SEDE DI LAVORO	BUSINESS UNIT	DIVISIONE	PROFILO PROFESSIONALE	PERSONALE	PERSONALE ESUBERANTE
BARI	GBS	BUSINESS PROCESS TRANSFORMATION	Application Architect	IN FORZA 2	ESUBERAINTE
	GB3	BOSINESS PROCESS TRANSPORMATION	Technical Solution Architect	2	
		BUSINESS PROCESS TRANSFORMATION Totale		4	
		FSS CLUSTER - BANKING INDUSTRY	Industry Consultant	1	
		FSS CLUSTER - BANKING INDUSTRY Totale		1	
		HYBRID CLOUD SERVICES	Application Architect	8	
			Application Consultant	2	
			Application Developer	11	2
			Business Analyst	1	
			Business Transformation Consultant	1	
			Project Manager	5	
			Technical Solution Architect	3	
			Test Specialist	1	
		HYBRID CLOUD SERVICES Totale		32	2
		VODAFONE ELITE ACCOUNT	Application Architect	1	
		VODAFONE ELITE ACCOUNT Totale		1	
	GBS Totale			38	2
	GTS	IS	Enterprise Architect	1	
		IS Totale		1	
		TSS	Systems Services Representative	3	1
		TSS Totale		3	1
	GTS Totale			4	1
	HUMAN RESOURCES	HUMAN RESOURCES	Workforce Skills & Analytics Professional	1	
		HUMAN RESOURCES Totale		1	
	HUMAN RESOURCES Totale			1	
	IBM TECHNOLOGY	CLOUD, COGNITIVE & SECURITY	IT Management Consultant	1	
		CLOUD, COGNITIVE & SECURITY Totale		1	
		DIGITAL AUTOMATION	Digital Representative Non-incentive	1	
		DIGITAL AUTOMATION Totale		1	
		SOFTWARE ROME LAB	IT Architect Incentive	1	1
		SOFTWARE ROME LAB Totale		1	1
	IBM TECHNOLOGY Totale			3	1
ARI Totale				46	4
OLOGNA	FINANCE & OPERATIONS	ENTERPRISE OPERATIONS	Business Advisor	1	
		ENTERPRISE OPERATIONS Totale		1	
		QUOTE TO CASH	Fulfillment Team Leader	1	1
		QUOTE TO CASH Totale		1	1
	FINANCE & OPERATIONS Total	ıle		2	1
	GBS	BUSINESS PROCESS TRANSFORMATION	Application Architect	1	
			Industry Consultant	1	
			Package Consultant	3	
		BUSINESS PROCESS TRANSFORMATION Totale		5	
		HYBRID CLOUD SERVICES	Application Architect	1	
			Application Developer	3	1
			Infrastructure Specialist	1	1
		HYBRID CLOUD SERVICES Totale		5	2
	GBS Totale			10	2
	GLOBAL MARKETS	S1 - BANKING	Client Representative	1	
		S1 - BANKING Totale		1	
		S1 - INSURANCE & POSTE	Client Representative	1	
		S1 - INSURANCE & POSTE Totale		1	
		S1 - PUBLIC SECTOR	Solution Representative	1	
		S1 - PUBLIC SECTOR Totale		1	
	GLOBAL MARKETS Totale			3	
	GTS	IS	Delivery Project Executive	1	
			Infrastructure Specialist	1	
			IT Management Consultant	1	
			Network Services Specialist	1	
			Project Manager	2	
			Solution Sales Non-Incentive	1	
		IS Totale		7	
		TSS	Delivery Manager	1	
			Delivery Project Manager	1	
			Project Manager	1	
			Systems Services Representative	17	3
		TSS Totale	-	20	3
	GTS Totale			27	3
	IBM TECHNOLOGY	CLOUD, COGNITIVE & SECURITY	Application Architect	1	
			Brand Sales Specialist	4	
			Brand Technical Specialist	1	
			Customer Success Manager - Architect	1	
				1	
			IT Management Consultant	1	
			IT Management Consultant Software Client Leader	1 1	
			IT Management Consultant Software Client Leader Solution Sales Non-Incentive	1 1 1	
		CLOUD COGNITIVE & SECURITY Totale	IT Management Consultant Software Client Leader	1 1 1 1	
		CLOUD, COGNITIVE & SECURITY Totale	IT Management Consultant Software Client Leader Solution Sales Non-Incentive Technical Sales Software Architect	1 1 1 1 1	1
		DIGITAL AUTOMATION	IT Management Consultant Software Client Leader Solution Sales Non-Incentive	1 1 1 1 11 11	1
			IT Management Consultant Software Client Leader Solution Sales Non-Incentive Technical Sales Software Architect	1 1 1 1 1	1 1

SEDE DI LAVORO	BUSINESS UNIT	DIVISIONE	PROFILO PROFESSIONALE	PERSONALE IN FORZA	PERSONALE ESUBERANTE
BOLOGNA	IBM TECHNOLOGY	ECOSYSTEM Totale		1	. 2555210 11112
		SOFTWARE ROME LAB	Software Developer	1	
			Software Test Specialist	1	
		SOFTWARE ROME LAB Totale		2	
		STORAGE & SERVER	Brand Sales Partner Specialist	1	
		STORAGE & SERVER Totale		1	
	IBM TECHNOLOGY Totale			16	1
OLOGNA Totale				58	7
ILANO - CASCIA	GTS	IS	Data Center Specialist	1	
			Systems Administrator	2	
		IS Totale		3	
	GTS Totale			3	
MILANO - CASCIA Totale	070	la Company		3	
/ILANO - CORNAREDO	GTS	IS Tatala	Data Center Specialist	1	
	GTS Totale	IS Totale		1 1	
/IILANO - CORNAREDO Totale	G13 Totale			1	
IILANO - IBM STUDIOS	GBS	BUSINESS PROCESS TRANSFORMATION	Application Architect	2	
IILANO - IBIVI 310DIO3	GB3	BOSINESS FROCESS TRANSFORMATION	Business Design Consultant	6	
			Business Transformation Consultant	3	
			Solution Architect	1	
			Strategy Consultant	14	
		BUSINESS PROCESS TRANSFORMATION Totale	Strategy consultant	26	
	GBS Totale	Totale		26	
	IBM TECHNOLOGY	CLOUD, COGNITIVE & SECURITY	Brand Technical Specialist	1	
			Data Scientist	2	
			Garage Data Scientist	1	
		CLOUD, COGNITIVE & SECURITY Totale		4	
		SOFTWARE ROME LAB	Application Consultant	3	
			Solution Architect	1	
		SOFTWARE ROME LAB Totale		4	
	IBM TECHNOLOGY Totale			8	
	MARKETING	MARKETING	Performance Marketing Professional	7	
		MARKETING Totale		7	
	MARKETING Totale			7	
IILANO - IBM STUDIOS Totale				41	
1ILANO - PERO	GTS	IS	Data Center Specialist	1	
			Facility Management Specialist	1	
			Infrastructure Specialist	1	
		IS Totale		3	
	GTS Totale			3	
IILANO - PERO Totale				3	
IILANO - PESCHIERA BORROMEO	FINANCE & OPERATIONS	ENTERPRISE OPERATIONS	Capacity Management Professional	1	1
		ENTERPRISE OPERATIONS Totale		1	1
	FINANCE & OPERATIONS Totale			1	1
	GBS	HYBRID CLOUD SERVICES	Business Transformation Consultant	1	
		HYBRID CLOUD SERVICES Totale		1	
		VODAFONE ELITE ACCOUNT	Application Architect	9	
			Application Consultant	5	
			Application Developer	1	
			Application Programmer	2	
			Business Analyst	14	1
			Business Operations Professional	2	1
			Client Representative	1	
			Database Administrator	1	
			Financial Analyst	1	
			Industry Consultant	5	
			Project Manager	10	
			Technical Architect	1	
			Test Specialist	7	
		VODAFONE ELITE ACCOUNT Totale		59	2
	GBS Totale	a. ====================================	au .=	60	2
	GLOBAL MARKETS	S1 - TECHNICAL SALES	Client Technical Architect	1	
	CLOPAL MARKETS Total	S1 - TECHNICAL SALES Totale		1	
	GLOBAL MARKETS Totale	ic.	Delinear Brainet Franchis	1	
	GTS	IS Totale	Delivery Project Executive	1	
	CTC Totale	IS Totale		1	
III ANO DESCHIEDA DODDOMES	GTS Totale			1	
IILANO - PESCHIERA BORROMEO TO		CHO	Pusinoss Process Solution Architect	63	- 3
IILANO - SEGRATE	CHQ	CHQ	Business Process Solution Architect	1	
		CHQ Totale	Duciness Description Advisor	1	
		EMEA RED HAT SYNERGY	Business Programs Manager	1	
				1	
	CHOTALL	EMEA RED HAT SYNERGY Totale			
	CHQ Totale	EMEA RED HAT SYNERGY Totale	Edward Balatic B. C. C.	2	
	CHQ Totale COMMUNICATIONS		External Relations Professional	2 2	
		EMEA RED HAT SYNERGY Totale COMMUNICATIONS	External Relations Professional Workforce & Field Enablement Prof	2 2 1	
	COMMUNICATIONS	EMEA RED HAT SYNERGY Totale		2 2 1 3	
		EMEA RED HAT SYNERGY Totale COMMUNICATIONS		2 2 1	6

EDE DI LAVORO	BUSINESS UNIT	DIVISIONE	PROFILO PROFESSIONALE	PERSONALE IN FORZA	PERSONALE
MILANO - SEGRATE	FINANCE & OPERATIONS	ASSET MANAGEMENT	Business Analyst	IN FURZA 1	ESUBERANTE
	THATTEE & OF ELLATIONS	765ET WINTERCENTERT	Business Programs Manager	3	1
			Fulfillment Team Leader	2	-
			Project Manager	1	
			Supply Chain Operations Professional	1	
		ASSET MANAGEMENT Totale		17	7
		CIO	Application Architect	2	1
			Application Developer	3	
			Business Analyst	24	15
			Business Design Consultant	1	1
			Business Operations Specialist	1	
			Business Transformation Consultant	1	
			Compliance Audit & Risk Assurer	1	1
			Delivery Project Manager	1	1
			Financial Analyst	2	
			Infrastructure Architect	1	
			Infrastructure Specialist	1	
			Network Services Specialist	1	
