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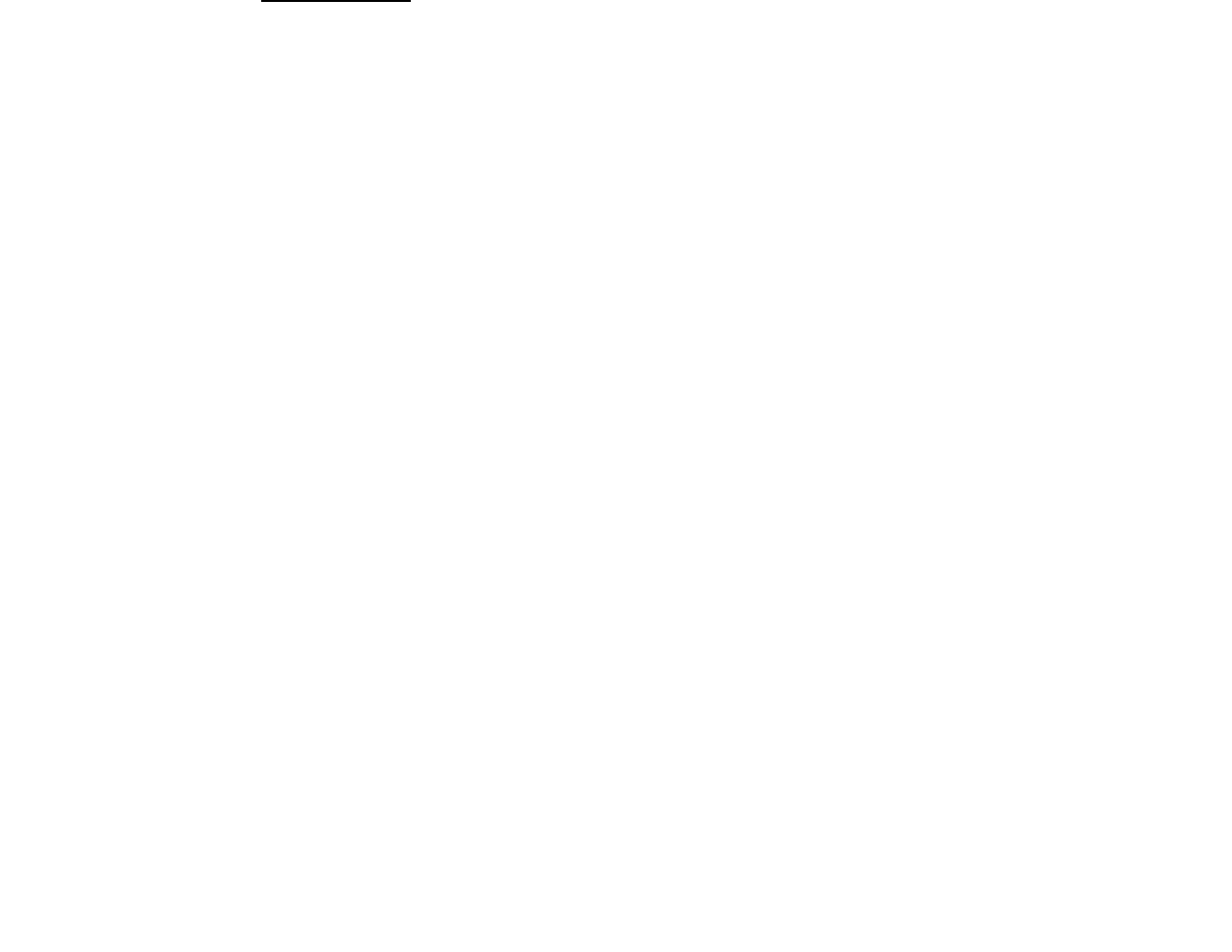
IBM®





Why would I want to work for System/390 in Endicott, New York?

Careers
Within S/390 Development



Personal Growth Through Teamwork

Endicott S/390 is an environment where you'll never stop learning. We build skills while working on real projects with real products. To help you gain experience and expertise, we allow you the opportunity to rotate through projects and products over time. You can move from one assignment to the next, and become familiar with the technologies and tools you need to form a solid skills base for your future.

