kenexa Survey Advantage Entry on Cloud	5725-P26	Eligible Participant, Access, Engagement
Product: IBM Kenexa Survey Advantage Culture	5725-W42	Eligible Participant, Access, Engagement, Event
IBM Kenexa Survey Advantage People Practices	5725-W43	Eligible Participant, Access, Engagement
IBM Kenexa Survey Advantage Career Progression	5725-W44	Eligible Participant, Access, Engagement, Event

Metric definitions

Access: Access is a unit of measure by which the IBM SaaS may be obtained. An Access is the rights to use the IBM SaaS. Customer must obtain a single Access entitlement in order to use the IBM SaaS during the measurement period specified in customer's Proof of Entitlement (PoE) or Transaction Document.

Eligible Participant: Eligible Participant is a unit of measure by which the IBM SaaS can be obtained. Each individual or entity eligible to participate in any service delivery program managed or tracked by the IBM SaaS is an Eligible Participant. Sufficient entitlements must be obtained to cover all Eligible Participants managed or tracked within the IBM SaaS during the measurement period specified in customer's PoE or Transaction Document.

Engagement: Engagement is a unit of measure by which the services can be obtained. An Engagement consists of professional or training services related to the IBM SaaS. Sufficient entitlements must be obtained to cover each Engagement.

Event: Event is a unit of measure by which the IBM SaaS can be obtained. Event entitlements are based on the number of occurrences of a specific event related to the use of the IBM SaaS. Event entitlements are specific to the IBM SaaS and the type of event may not be exchanged, interchanged, or aggregated with other Event entitlements of another IBM SaaS or type of event. Sufficient entitlements must be obtained to cover every event that occurs during the measurement period specified in a PoE or Transaction Document.

Location: Location is a unit of measure by which the IBM SaaS can be obtained. A Location is a single physical site corresponding with Licensee's business address for such physical site. Sufficient entitlements must be obtained to cover the number of Locations accessing the IBM SaaS during the measurement period specified in customer's PoE or Transaction Document.

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Refer to additional technical support information in the IBM Software as a Service Terms of Use document for the program.

Terms of Use

The program's Terms of Use and CSA Service Description document is available on the IBM Software as a Service Agreements website

<http://www.ibm.com/software/sla/sladb.nsf/sla/saas>

Limited warranty

If warranted, refer to the warranty as stated in the Terms of Use document or the Cloud Services Agreement for this offering.

Money-back guarantee

No

Volume orders (IVO)

No

Passport Advantage applies

Yes, and through the Passport Advantage website at
<http://www.ibm.com/software/passportadvantage>

Usage restriction

Yes. For additional information, refer to the License Information document that is available on the IBM Software License Agreement website
<http://www.ibm.com/software/sla/sladb.nsf>

Software Subscription and Support applies

No

System i Software Maintenance applies

No

Variable charges apply

No

Educational allowance available

Not applicable.

Statement of good security practices

IT system security involves protecting systems and information through prevention, detection, and response to improper access from within and outside your enterprise. Improper access can result in information being altered, destroyed, or misappropriated or can result in misuse of your systems to attack others. Without a comprehensive approach to security, no IT system or product should be considered completely secure and no single product or security measure can be completely effective in preventing improper access. IBM systems and products are designed to be part of a comprehensive security approach, which will necessarily involve additional operational procedures, and may require other systems, products, or services to be most effective. IBM does not warrant that systems and products are immune from the malicious or illegal conduct of any party.

Prices

Passport Advantage

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