			Project Manager	10	3
			Software Release Manager	1	3
			Test Specialist	1	1
		CIO Totale	rest specialist	51	23
			Contract Forescent Advisor		
		CONTRACT & NECOTIATION Totals	Contract Engagement Advisor	2	1
		CONTRACT & NEGOTIATION Totale	Asila Caash	2	1
		ENTERPRISE OPERATIONS	Agile Coach	1	
			Business Advisor	6	
			Business Operations Professional	9	3
			Measurements & Reporting Analyst	2	2
			Project Manager	1	
			Sales Analysis Specialist	1	
			Sales Execution & Mgmt Professional	6	2
			Sales Management Support	1	
		ENTERPRISE OPERATIONS Totale		27	7
		FINANCE	Accounting Analyst	14	2
			Associate Business Planning Analyst	6	2
			Business Controls Professional	2	
			Business Operations Professional	1	
			Business Planning Advisor	5	1
			Business Planning Analyst	14	2
			Fin & Admin Business Analyst	2	
			Financial Analyst	13	2
			Financing Business Support Prof	1	1
			IBM Sales Model Professional	1	
			Internal Auditor / Investigator	1	
			Pricing & Investment Specialist	1	
			Project Manager	1	
			Security Architect	1	
			Solution Product Transactional Pricer	2	2
			Solution Rep - Brand Specialist	4	4
			Solution Sales Non-Incentive	1	-
			Tax Professional	3	
		FINIANICE Tatala	Technical Specialist General Professional	1	4.0
		FINANCE Totale	Associate During Bloom 1	74	16
		GLOBAL REAL ESTATE	Associate Business Planning Analyst	1	
			Business Planning Advisor	1	
			Business Planning Analyst	1	
			Real Estate / Facilities Admin Prof	5	1
			Real Estate / Facilities Eng Prof	2	
			Resource Deployment Manager	1	
		GLOBAL REAL ESTATE Totale		11	1
		PROCUREMENT	Procurement Leader	2	
			Procurement Professional	4	1
			Procurement Sourcing Professional	21	1
			Trade Compliance Professional	1	
		PROCUREMENT Totale		28	2
		QUOTE TO CASH	Accts Receivable Collections Spec	3	2
			Administrator	2	1
			Asset Management Analyst	1	
			Business Operations Professional	1	1
			Business Planning Analyst	1	=
			Business Programs Manager	1	
			Contract Management Advisor	3	1
				1	1
			Customer Relationship Representative		
			Data Specialist	1	
			Deal Facilitator	38	14
			Financial Analyst	6	1
			Fulfillment Contract / Solutions Prof	1	1
			Fulfillment Professional	18	14
			Fulfillment Team Leader	5	1

SEDE DI LAVORO	DUCINECS LINIT	DIVISIONE	DDOCILO DDOCESSIONALE	PERSONALE	PERSONALE
SEDE DI LAVORO MILANO - SEGRATE	BUSINESS UNIT FINANCE & OPERATIONS	QUOTE TO CASH	PROFILO PROFESSIONALE Other Sales Non-Incentive	IN FORZA 1	ESUBERANTE
WILANO SEGNATE	TINAINCE & UPERATIONS	QUOTE TO CASIT	Project Manager	4	1
			Sales Execution & Mgmt Professional	1	
			Sales Management Support	2	1
			Supply Chain Operations Professional	1	
		QUOTE TO CASH Totale	Supply Chain Operations (Tolessional	91	38
		SALES & INCENTIVE	Incentives Professional	3	2
		SALES & INCENTIVE SALES & INCENTIVE Totale	incentives i rolessional	3	2
	FINANCE & OPERATIONS To			3 04	97
	GBS	BUSINESS PROCESS TRANSFORMATION	Application Architect	23	37
	GB3	BUSINESS PROCESS TRAINSPORIVIATION	Application Architect	23	
			Application Consultant	3	
			Application Developer		
			Associate Partner	4	
			Business Design Consultant	1	
			Business Transformation Consultant	45	
			Complex Project Manager	2	
			Consultant Incentive	2	
			Data Consultant	3	
			Data Engineer	1	
			Data Scientist	6	
			Industry Consultant	4	
			Integration Architect	1	
			IT Management Consultant	4	
			Package Consultant	79	
			Package Specialist	1	
			Project Manager	15	
			Solution Architect	2	
			Technical Solution Architect	2	
			Technical Specialist General Professional	3	
		BUSINESS PROCESS TRANSFORMATION Totale		203	
		COMMUNICATIONS CLUSTER	Industry Consultant	3	1
		COMMUNICATIONS CLUSTER Totale	•	3	1
		DISTRIBUTION CLUSTER	Business Transformation Consultant	1	
			Industry Consultant	5	
			IT Management Consultant	1	
			Project Manager	1	
		DISTRIBUTION CLUSTER Totale	,	8	
		DOCK PREMIER ACCOUNT	Business Transformation Consultant	1	
		DOCKT NEITHER TREES OF THE	Industry Consultant	1	
			IT Management Consultant	1	
			Project Manager	1	
		DOCK PREMIER ACCOUNT Totale	1 Toject Wallagei	4	
		ENI PREMIER ACCOUNT	Infrastructure Architect	1	
		LINI FREIVIIER ACCOUNT	Project Manager	1	
		ENI PREMIER ACCOUNT Totale	Project Manager	2	
			Dusiness Transfermation Consultant	1	
		FSS CLUSTER - BANKING INDUSTRY	Business Transformation Consultant		
		ESC CLUSTED DANIKING INDUSTRY Tabels	Industry Consultant	2	
		FSS CLUSTER - BANKING INDUSTRY Totale	Administrative Chaff Designational	3	
		HYBRID CLOUD SERVICES	Administrative Staff Professional	1	
			Application Architect	22	
			Application Consultant	5	
			Application Developer	21	7
			Associate Partner	1	
			Business Advisor	1	
			Business Analyst	12	2
			Business Operations Professional	1	
			Business Transformation Consultant	2	
			Human Resources Partner	1	
			Industry Consultant	1	
			IT Architect Incentive	2	
			Package Consultant	3	
			Package Specialist	12	2
			Procurement Professional	1	
			Project Administrator	8	4
			Project Executive	2	
			Project Manager	20	
			Solution Architect	1	
			Solution Sales Non-Incentive	1	
			Strategy Consultant	1	
			Systems Programmer	2	
			Technical Solution Manager	2	
			Technical Specialist General Professional	1	
			Technical Support Professional	1	1
			Test Specialist	2	
		HYBRID CLOUD SERVICES Totale	rest specialist	127	16
			Associate Partner		10
		INDUSTRIAL CLUSTER Totals	Associate Partner	1	
		INDUSTRIAL CLUSTER Totale	Indicator Consultation	1	
		INSURANCE INDUSTRY	Industry Consultant	1	
		INSURANCE INDUSTRY Totale		1	

MARKET M		D. 1011500 11117	P. 1/2/2015		PERSONALE	PERSONALE
LADMANUE & MERCHANDER (ABS) Treatment Departures Specially 1	SEDE DI LAVORO	BUSINESS UNIT	DIVISIONE	PROFILO PROFESSIONALE	IN FORZA	ESUBERANTE
LANDING & INDIVIDUOS (LIAO) Totals PROMOTITO Frame Professor Specialis 3	MILANO - SEGRATE	GBS	LEARNING & KNOWLEDGE (L&K)	-		
LEARNING A ROYALDPUL LEAST TEACH PREMIURITION roads 1						
PROMOTION Indicator Committed 1			15151W10 0 W101W 55 05 (10 W) 7 !	Learning Operations Specialist		
PRICHADUTION Totals				In durature Comments as		
PRICEMONDER Comparison Anchorect Compar			PROMONTORY	•		
PUBLIC CUSTOR FUBLISHED TROPE CUSTOR TO ADDRESS PROBLEMENT T			DROMONTODY Totale	Strategy Consultant		
PUBLIC CHISTER Totals				Application Applitant		
PRIVATE CLEARWY RECELLENCY CALLARY TO ADDRESS OPERATION Professional 1			PUBLIC CLUSTER			
QUALITY & DISTURY SIZELIFACT COLORATIVE ADMINISTRATION COLORATIVE ADMINISTRATION CALLARITY COLORATIVE			DUDLIC CLUSTED Totals	industry sales Non-Incentive		
DALATY & DELIVEY CONCELLOR Color				Dusiness Operations Bushessians		
RESOURCE & CARACITY Business Operations Prefessional 1				Business Operations Professional		
Project Manager 1				Dusiness Operations Bushessians		
Project Sprifting Professional 2 1			RESOURCE & CAPACITY	•		
RESULTE & CAPACHT Trotale						1
VODAPONE ELTER ACCOUNT Totale			DESCUIDCE & CADACITY Totals	Froject Starring Froressional		
CIST Totale				Application Consultant		1
GIST Totale				Application Consultant		
CLOBAL MARKETS NOLUSTRY BUSINESS DEVILOPMENT Totals 1		CRS Totale	VODAFONE ELITE ACCOUNT TOTALE			10
MOUSTRY BUSINESS EVELOPMENT Totale 51 SANKENG 2 2			INDUSTRY DUSINESS DEVELOPMENT	Pusinoss Davalanment Manager		10
INDUSTRY MUSINESS DEVILOPMENT Totale 2		GLOBAL WARKETS	INDUSTRI BUSINESS DEVELOFINENT			
Si - ABANING Client Representative 4			INDUSTRY BUSINESS DEVELOPMENT Totals	maustry Business Development Executive		
S1 - BANKING Totale Client Representative 1				Client Penrecentative		