- You can pick the starting point and choose the direction you want to go.
- You will have the freedom to operate in a way best suited to your own development and the freedom to work on a variety of products to broaden your skills.
- In each area, you will be paired with an experienced employee to act as your mentor.

You'll have ample opportunities to work on multiple projects, so you can build a diversity of skills to advance your career. We provide the latest hardware and software resources so our teams can deliver the best products at the best prices at the right time.



Directions



Directions from Route 17

- Take Exit 67- Endicott, Route 26 North.
- The exit ramp becomes McKinley Ave. Continue to the second light, and then turn right onto North Street.
- Go one block to the first light. Turn right onto Heritage Circle. The main entrance to IBM is through the glass lobby on your right.

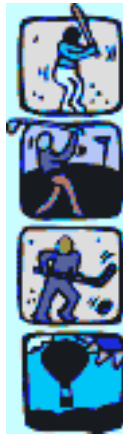
Living in Endicott, NY

Sports and Recreation

Binghamton boasts the BC Icemen hockey team and Binghamton Mets baseball team. The B Mets are a farm team for the NY Mets and have a modern stadium.

The Heritage Country Club offers discount rates for IBM employees. It has a fitness center featuring CYBEX equipment and free weights, swimming facilities, 9- and 18-hole golf courses, tennis, and much more for the active lifestyle.

Endicott boasts numerous local golf courses. The En-Joie Golf Course annually hosts the BC Open, a major PGA Tour event.



Culture, Education, and Entertainment

Tri-Cities Opera has been the cultural centerpiece of the Southern Tier of New York for almost 50 years. This regional opera company enjoys an exceptional reputation for its outstanding productions.

The Roberson Museum and Science Center includes a planetarium and offers classes in art and dance.

Nearby educational institutions include Binghamton University, Broome Community College, Cornell University, Syracuse University, and Rensselaer Institute of Technology.

The Spiedie Fest and Balloon Rally is a major Endicott event each year. (A spiedie is a local specialty, a grilled marinated meat sandwich.) The Hot Air Balloon Rally features multiple launches.

Location, Location, Location

Endicott is about 8 miles west of Binghamton, New York. It is in the Susquehanna Valley, just north of the Pennsylvania border. It has quick and easy weekend access to many of the premier attractions of New York and Pennsylvania.

- New York City - 3 hours
- Adirondack Mountains - 2 hours
- Catskills - 2 hours
- Finger Lakes - 1 hour
- Outlet shopping - 1-1/2 hours
- Tax-free clothing - **here**



Skills to Grow on

The Endicott S/390 Software Development Group uses state-of-the-art programming skills, Internet design skills, and technical writing skills to develop the products within our organization. When you join the Endicott S/390 team, you are taking an active role in shaping our products, services, and future. Critical skills include:

- Java
- C/C ++
- UNIX
- XML
- HTML
- Assembler
- Networking
- Database Programming
- User Interface Design
- Technical Writing
- Lotus Domino

The Operating Systems/Platforms

- Linux
- OS/390
- UNIX
- OS/2
- Virtual Machine (VM)
- Windows 95/98/NT/2000...

The New Technologies

Our work touches every aspect of the business, so you can build a sound technical base with involvement in emerging technologies. Endicott S/390 is involved in a wide variety of projects, such as:

- Networking Technology
- Operating Systems
- eBusiness Technologies
- Web Technologies
- Systems Management
- Distributed Security
- Distributed Directory
- Distributed File Services



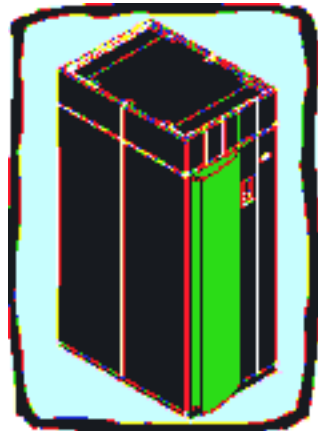
The System/390 Development Group in Endicott is the mainstay of mission-critical applications for IBM, and it maintains a key role in enterprise computing.