Si - F.NI Client Representative 1				Cheffit Representative		
S1 - FIN Totale 2 1 1 1 1 1 1 1 1 1				Client Representative		
Si - FINI Totale 2 1 1 1 1 1 1 1 1 1			2T - EIAI			
SI - TECHNICAL SALS Tech Sales Spec Non-Incentive 2 1			C1 ENI Totale	Client Technical Architect		
St. TECHNICAL SALES Totale UNICED TI INTEGRATED ACCOUNT Client Representative 1 UNICED TI INTEGRATED ACCOUNT Totale Client Representative 1 UNICED TI INTEGRATED ACCOUNT Totale Client Representative 1 Clie				Tash Calas Coas New Joseph		
UNICEDIT INTEGRATED ACCOUNT Digital Sales 1				rech Sales Spec Non-Incentive		
UNICREDIT INTEGRATED ACCOUNT Totale 12 1 1 1 1 1 1 1 1				Client Benresentativa		1
SIGNAM MARKETS Totale 12 13 15 15 15 15 15 15 15			UNICREDIT INTEGRATED ACCOUNT	•		
Signature				Digital Sales		
Assect Management Analyst 3						
Associate Partner Brand Client Brand Client Brand Client Business Controls Professional Business Controls Professional Business Controls Professional Business Controls Professional Business Operations Professional Business Operations Specialist Business Programs Manager Business Programs Manager Capacity Management Professional Client Representative Client Success Manager Client Technical Advisor Client Manager Desiration Compliant State State State Desiration Desi						1
Brand Client Representative 7		GIS	IS			
Bus Controlling & Resillency Svos Cons 1						
Business Advisor S				·		
Business Controls Professional 1						
Business Development Executive						
Business Operations Specialist						
Business Operations Specialist 1						
Business Programs Manager 2				·		
Capacity Management Professional 1						
Client Representative						
Client Technical Advisor						
Client Technical Advisor				•		
Client Unit Executive						
Compliance Audit & Risk Assurer 1						
Delivery Project Executive						
Deskside Support Representative						
Digital Sales						
Experience Architect						
Facility Management Specialist 1						
Fulfillment Team Leader						
Industry Sales Non-Incentive						
Industry Solution Representative						
Information Architect 2						
Infrastructure Architect 27				•		
Infrastructure Specialist 32						
IT Management Consultant 6						
Network Services Specialist 7 Network Support Specialist 1 Other Sales Non-Incentive 1 Portfolio Manager 1 Professional Incentive 1 Professional Incentive 2 Project Executive 7 Project Executive 7 Project Manager 31 Project Mgmt Incentive 1 Sales Execution & Mgmt Professional 1 Sales Specialist 1 Security Consultant 1 Security Pelivery Specialist 9 Security Specialist 1 Server Support Specialist 1 Server Support Specialist 1 Server Support Specialist 19 Service Coordinator 11 Service Integration Leader 1						
Network Support Specialist 1 Other Sales Non-Incentive						
Other Sales Non-Incentive				•		
Portfolio Manager 1						
Professional Incentive						
Proj Exec Incentive 2						
Project Executive 7 Project Manager 31						
Project Manager 31						
Project Mgmt Incentive				•		
Sales Execution & Mgmt Professional 1						
Sales Specialist 1 Security Consultant 1 Security Delivery Specialist 9 Security Specialist 1 Server Support Specialist 19 Service Coordinator 11 Service Integration Leader 1						
Security Consultant						
Security Delivery Specialist 9 Security Specialist 1 Server Support Specialist 19 Service Coordinator 11 Service Integration Leader 1						
Security Specialist 1 Server Support Specialist 19 Service Coordinator 11 Service Integration Leader 1				•		
Server Support Specialist 19 Service Coordinator 11 Service Integration Leader 1				Security Delivery Specialist		
Service Coordinator 11 Service Integration Leader 1				Security Specialist		
Service Integration Leader 1				Server Support Specialist	19	
					11	
· · · · · · · · · · · · · · · · · · ·				Service Integration Leader	1	
15. Hoto Benter, bequee Leader 1				Services Delivery Squad Leader		

LAVORO	DITCINECC LIMIT	DIVICIONE	PROFILO PROFESSIONALE	PERSONALE	PERSONALE
LAVORO	BUSINESS UNIT	DIVISIONE	PROFILO PROFESSIONALE	IN FORZA	ESUBERANTE
	GTS	IS	Site Reliability Engineering Professional	2	
			Solution Manager Solution Rep - Brand Spec SW	1	
			Solution Rep - Brand Specialist	11	
			Solution Representative	5	
			Solution Sales Manager	1	
			Solution Sales Non-Incentive	4	
			Systems Administrator	2	
			Systems Management Specialist	7	
			Systems Programmer	2	
			Tech Sales Architect Non-Incentive	1	
			Tech Sales Spec Non-Incentive	2	
			Tech Solution Mgr Non-Incentive	3	
			Technical Services Team Leader	1	
			Technical Solution Architect	4	
			Technical Solution Manager	3	
			Technical Specialist General Professional	20	
			Technical Support Representative	2	
			Transition Manager	3	
		IS Totale		297	
		TSS	Business Programs Manager	1	
			Client Availability Leader	3	
			Contract Management Advisor	2	
			Customer Service Representative	1	
			Delivery Manager	6	1
			Delivery Project Executive	1	
			Delivery Project Manager	3	
			Infrastructure Specialist	1	
			Offering Manager	4	1
			People Manager	1	
			Process Engineering Professional	4	
			Product Engineering Professional	1	
		Project Manager	10		
			Remote Technical Support	4	
			Service Delivery Manager	1	
			Service Planning Representative	8	1
				1	
			Solution Sales Non-Incentive	2	
			Support Center Representative		
			Systems Services Representative	50	9
			Systems Support Specialist	1	
			Tech Solution Mgr Non-Incentive	1	
			Technical Services Professional	1	
			Technical Solution Manager	1	
			Technical Support Representative	21	
		TSS Totale		129	12
	GTS Totale	0.004.404.404		426	12
	HUMAN RESOURCES	GLOBAL ADMIN	Administration Manager	1	
			Administrative Staff Professional	4	1
			Executive Administrative Assistant	20	1
			Fulfillment Professional	1	
		0.004.45:	Sales Execution & Mgmt Professional	1	
		GLOBAL ADMIN Totale		27	2
		HUMAN RESOURCES	Benefits Professional	3	1
			Business Operations Specialist	1	
			Compensation Professional	2	1
			Compliance Audit & Risk Assurer	1	
			Employee & Labor Relations Prof	1	
			Executive Succession & Development	1	
			HR Delivery Manager	1	
			HR Delivery Process Owner	2	
			HR Service Administrator	10	
			Human Resources Partner	5	
			Human Resources Professional	21	5
			Learning Consultant	1	
			Learning Facilitator	3	2
			Learning Operations Specialist	2	
			Medical Specialist - Physician	1	
			Recruitment Professional	3	
			Safety / IH Specialist	1	
			Sales Management Support	1	
		HUMAN RESOURCES Totale		60	9
	HUMAN RESOURCES Total			87	11
	IBM TECHNOLOGY	CLOUD, COGNITIVE & SECURITY	Application Architect	1	
		3222,2222 & 3233	Application Consultant	4	
			Brand Inside Sales Specialist	1	
				5	
			Brand Sales Partner Specialist	5 37	1
			Brand Sales Partner Specialist Brand Sales Specialist	37	1
			Brand Sales Partner Specialist		1

EDE DI LAVORO	BUSINESS UNIT	DIVISIONE	PROFILO PROFESSIONALE	PERSONALE	PERSONALE
ILANO - SEGRATE	IBM TECHNOLOGY	CLOUD, COGNITIVE & SECURITY	Business Operations Professional	IN FORZA 3	ESUBERANT
	IBM TECHNOLOGI	CLOOD, COGNITIVE & SECORITI	Client Representative	3	
			Client Technical Advisor	1	
			Client Technical Advisor Client Technical Specialist	2	
			Client Unit Executive	1	
				4	
			Customer Success Manager - Architect	1	
			Data Specialist	2	
			Deal Maker		
			Delivery Project Manager	3	
			Digital Representative Non-incentive	2	
			Engagement Manager	1	
			Garage Business Transformation Consultant	3	
			Garage Cloud Engineer	3	
			Garage Data Scientist	4	
			Garage Designer	7	
			Garage Manager	1	
			Garage Technical Solution Architect	1	
			Human Resources Partner	1	
			IBM Sales Model Professional	1	
			Infrastructure Architect	2	
			Infrastructure Specialist	3	1
			IT Management Consultant	6	
			Learning Facilitator	1	
			Operations Architect	1	
			Other Sales Non-Incentive	4	
			Package Consultant	4	1
			Partner Recruitment Lead	1	
			People Manager	2	
			Product Engineering Professional	2	
			Project Manager	1	
			Sales Enablement Professional	1	
			Sales Execution & Mgmt Professional	1	1
			Sales Management Support	2	-
			Security Architect	6	
			Security Architect Security Consultant	9	
			Security Professional	1	
			•	14	
			Security Services Specialist		
			Security Specialist	2	
			Server Support Specialist	1	
			Software Client Leader	3	
			Software Developer	1	
			Software Specialist	2	
			Solution Rep - Brand Specialist	1	
			Solution Representative	1	
			Solution Sales Non-Incentive	4	2
			Systems Client Leader	2	
			Systems Management Specialist	2	
			Systems Services Representative	17	
			Tech Sales Spec Non-Incentive	7	
			Tech Solution Mgr Non-Incentive	1	
			Technical Sales Software Architect	7	
			Technical Solution Architect	1	
			Technical Specialist General Professional	2	
			Technical Support Professional	6	
			Technology Seller	1	
		CLOUD, COGNITIVE & SECURITY Totale		252	6
		DIGITAL AUTOMATION	Application Architect	1	
			Brand Inside Sales Specialist	1	1
			Business Advisor	2	
			Business Analyst	1	
			Business Controls Professional	1	1
			Business Transformation Consultant	2	1
			Data Scientist	1	_
			Digital Representative Non-incentive	15	8
			Digital Sales	3	2
			Digital Sales Digital Soln Sales Rep Non-incentive	2	2
			· · · · · · · · · · · · · · · · · · ·	2	1
			Learning Consultant		1
			Measurements & Reporting Analyst	1	
			Other Sales Non-Incentive	2	
			Project Manager	3	
			Solution Sales Non-Incentive	2	
		DIGITAL AUTOMATION Totale		39	16
		ECOSYSTEM	Business Controls Professional	1	
			Other Sales Non-Incentive	2	
			Partner Recruitment Lead	2	
			Technology Partner Architect	5	
			Technology Partner Seller	7	
		ECOSYSTEM Totale	U ,	17	
		ECOSTSTEIN TOTALE			

				PERSONALE	PERSONALE
SEDE DI LAVORO	BUSINESS UNIT	DIVISIONE	PROFILO PROFESSIONALE	IN FORZA	ESUBERANTE
MILANO - SEGRATE	IBM TECHNOLOGY	SOFTWARE ROME LAB	Client Technical Advisor	1	1
			Garage Technical Solution Architect Infrastructure Architect	1	
			IT Management Consultant	1	1
			Product Engineering Professional	1	
			Software Specialist	3	
			Tech Sales Spec Non-Incentive	2	2
			Technical Support Professional	10	
		SOFTWARE ROME LAB Totale		21	5
		STORAGE & SERVER	Brand Sales Manager	1	
			Brand Sales Partner Specialist	5	1
			Brand Sales Specialist	7	
			Brand Solution Specialist	4	
			Other Sales Non-Incentive	1	1
			Partner Brand Sales Specialist	1	
			Solution Sales Non-Incentive	1	1
		STORAGE & SERVER Totale	Supply Chain Management Professional	21	3
	IBM TECHNOLOGY Totale	STORAGE & SERVER TOTALE		350	3 0
	LEGAL	LEGAL	Administrative Staff Professional	1	30
	223/12	EEG/12	General Lawyer	6	
			Government & Regulatory Affairs Professional	1	
			Project Manager	1	
			Security Professional	1	
		LEGAL Totale	·	10	
	LEGAL Totale			10	
	MARKETING	MARKETING	Analytics Professional	1	
			Brand Professional	1	
			Campaign Manager	7	
			Event Marketing Manager	7	
			Field Marketing Professional	16	1
			Market Development & Insights Professional	1	
			Market Mgmt Channel Enablement Prof	1	1
			Marketing & Comm Operations Prof	1	
			Media Professional	1	
			Performance Marketing Professional	2	1
			Portfolio Marketing Professional	<u>1</u> 5	
		MARKETING Totale	Social Marketing Professional	44	3
	MARKETING Totale	WARKETING Totale		44	3
MILANO - SEGRATE Totale				1609	172
MILANO - SETTIMO MILANESE	GTS	IS	Data Center Specialist	1	
			Project Manager	4	
			Server Support Specialist	7	
		IS Totale		12	
	GTS Totale			12	
MILANO - SETTIMO MILANESE Totale			A maliantina A mahitant	12	1
	FINANCE & OPERATIONS	CIO	Application Architect	1	
		CIO Totale	Application Architect	1 1	1
	FINANCE & OPERATIONS Totale	CIO Totale		1 1 1	
		CIO Totale	Application Architect	1 1 1 1	1
	FINANCE & OPERATIONS Totale	CIO Totale	Application Architect Application Developer	1 1 1 1 1	1
	FINANCE & OPERATIONS Totale	CIO Totale	Application Architect Application Developer Package Consultant	1 1 1 1 1	1
	FINANCE & OPERATIONS Totale	CIO Totale	Application Architect Application Developer Package Consultant Project Manager	1 1 1 1 1 1	1
	FINANCE & OPERATIONS Totale	CIO Totale BUSINESS PROCESS TRANSFORMATION	Application Architect Application Developer Package Consultant Project Manager Technical Solution Architect	1 1 1 1 1 1 1 2	1
	FINANCE & OPERATIONS Totale	BUSINESS PROCESS TRANSFORMATION BUSINESS PROCESS TRANSFORMATION Totale	Application Architect Application Developer Package Consultant Project Manager Technical Solution Architect	1 1 1 1 1 1 1 2	1
	FINANCE & OPERATIONS Totale	CIO Totale BUSINESS PROCESS TRANSFORMATION	Application Architect Application Developer Package Consultant Project Manager Technical Solution Architect Application Architect	1 1 1 1 1 1 1 2 6	1
	FINANCE & OPERATIONS Totale	BUSINESS PROCESS TRANSFORMATION BUSINESS PROCESS TRANSFORMATION Totale	Application Architect Application Developer Package Consultant Project Manager Technical Solution Architect Application Architect Application Consultant	1 1 1 1 1 1 1 2 6 10	1
	FINANCE & OPERATIONS Totale	BUSINESS PROCESS TRANSFORMATION BUSINESS PROCESS TRANSFORMATION Totale	Application Architect Application Developer Package Consultant Project Manager Technical Solution Architect Application Architect Application Consultant Application Developer	1 1 1 1 1 1 1 2 6 10 1 6	1
	FINANCE & OPERATIONS Totale	BUSINESS PROCESS TRANSFORMATION BUSINESS PROCESS TRANSFORMATION Totale	Application Architect Application Developer Package Consultant Project Manager Technical Solution Architect Application Architect Application Consultant Application Developer Integration Architect	1 1 1 1 1 1 1 2 6 10 1 6	1
	FINANCE & OPERATIONS Totale	BUSINESS PROCESS TRANSFORMATION BUSINESS PROCESS TRANSFORMATION Totale	Application Architect Application Developer Package Consultant Project Manager Technical Solution Architect Application Architect Application Consultant Application Developer Integration Architect Package Specialist	1 1 1 1 1 1 1 2 6 10 1 6	1 1
	FINANCE & OPERATIONS Totale	BUSINESS PROCESS TRANSFORMATION BUSINESS PROCESS TRANSFORMATION Totale	Application Architect Application Developer Package Consultant Project Manager Technical Solution Architect Application Architect Application Consultant Application Developer Integration Architect Package Specialist Project Administrator	1 1 1 1 1 1 1 2 6 10 1 6 1	1
	FINANCE & OPERATIONS Totale	BUSINESS PROCESS TRANSFORMATION BUSINESS PROCESS TRANSFORMATION Totale	Application Architect Application Developer Package Consultant Project Manager Technical Solution Architect Application Architect Application Consultant Application Developer Integration Architect Package Specialist Project Administrator Project Executive	1 1 1 1 1 1 1 2 6 10 1 6 1 1 3	1
	FINANCE & OPERATIONS Totale	BUSINESS PROCESS TRANSFORMATION BUSINESS PROCESS TRANSFORMATION Totale	Application Architect Application Developer Package Consultant Project Manager Technical Solution Architect Application Architect Application Consultant Application Developer Integration Architect Package Specialist Project Administrator	1 1 1 1 1 1 1 2 6 10 1 6 1 1 3 1	1 1