High-end System/390 servers have long been powerhouses for delivering very high levels of computing performance. These same strengths of availability, scalability, workload management, security, and reliability, joined with openness and ease of connectivity, make S/390 a logical choice to handle the fast-growing and unpredictable workloads of e-business.

Powerful Computing -- Parallel Sysplex

The new S/390 Parallel Enterprise Server has the highest processing power of any CMOS-based server.

It surpasses even the most powerful IBM bipolar mainframes nearly twofold, for a fraction of the cost. It is technologically robust, state-of-the-art, with flexible power to handle even the largest uniprocessor or single-image applications. S/390 can provide availability 24 hours a day, 7 days a week, 365 days a year. Linking multiple S/390 servers together with IBM's Parallel Sysplex® technology can achieve 99.999 percent availability —**less than five minutes of unplanned downtime per year** — to help meet business



operations without limits. And there is plenty of room for growth. As many as 32 S/390 servers, each with multiple processors, can be linked together in a Parallel Sysplex cluster to provide virtually unlimited scalability.

Hardware Management Console/Support Element (HMC/SE)

We develop the programming for the HMC/SE functions of IBM's family of S/390 servers. These functions provide system operation and maintenance capability through a user-friendly graphical user interface.

Let's face it: We all work for money. Besides a competitive salary, IBM has benefits to help you get the most out of your pay.

- **Stock Purchase**

Here's your chance to invest in a blue chip stock. You can use up to 10 percent of your pay to buy IBM stock at 85 percent of the lesser price between the market price and a predetermined price (reset every 6 months).

- **Tax-Deferred Savings Program (TDSP)**

Reduce your tax liability while building up a war chest to help you retire in style! You can defer up to 15% of eligible income. IBM contributes \$.50 for every dollar on the first 6 %, and matching funds are immediately vested.

Balancing Work and Personal Life

IBM provides a wide range of programs to help you balance the demands of your job with the needs of your family, including:

- High-speed home terminal connectivity
- Individualized work schedules
- Child-care and elder-care referral services
- Financial assistance for fitness programs and financial planning.



Continuing Your Education

Working for IBM means you never stop learning on the job. Additionally, IBM offers time off from work for courses and undergraduate and graduate study.

For More Information

For more information on IBM employment opportunities, visit our website: <http://www.ibm.com/employment>

For news and information about S/390, please contact our web site: <http://www.s390.ibm.com>

IBM Resource Link

System/390's network-centric computing environment provides powerful new ways to develop dynamic, interactive information systems. We are using these capabilities to benefit our customers by reducing the expense of printed books and making S/390 information more timely, accessible, and accurate.

Web Delivery

The printed book and online information on CD-ROM are no longer the only ways to deliver product information. The advent of the web has changed the paradigm of information delivery from static to dynamic. The changeover to web delivery saves time and money and provides two-way communication. We are using a web-centered approach to re-engineer information delivery for S/390 servers.

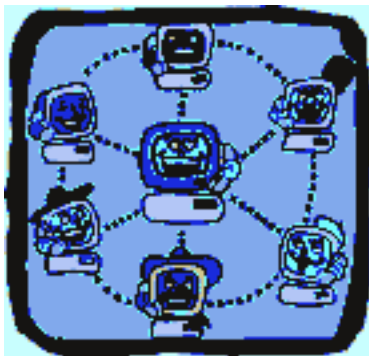
Documentation

We are migrating much of our existing hardcopy-based documentation and processes to the web, using S/390's strategic web-authoring and web-serving products, such as Lotus Domino. Lotus Domino gives us the flexibility to move beyond the book metaphor. It allows us to develop and deliver levels of richness and interaction in our information that we have never before achieved.