	FINANCE & OPERATIONS Totale	BUSINESS PROCESS TRANSFORMATION BUSINESS PROCESS TRANSFORMATION Totale	Application Architect Application Developer Package Consultant Project Manager Technical Solution Architect Application Architect Application Consultant Application Developer Integration Architect Package Specialist Project Administrator Project Executive Project Manager	1 1 1 1 1 1 1 2 6 10 1 6 1 1 3 1 2	1
	FINANCE & OPERATIONS Totale	CIO Totale BUSINESS PROCESS TRANSFORMATION BUSINESS PROCESS TRANSFORMATION Totale HYBRID CLOUD SERVICES	Application Architect Application Developer Package Consultant Project Manager Technical Solution Architect Application Architect Application Consultant Application Developer Integration Architect Package Specialist Project Administrator Project Executive Project Manager	1 1 1 1 1 1 1 2 6 10 1 6 1 1 3 3 1 1 2	2
	FINANCE & OPERATIONS Totale	CIO Totale BUSINESS PROCESS TRANSFORMATION BUSINESS PROCESS TRANSFORMATION Totale HYBRID CLOUD SERVICES HYBRID CLOUD SERVICES Totale	Application Architect Application Developer Package Consultant Project Manager Technical Solution Architect Application Architect Application Consultant Application Developer Integration Architect Package Specialist Project Administrator Project Executive Project Manager Test Specialist	1 1 1 1 1 1 1 2 6 10 1 1 6 1 1 3 1 1 2 6 1 1 1 2 6	2
	FINANCE & OPERATIONS Totale	CIO Totale BUSINESS PROCESS TRANSFORMATION BUSINESS PROCESS TRANSFORMATION Totale HYBRID CLOUD SERVICES HYBRID CLOUD SERVICES Totale RESOURCE & CAPACITY	Application Architect Application Developer Package Consultant Project Manager Technical Solution Architect Application Architect Application Consultant Application Developer Integration Architect Package Specialist Project Administrator Project Executive Project Manager Test Specialist	1 1 1 1 1 1 1 1 2 6 10 1 6 1 1 3 1 2 6 1 1 1 2 6 1 1 1 2 6 1 1 1 2 1 1 2 1 1 2 1 1 2 1 1 2 1 1 2 1 1 2 1 1 2 1 1 2 1 1 2 1 1 1 1 2 1 1 1 2 1 1 2 1 1 1 2 1 1 1 2 1 1 1 1 2 1 1 1 1 1 2 1 1 1 1 1 2 1 1 1 1 1 2 1 1 1 1 1 2 1 1 1 1 1 2 1 1 1 1 1 2 1 1 1 1 1 1 2 1 1 1 1 1 2 1 1 1 1 1 2 1 1 1 1 1 2 1 1 1 1 1 1 2 1 1 1 1 1 1 1 1 1 2 1 1 1 1 1 2 1 1 1 1 1 1 1 1 1 1 1 1 2 1	2
	FINANCE & OPERATIONS Totale GBS	CIO Totale BUSINESS PROCESS TRANSFORMATION BUSINESS PROCESS TRANSFORMATION Totale HYBRID CLOUD SERVICES HYBRID CLOUD SERVICES Totale RESOURCE & CAPACITY	Application Architect Application Developer Package Consultant Project Manager Technical Solution Architect Application Architect Application Consultant Application Developer Integration Architect Package Specialist Project Administrator Project Executive Project Manager Test Specialist	1 1 1 1 1 1 1 2 6 10 1 6 1 1 3 1 2 2 6 10 1 1 1 1 2 6 1 1 1 1 1 1 2 1 1 1 1 2 1 1 1 1	2
	FINANCE & OPERATIONS Totale GBS GBS Totale	BUSINESS PROCESS TRANSFORMATION BUSINESS PROCESS TRANSFORMATION Totale HYBRID CLOUD SERVICES HYBRID CLOUD SERVICES Totale RESOURCE & CAPACITY RESOURCE & CAPACITY Totale CORE ACCOUNTS SALES CORE ACCOUNTS SALES	Application Architect Application Developer Package Consultant Project Manager Technical Solution Architect Application Architect Application Consultant Application Developer Integration Architect Package Specialist Project Administrator Project Executive Project Manager Test Specialist Project Manager	1 1 1 1 1 1 1 1 2 6 10 1 1 6 1 1 3 1 2 1 2 6 1 1 1 1 2 1 2 1 1 1 2 1 1 1 2 1 1 1 2 1 1 1 1 2 1 1 1 2 1 1 1 1 2 1	2 2
	FINANCE & OPERATIONS Totale GBS GBS Totale	BUSINESS PROCESS TRANSFORMATION BUSINESS PROCESS TRANSFORMATION Totale HYBRID CLOUD SERVICES HYBRID CLOUD SERVICES Totale RESOURCE & CAPACITY RESOURCE & CAPACITY Totale CORE ACCOUNTS SALES	Application Architect Application Developer Package Consultant Project Manager Technical Solution Architect Application Architect Application Consultant Application Developer Integration Architect Package Specialist Project Administrator Project Executive Project Manager Test Specialist Project Manager	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	2 2 2
	GBS Totale GLOBAL MARKETS	BUSINESS PROCESS TRANSFORMATION BUSINESS PROCESS TRANSFORMATION Totale HYBRID CLOUD SERVICES HYBRID CLOUD SERVICES Totale RESOURCE & CAPACITY RESOURCE & CAPACITY Totale CORE ACCOUNTS SALES CORE ACCOUNTS SALES	Application Architect Application Developer Package Consultant Project Manager Technical Solution Architect Application Architect Application Consultant Application Developer Integration Architect Package Specialist Project Administrator Project Executive Project Manager Test Specialist Project Manager Industry Sales Non-Incentive	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	2 2 2 1
	GBS Totale GLOBAL MARKETS Totale	BUSINESS PROCESS TRANSFORMATION BUSINESS PROCESS TRANSFORMATION Totale HYBRID CLOUD SERVICES HYBRID CLOUD SERVICES Totale RESOURCE & CAPACITY RESOURCE & CAPACITY Totale CORE ACCOUNTS SALES CORE ACCOUNTS SALES Totale S1 - PUBLIC SECTOR S1 - PUBLIC SECTOR Totale	Application Architect Application Developer Package Consultant Project Manager Technical Solution Architect Application Architect Application Consultant Application Developer Integration Architect Package Specialist Project Administrator Project Executive Project Manager Test Specialist Project Manager Industry Sales Non-Incentive Other Sales Non-Incentive	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 2 6 10 1 6 1 1 2 1 2 1 3 1 1 1 1 1 1 1 1 1 1 1 1 1	2 2 2
	GBS Totale GLOBAL MARKETS	BUSINESS PROCESS TRANSFORMATION BUSINESS PROCESS TRANSFORMATION Totale HYBRID CLOUD SERVICES HYBRID CLOUD SERVICES Totale RESOURCE & CAPACITY RESOURCE & CAPACITY Totale CORE ACCOUNTS SALES CORE ACCOUNTS SALES TOTALES S1 - PUBLIC SECTOR	Application Architect Application Developer Package Consultant Project Manager Technical Solution Architect Application Architect Application Consultant Application Developer Integration Architect Package Specialist Project Administrator Project Executive Project Manager Test Specialist Project Manager Industry Sales Non-Incentive Delivery Project Manager	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 2 6 10 1 6 1 1 2 1 2 1 26 1 1 1 26 1 1 1 26 1 1 1 27 1 1 28 1	2 2 2 1
	GBS Totale GLOBAL MARKETS Totale	BUSINESS PROCESS TRANSFORMATION BUSINESS PROCESS TRANSFORMATION Totale HYBRID CLOUD SERVICES HYBRID CLOUD SERVICES Totale RESOURCE & CAPACITY RESOURCE & CAPACITY Totale CORE ACCOUNTS SALES CORE ACCOUNTS SALES Totale S1 - PUBLIC SECTOR S1 - PUBLIC SECTOR Totale	Application Architect Application Developer Package Consultant Project Manager Technical Solution Architect Application Architect Application Consultant Application Developer Integration Architect Package Specialist Project Administrator Project Executive Project Manager Test Specialist Project Manager Industry Sales Non-Incentive Delivery Project Manager Infrastructure Specialist	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 2 6 10 1 6 1 1 2 1 2 1 26 1 1 2 1 2 1 2 1 2 1	2 2 2 1
	GBS Totale GLOBAL MARKETS Totale	BUSINESS PROCESS TRANSFORMATION BUSINESS PROCESS TRANSFORMATION Totale HYBRID CLOUD SERVICES HYBRID CLOUD SERVICES Totale RESOURCE & CAPACITY RESOURCE & CAPACITY Totale CORE ACCOUNTS SALES CORE ACCOUNTS SALES Totale S1 - PUBLIC SECTOR S1 - PUBLIC SECTOR Totale	Application Architect Application Developer Package Consultant Project Manager Technical Solution Architect Application Architect Application Consultant Application Developer Integration Architect Package Specialist Project Administrator Project Executive Project Manager Test Specialist Project Manager Industry Sales Non-Incentive Delivery Project Manager Infrastructure Specialist Service Coordinator	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	2 2 2 1
MILANO - SETTIMO MILANESE Totale NAPOLI	GBS Totale GLOBAL MARKETS Totale	BUSINESS PROCESS TRANSFORMATION BUSINESS PROCESS TRANSFORMATION Totale HYBRID CLOUD SERVICES HYBRID CLOUD SERVICES Totale RESOURCE & CAPACITY RESOURCE & CAPACITY Totale CORE ACCOUNTS SALES CORE ACCOUNTS SALES Totale S1 - PUBLIC SECTOR S1 - PUBLIC SECTOR Totale	Application Architect Application Developer Package Consultant Project Manager Technical Solution Architect Application Architect Application Consultant Application Developer Integration Architect Package Specialist Project Administrator Project Executive Project Manager Test Specialist Project Manager Industry Sales Non-Incentive Delivery Project Manager Infrastructure Specialist	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 2 6 10 1 6 1 1 2 1 2 1 26 1 1 2 1 2 1 2 1 2 1	2 2 2 1

SEDE DI LAVORO	BUSINESS UNIT	DIVISIONE	PROFILO PROFESSIONALE	PERSONALE IN FORZA	PERSONALE ESUBERANTE
NAPOLI	GTS	IS	Technical Services Professional	1	ESOBERAINIL
	5.0	IS Totale		7	
		TSS	Business Operations Professional	1	
			Delivery Manager	1	
			Systems Services Representative	5	3
		TSS Totale		7	3
	GTS Totale			14	3
	IBM TECHNOLOGY	CLOUD, COGNITIVE & SECURITY	Application Consultant	1	
			Brand Sales Specialist	1	
		CLOUD, COGNITIVE & SECURITY Totale	5.5.15	2	
		DIGITAL AUTOMATION	Digital Representative Non-incentive	1	
		DIGITAL AUTOMATION Totale	Duadout Fraincesina Duafassianal	1	
		SOFTWARE ROME LAB Totals	Product Engineering Professional	1 1	
	IBM TECHNOLOGY Totale	SOFTWARE ROME LAB Totale		4	
NAPOLI Totale	IDW TECHNOLOGY Totale			54	7
ADOVA	СНО	EMEA RED HAT SYNERGY	Sales Manager Incentive	1	
		EMEA RED HAT SYNERGY Totale		1	
	CHQ Totale			1	
	GBS	BUSINESS PROCESS TRANSFORMATION	Application Architect	1	
			Package Consultant	2	
		BUSINESS PROCESS TRANSFORMATION Totale	<u> </u>	3	
		HYBRID CLOUD SERVICES	Application Architect	4	
			Application Consultant	1	
			Application Developer	6	2
			Architect	1	
			Package Specialist	1	1
			Project Administrator	1	1
			Project Manager	4	
			Systems Engineering Professional	2	
			Technical Services Professional	1	
		HYBRID CLOUD SERVICES Totale		21	4
		RESOURCE & CAPACITY	Measurements & Reporting Analyst	1	
		RESOURCE & CAPACITY Totale		1	
	GBS Totale			25	4
	GLOBAL MARKETS	S1 - BANKING	Industry Sales Non-Incentive	1	1
		S1 - BANKING Totale		1	1
		S1 - INSURANCE & POSTE	Client Representative	1	
		S1 - INSURANCE & POSTE Totale		1	
		S1 - TECHNICAL SALES	Architect	1	1
			Client Technical Leader	1	
		S1 - TECHNICAL SALES Totale		2	1
	GLOBAL MARKETS Totale			4	2
	GTS	IS	Brand Client Representative	1	
			Client Technical Specialist	1	
			Infrastructure Architect	1	
			Infrastructure Specialist	6	
			Proj Exec Incentive	1	
			Project Executive	2	
			Project Manager	3	
			Service Coordinator	1	
			Transition Manager	1	
		IS Totale		17	
		TSS	Delivery Manager	1	
			Infrastructure Specialist	1	
			Systems Services Representative	15	3
			Technical Support Representative	2	
		TSS Totale		19	3
	GTS Totale			36	3
	IBM TECHNOLOGY	CLOUD, COGNITIVE & SECURITY	Brand Sales Specialist	1	
			Brand Technical Specialist	1	
			Industry Consultant	1	
			Other Sales Non-Incentive	1	
			Security Architect	2	
			Security Services Specialist	2	
			Security Specialist	1	
			Tech Sales Spec Non-Incentive	2	
		CLOUD, COGNITIVE & SECURITY Totale		11	
		ECOSYSTEM	Other Sales Non-Incentive	1	1
		ECOSYSTEM Totale		1	1
		SOFTWARE ROME LAB	Infrastructure Architect	1	1
		SOFTWARE ROME LAB Totale		1	1
		STORAGE & SERVER	Brand Sales Partner Specialist	1	
			Brand Sales Specialist	1	
				_	
			Other Sales Non-Incentive	1	
		STORAGE & SERVER Totale	Other Sales Non-Incentive	1	
	IBM TECHNOLOGY Tatalo	STORAGE & SERVER Totale	Other Sales Non-Incentive	3	2
PADOVA Totale	IBM TECHNOLOGY Totale	STORAGE & SERVER Totale	Other Sales Non-Incentive		2

SEDE DI LAVORO	BUSINESS UNIT	DIVISIONE	PROFILO PROFESSIONALE	PERSONALE IN FORZA	PERSONALE ESUBERANTE
ROMA - FIERA	FINANCE & OPERATIONS	ASSET MANAGEMENT Totale		1	
		ENTERPRISE OPERATIONS	Business Operations Professional	1	1
			IBM Sales Model Professional Sales Execution & Mgmt Professional	1	1
			Sales Management Support	1	1
		ENTERPRISE OPERATIONS Totale	Suics Wanagement Support	4	2
		FINANCE	Business Controls Professional	1	
			Business Planning Analyst	1	
			Internal Auditor / Investigator	1	
			Solution Product Transactional Pricer	1	
		FINANCE Totale	- 100	4	
		GLOBAL REAL ESTATE	Fulfillment Team Leader	1	
		GLOBAL REAL ESTATE Totale	Real Estate / Facilities Admin Prof	3	
		QUOTE TO CASH	Accts Receivable Collections Spec	1	
		QUOTE TO CASIT	Business Operations Professional	1	
			Customer Relationship Representative	2	
			Deal Facilitator	16	8
			Fulfillment Contract / Solutions Prof	3	1
			Fulfillment Professional	6	5
			Fulfillment Team Leader	2	
		QUOTE TO CASH Totale		31	14
	FINANCE & OPERATIONS Tot			43	16
	GBS	BIG DEALS	Application Consultant	1	
			Business Transformation Consultant	3	
		20052457	Project Manager	1	
		BIG DEALS Totale	Application Applica	5	
		BUSINESS PROCESS TRANSFORMATION	Application Architect	2	
			Application Developer Associate Partner	2	
			Business Design Consultant	3	
			Business Transformation Consultant	17	
			Complex Project Manager	1	
			Data Consultant	3	
			Data Engineer	6	
			Data Scientist	9	
			Delivery Project Executive Incentive	1	
			Enterprise Architect	1	
			Experience Consultant	1	
			Industry Consultant	1	
			Integration Architect	1	
			IT Architect Incentive	1	
			IT Management Consultant	3	
			Package Consultant	24	
			Package Specialist	2	
			Proj Exec Incentive Project Manager	6	
			Solution Architect	4	
			Strategy Consultant	3	
			Technical Solution Architect	2	
		BUSINESS PROCESS TRANSFORMATION Totale		98	
		COMMUNICATIONS CLUSTER	Business Sales & Delivery Executive	1	
			Industry Consultant	1	
		COMMUNICATIONS CLUSTER Totale	·	2	
		DISTRIBUTION CLUSTER	Project Manager	1	
		DISTRIBUTION CLUSTER Totale		1	
		FSS CLUSTER - BANKING INDUSTRY	Industry Consultant	2	
		FSS CLUSTER - BANKING INDUSTRY Totale		2	
		HYBRID CLOUD SERVICES	App Development Programmer Specialist	1	
			Application Architect	12	
			Application Consultant Application Developer	12 10	3
			Data Analyst	10	3
			Data Analyst Database Administrator	2	
			Delivery Project Executive	1	
			Industry Consultant	3	
			Infrastructure Architect	2	1
			Infrastructure Specialist	4	4
			IT Management Consultant	6	
			Package Specialist	7	
			Project Administrator	3	2
			Project Manager	18	
			Solution Architect	1	
			Strategy Consultant	1	
			Strategy Consultant Technical Services Professional	1 1	
			Strategy Consultant Technical Services Professional Technical Support Professional	1 1 1	
		WAND GLOUD STRUCKET	Strategy Consultant Technical Services Professional	1 1 1 2	1
		HYBRID CLOUD SERVICES Totale INSURANCE INDUSTRY	Strategy Consultant Technical Services Professional Technical Support Professional	1 1 1	1 11

				PERSONALE	PERSONALE
SEDE DI LAVORO	BUSINESS UNIT	DIVISIONE	PROFILO PROFESSIONALE	IN FORZA	ESUBERANTE
ROMA - FIERA	GBS	INSURANCE INDUSTRY	Industry Consultant	1	
		INSURANCE INDUSTRY Totale		2	
		PROMONTORY	Administrative Staff Professional	1	
		PROMONTORY Totale		1	
		PUBLIC CLUSTER	Business Transformation Consultant	1	
			Delivery Project Executive	1	
		PUBLIC CLUSTER Totale		2	