Other Information Services

Web delivery lets us offer new information services to our customers. "Information" is whatever satisfies our customers' information needs -- HTML, Adobe PDF and printable documents, multimedia, forms, and web applications. Besides documentation, we provide:

- Interactive planning for installation
- Education on ordered products
- Discussion databases to help with problem solving
- Confidential responses to questions and comments



Network Computing with S/390

Our Distributed Services teams develop leading-edge software that provides distributed security, directory, and file services. Distributed services allow complex networks such as corporate intranets to work together. They also provide the "middleware" that allows browsers and end-user applications to get to the "mission critical" data that resides on S/390.

With open systems environment, security incidents are increasing in number and magnitude, making security a key customer concern. These concerns in turn "drive" the IBM security strategy and architecture to deliver consistent security solutions for open, multi-vendor, distributed computing environments. The Endicott security teams provide many of these solutions including: identification and authentication (validating a user's identity), access control (verifying the user is allowed to access a file, method, etc.), and cryptography (data confidentiality, data integrity, non-repudiation)..



A directory is a data storage and retrieval mechanism. It has some of the characteristics of a database, a transaction processor, and a file system. Computer systems rely on directories to keep track of information related to users, security, configuration, programs, and many other things. In a distributed environment, the directory information may reside on many computers. A distributed directory "service" keeps all the pieces in sync. The Endicott directory team is responsible for providing the Lightweight Directory Access Protocol (LDAP).

The Distributed File Service (DFS) allows users to access and share files stored anywhere on the network without having to know the physical location of the file. Files are part of a single namespace. Therefore, no matter where in the network a user is, the file can be found by using the same name. Endicott's distributed file team provides DFS as well as support for Microsoft's Server message Block (SMB) architecture.

Each of these services provide Reliability, Availability, Serviceability, and Scalability that are unmatched in the industry. These characteristics are the strengths of OS/390 and are required by very large enterprises for their mission-critical applications and data. We are continually developing and acquiring the technology and skills to satisfy new requirements.

The OS/390 Operating System

Integrating systems-related functions and features reduces complexity. Reduced complexity makes OS/390 easier to plan for, install, use, and maintain. This lets customers divert more system and human resources from “the care and feeding of the system” to fulfilling real business needs.

OS/390 represents a broad and rich base of functionality, probably richer than any other computing environment. For example, OS/390 integrates a set of products that makes OS/390 the platform of choice to develop and run applications, including UNIX Systems Services applications and object-oriented applications. OS/390 also provides a set of distributed computing and LAN services. Also integrated are communication and security servers that manage secure interactions among workstations and enterprise servers.

The VM Operating System

VM/ESA is a high-performance, interactive operating system for IBM S/390 servers. VM/ESA supports today’s computing environment by providing a natural infrastructure for network computing, enabling participation in multi-system environments. This popular operating system is relied upon by various major corporations and organizations worldwide.

VM/ESA provides support for running multiple operating systems as guests of VM. For example, VM customers can run their OS/390, MVS, TPF, VSE, Linux for S/390 and/or other VM operating systems on the same VM system running CMS and other application users with VM/ESA being a hypervisor. As a result, application development, testing and production system environments can share a single physical computer and its resources. Developers acquire skills in important aspects of the VM system and related products including CP, CMS, Unix Services, Linux, file systems, TCP/IP and connectivity, for example. Visit VM’s home page at <http://www.ibm.com/s390/vm/>

Internet Technologies

Our team uses the latest Internet and intranet technology to provide clients a stable system of centralized management while enabling access to preexisting data and resources. Development includes using UNIX, Graphical User Interface (GUI), TCP/IP, and various multimedia processes and object-oriented programming methods, such as Java.

System Performance

The performance of computing systems is a key criteria in many purchase decisions. Setting and achieving performance goals is the duty of the S/390 performance evaluation teams and may involve the whole product cycle, from design to customer support.

Performance personnel use their understanding of how various components fit together to input to the design. Later, measurements are made to validate performance criteria. Sleuth work is required when performance falls short to determine where the bottlenecks exist.

People who thrive in the performance environment tend to enjoy: problem determination, inventing data capture techniques, and understanding the various system components and how they fit together. Involvement with customers occurs in the documentation of system performance and in resolving tuning and configuration problems in the real world. Seeing the results of performance improvements and getting a system view make performance a highly rewarding area.