		QUALITY & DELIVERY EXCELLENCE	Quality Assurance Professional	1	
		QUALITY & DELIVERY EXCELLENCE Totale		1	
		RESOURCE & CAPACITY	Business Analyst	1	
			Capacity Management Professional	2	1
			Data Management Support Specialist	1	
		RESOURCE & CAPACITY Totale		4	1
	GBS Totale			206	12
	GLOBAL MARKETS	S1 - BANKING	Client Representative	2	
		S1 - BANKING Totale		2	
		S1 - ENI	Industry Sales Non-Incentive	1	
		S1 - ENI Totale		1	
		S1 - FERROVIE DELLO STATO	Client Representative	1	
			Client Technical Leader	1	
		S1 - FERROVIE DELLO STATO Totale		2	
		S1 - INSURANCE & POSTE	Client Representative	1	
			Other Sales Non-Incentive	1	
		S1 - INSURANCE & POSTE Totale	Street Suice Horr-incentive	2	
		S1 - PUBLIC SECTOR	Client Representative	5	
		31 - LOBITC SECION			1
			Professional Incentive	2	1
			Project Mgmt Incentive	1	
		54 BURUS SESTES = 1 1	Solution Representative	1	
		S1 - PUBLIC SECTOR Totale	Ol	9	1
		S1 - TECHNICAL SALES	Client Technical Advisor	1	
			Client Technical Leader	7	
		S1 - TECHNICAL SALES Totale		8	
		S1 - TELCO & ENEL	Client Representative	3	
		S1 - TELCO & ENEL Totale		3	
		UNICREDIT INTEGRATED ACCOUNT	Client Representative	1	
		UNICREDIT INTEGRATED ACCOUNT Totale		1	
	GLOBAL MARKETS Totale			28	1
	GTS	IS	Account / Tech Subject Matter Expert	1	
	0.5		Appl Development Prod Support Spec	1	
			Application Architect	1	
			Application Developer	1	
			Architect	1	
			Brand Client Representative	6	
			•	1	
			Business Advisor		
			Business Programs Manager	1	
			Client Representative	2	
			Client Technical Advisor	1	
			Client Technical Specialist	1	
			Contract Manager	1	
			Delivery Project Executive	8	
			Deskside Support Representative	1	
			Enterprise Architect	2	
			Facility Management Specialist	1	
			Fulfillment Team Leader	1	
			Industry Sales Non-Incentive	1	
			Infrastructure Architect	22	
			Infrastructure Specialist	31	
			Integration Architect	1	
			IT Management Consultant	5	
			Network Services Specialist	4	
			Network Support Specialist	4	
			Operations Architect	9	
			People Manager	1	
			Proj Exec Incentive	3	
			Project Executive	3	
			Project Manager	18	
				2	
			Sales Specialist		
			Security Architect	1	
			Security Delivery Specialist	3	
			Service Availability Manager	1	
			Service Coordinator	3	
			Site Reliability Engineering Professional	7	
			Software Designer	1	
			Solution Manager	3	
			Solution Rep - Brand Specialist	12	
			Solution Sales Non-Incentive	4	
			Systems Administrator	2	
			. /		
			Systems Management Specialist	2	
			Systems Management Specialist Systems Programmer	3 1	

SEDE DI LAVORO				PERSONALE	PERSONALE
	BUSINESS UNIT	DIVISIONE	PROFILO PROFESSIONALE	IN FORZA	ESUBERANTE
ROMA - FIERA	GTS	IS	Systems Support Specialist	1	
			Tech Sales Architect Non-Incentive	1	
			Tech Sales Spec Non-Incentive	1	
			Tech Solution Mgr Non-Incentive	2	
			Technical Operations Analyst	1	
			Technical Services Professional	12 2	
			Technical Solution Architect		
			Technical Solution Manager	3	
			Technical Specialist General Professional	6	
			Technician	1	
		10 7	Transition Manager	1	
		IS Totale		207	
		TSS	Business Operations Professional	1	
			Delivery Manager	4	2
			Delivery Project Manager	1	
			Project Manager	10	1
			Remote Technical Support	1	
			Service Planning Representative	2	
			Systems Services Representative	37	7
			Tech Solution Mgr Non-Incentive	2	
			Technical Specialist General Professional	1	
			Technical Support Representative	4	
		TSS Totale		63	10
	GTS Totale			270	10
	HUMAN RESOURCES	GLOBAL ADMIN	Administrative Staff Professional	2	
			Deal Facilitator	1	
			Executive Administrative Assistant	8	
			Human Resources Professional	1	
		GLOBAL ADMIN Totale		12	
		HUMAN RESOURCES	Employee & Labor Relations Prof	1	
			HR Service Administrator	2	1
			Human Resources Partner	1	
			Safety / IH Specialist	2	1
		HUMAN RESOURCES Totale		6	2
	HUMAN RESOURCES Total	e		18	2
	IBM TECHNOLOGY	CLOUD, COGNITIVE & SECURITY	Digital Development Representative	1	
			Application Architect	3	
			Application Consultant	6	
			Application Developer	2	
			Brand Sales Leader	1	
			Brand Sales Manager	5	
			Brand Sales Partner Specialist	3	
			Brand Sales Specialist	33	
			Brand Technical Sales Manager	6	
			Brand Technical Specialist	43	
			Business Operations Professional	4	2
			Client Representative	2	
			Client Technical Advisor	2	
			Client Technical Architect	1	
			Client Technical Specialist	1	
			Customer Success Manager - Architect	11	
			Data Scientist	1	
			Data Specialist	1	
			Deal Maker	2	
			Delivery Engagement Manager	1	
			Delivery Manager Delivery Manager	2	
			Delivery Project Manager	1	
			Experience Consultant	1	
			Garage Business Transformation Consultant	1	
			Garage Cloud Engineer	4	
			Garage Manager	2	
			Garage Technical Solution Architect		
			Information Architect	2	
			Infrastructure Architect	1	
			Infrastructure Specialist	7	
			IT Management Consultant	13	
			Other Sales Non-Incentive	1	
			Package Consultant	1	
			People Manager	2	
			Project Manager	9	
			Resource Deployment Manager	1	
			Sales Management Support	3	1
			Sales Management Support Sales Specialist	3 2	1
					1
			Sales Specialist	2	1
			Sales Specialist Security Architect	2 6	1
			Sales Specialist Security Architect Security Consultant	2 6 8	1
			Sales Specialist Security Architect Security Consultant Security Services Specialist	2 6 8 19	1

SEDE DI LAVORO	BUSINESS UNIT	DIVISIONE	PROFILO PROFESSIONALE	PERSONALE IN FORZA	PERSONALE ESUBERANTE
ROMA - FIERA	IBM TECHNOLOGY	CLOUD, COGNITIVE & SECURITY	Software Developer	1	
			Software Specialist	4	
			Solution Rep - Brand Spec SW	1	
			Solution Rep - Brand Specialist	1	
			Solution Sales Manager	1	
			Solution Sales Non-Incentive	5	
			Systems Management Specialist	1	
			Systems Services Representative	9	
			Systems Technology Architect	1	
			Tech Sales Spec Non-Incentive	11	
			Tech Solution Mgr Non-Incentive	1	
			Technical Sales Software Architect	11	
			Technical Solution Architect	1	
			Technical Specialist General Professional	5	
			· · · · · · · · · · · · · · · · · · ·	2	
		0.015.000000000000000000000000000000000	Technical Support Professional		
		CLOUD, COGNITIVE & SECURITY Totale		284	3
		DIGITAL AUTOMATION	Digital Sales	1	
			Solution Sales Non-Incentive	1	
		DIGITAL AUTOMATION Totale		2	
		ECOSYSTEM	Partner Recruitment Lead	1	
			Technology Partner Architect	2	
			Technology Partner Seller	5	
		FCOCVETENA Tatala	recimology ratulet sellet		
		ECOSYSTEM Totale		8	
		SOFTWARE ROME LAB	Administrative Staff Professional	3	
			Back-End Developer	1	
			Business Controls Professional	1	
			Business Programs Manager	1	
			Designer	2	
			Information Developer	1	1
			Infrastructure Architect	1	
			Infrastructure Specialist	2	
			Offering Manager	1	
			Other Sales Non-Incentive	2	
			Product Engineering Professional	2	
			Project Manager	4	
			Resource Deployment Manager	1	
			Security Professional	1	
			Senior Technical Staff Member (STSM)	1	
			Software Architect	1	
			Software Developer	66	4
			Software Release Manager	4	
			Software Specialist	1	
			Software Test Specialist	4	
			Systems Management Specialist	1	
			Tech Sales Spec Non-Incentive	3	
			•		
			Technical Support Professional	33	3
		SOFTWARE ROME LAB Totale		137	8
		STORAGE & SERVER	Brand Sales Partner Specialist	1	
			Brand Sales Specialist	6	
			Brand Solution Specialist	1	
		STORAGE & SERVER Totale	Brana solution specialist	8	
	IDM TECHNIC COVE	STORAGE & SERVER TOLDIE			
	IBM TECHNOLOGY Totale			439	11
	LEGAL	LEGAL	General Lawyer	2	
			Real Estate / Facilities Admin Prof	1	
		LEGAL Totale		3	
	LEGAL Totale			3	
	MARKETING	MARKETING	Campaign Manager	1	
			Field Marketing Professional	1	
		MARKETING Totals	rieid iviai keting PTOIESSIONAL		
	AAA DIVETTILLE TO	MARKETING Totale		2	
	MARKETING Totale			2	
ROMA - FIERA Totale				1009	52
ROMA - LUCCHESI	HUMAN RESOURCES	GLOBAL ADMIN	Administrative Staff Professional	1	
		GLOBAL ADMIN Totale		1	
	HUMAN RESOURCES Totale			1	
ROMA - LUCCHESI Totale				1	
ROMA - VENEZIANI	GBS	BUSINESS PROCESS TRANSFORMATION	Application Architect	2	
TOWA - VENEZIANI	GB3	DUSTINESS FROCESS TRAINSFURIVIATION			
			Business Design Consultant	1	
			Data Engineer	1	
		BUSINESS PROCESS TRANSFORMATION Totale		4	
		HYBRID CLOUD SERVICES	Application Architect	3	
			Application Consultant	2	
			Application Developer	4	
			Business Analyst	1	
			Business Transformation Consultant	2	
			Industry Consultant	2	
			Project Manager	2	
			i roject iviariager		
		HYRRID CLOUD SERVICES Totalo	Test Specialist	2	
	GBS Totale	HYBRID CLOUD SERVICES Totale			

	0.1.01	211121212		PERSONALE	PERSONALE
SEDE DI LAVORO ROMA - VENEZIANI	BUSINESS UNIT	DIVISIONE	PROFILO PROFESSIONALE	IN FORZA	ESUBERANTE
	GTS	IS	Delivery Project Executive	1	
			Infrastructure Architect	3	
			Infrastructure Specialist	2	
			Network Services Specialist	2	
			Network Support Specialist	1	
			Operations Architect	1	
			Proj Exec Incentive	1	
			Project Executive	1	
			Project Manager	4	
			Security Delivery Specialist	1	
			Service Coordinator	7	
			Services Delivery Squad Leader	1	
			Site Reliability Engineering Professional	2	
			Systems Administrator	3	
			Systems Management Specialist	4	
			Technical Services Professional	12	
		IS Totale		46	
	GTS Totale			46	
ROMA - VENEZIANI Totale				68	
TORINO	FINANCE & OPERATIONS	ASSET MANAGEMENT	Asset Management Analyst	2	1
			Supply Chain Operations Professional	1	
		ASSET MANAGEMENT Totale		3	1
		QUOTE TO CASH	Customer Relationship Representative	1	
		QUOTE TO CASH Totale		1	
	FINANCE & OPERATIONS TO	otale		4	1
	GBS	BUSINESS PROCESS TRANSFORMATION	Business Transformation Consultant	3	
			Information Architect	1	
			Package Specialist	1	
		BUSINESS PROCESS TRANSFORMATION Totale		5	
		HYBRID CLOUD SERVICES	Application Architect	3	
			Application Developer	47	6
			Business Analyst	17	3
			Data Management Support Specialist	3	2
			Information Architect	1	_
			Package Consultant	2	
			Package Specialist	9	
			Project Administrator	1	
			Project Manager	12	
			Security Professional	1	1
			Solution Sales Non-Incentive	3	1
			Technical Services Professional	3	
		HYBRID CLOUD SERVICES Totale	reciffical Services Froressional	102	12
		INSURANCE INDUSTRY	Industry Consultant	3	12
		INSURANCE INDUSTRY Totale	Industry Consultant	3	
	GBS Totale	INSURANCE INDUSTRY TOTALE		110	12
	GLOBAL MARKETS	C4 INTEGA CANDAOLO CROUD	Client Democratative		12
	GLOBAL MARKETS	S1 - INTESA SANPAOLO GROUP	Client Representative	1	
	CLODAL MADKETS Tabella	S1 - INTESA SANPAOLO GROUP Totale		1	
	GLOBAL MARKETS Totale	ıc	Due Continuity & Decilion Continuity	1	
	GTS	IS	Bus Continuity & Resiliency Svcs Cons	1	
			Business Advisor	1	
			Business Programs Manager	1	
			Complex Project Manager	1	
			Contract Commercial Manager	2	
			Data Center Specialist	1	
			Delivery Project Executive	12	
			Delivery Project Executive Incentive	1	
			Delivery Project Manager	6	
			Deskside Support Representative	1	
			Enterprise Architect	1	
			Financial Analyst	2	
			Infrastructure Architect	13	
			Infrastructure Specialist	4	
			IT Management Consultant	1	
			Network Services Specialist	1	
			Network Services Specialist Proj Exec Incentive	1	
			Proj Exec Incentive	4	
			Proj Exec Incentive Project Executive	4 1	
			Proj Exec Incentive Project Executive Project Manager	4 1 43	
			Proj Exec Incentive Project Executive Project Manager Security Delivery Specialist	4 1 43 5	
			Proj Exec Incentive Project Executive Project Manager Security Delivery Specialist Service Availability Manager Service Coordinator	4 1 43 5 1	
			Proj Exec Incentive Project Executive Project Manager Security Delivery Specialist Service Availability Manager Service Coordinator Service Integration Leader	4 1 43 5 1 26	
			Proj Exec Incentive Project Executive Project Manager Security Delivery Specialist Service Availability Manager Service Coordinator Service Integration Leader Services Delivery Squad Leader	4 1 43 5 1	
			Proj Exec Incentive Project Executive Project Manager Security Delivery Specialist Service Availability Manager Service Coordinator Service Integration Leader Services Delivery Squad Leader Site Reliability Engineering Professional	4 1 43 5 1 26 1 3	
			Proj Exec Incentive Project Executive Project Manager Security Delivery Specialist Service Availability Manager Service Coordinator Service Integration Leader Services Delivery Squad Leader Site Reliability Engineering Professional Software Service Planner	4 1 43 5 1 26 1 3 5	
			Proj Exec Incentive Project Executive Project Manager Security Delivery Specialist Service Availability Manager Service Coordinator Service Integration Leader Services Delivery Squad Leader Site Reliability Engineering Professional Software Service Planner Solution Manager	4 1 43 5 1 26 1 3 5 1	
			Proj Exec Incentive Project Executive Project Manager Security Delivery Specialist Service Availability Manager Service Coordinator Service Integration Leader Services Delivery Squad Leader Site Reliability Engineering Professional Software Service Planner Solution Manager Solution Representative	4 1 43 5 1 26 1 3 5 1 3 5	
			Proj Exec Incentive Project Executive Project Manager Security Delivery Specialist Service Availability Manager Service Coordinator Service Integration Leader Services Delivery Squad Leader Site Reliability Engineering Professional Software Service Planner Solution Manager Solution Representative Solution Sales Non-Incentive	4 1 43 5 1 26 1 3 5 1 3 5 1	
			Proj Exec Incentive Project Executive Project Manager Security Delivery Specialist Service Availability Manager Service Coordinator Service Integration Leader Services Delivery Squad Leader Site Reliability Engineering Professional Software Service Planner Solution Manager Solution Representative	4 1 43 5 1 26 1 3 5 1 3 5	

E DI LAVORO	BUSINESS UNIT	DIVISIONE	PROFILO PROFESSIONALE	PERSONALE IN FORZA	PERSONAI ESUBERAN
TORINO	GTS	IS	Systems Management Specialist	5	LOODLIVIIV
			Systems Programmer	4	
			Systems Support Specialist	5	
			Technical Services Professional	4	
			Technical Solution Architect	7	
			Technical Solution Manager	1	
			Technical Specialist General Professional	2	
			Technical Support Representative	1	
			Transition Manager	4	
		IS Totale	5	188	
		TSS	Delivery Manager	1	
			Delivery Project Manager	1	1
			Systems Services Representative	13	4
		TSS Totale	'	15	5
	GTS Totale	_		203	5
	HUMAN RESOURCES	GLOBAL ADMIN	Administrative Staff Professional	1	1
			Executive Administrative Assistant	2	
		GLOBAL ADMIN Totale		3	1
		HUMAN RESOURCES	Human Resources Partner	1	
		HUMAN RESOURCES Totale		1	
	HUMAN RESOURCES Totale			4	1
	IBM TECHNOLOGY	CLOUD, COGNITIVE & SECURITY	Brand Sales Leader	1	
			Brand Sales Specialist	1	
			Brand Technical Specialist	1	
			Infrastructure Architect	2	
			Infrastructure Specialist	1	
			Security Consultant	1	
			Security Services Specialist	1	
			Systems Services Representative	1	
			Tech Solution Mgr Non-Incentive	1	
			Technical Sales Software Architect	1	
		CLOUD, COGNITIVE & SECURITY Totale		11	
	IBM TECHNOLOGY Totale			11	
NO Totale				333	19