



Sign-on Bonus Repayment Agreement Form D
(To be completed for New Hire Sign-On Bonus for **One Year** Repayment)

This form must be completed in order to receive your Sign-On Bonus.

Employee Name Jianhe Luo	Date of Hire To be determined	E-Mail Address luojianhe1992@gmail.com
Phone 412-580-0286	Resident Location Pittsburgh, PA	Work Location Yorktown Heights, NY

Prior to receiving any payment, I agree to and understand the following:

- This payment shall not be considered earned by me until I have completed **one year** of active full-time employment with IBM.
- If my employment with IBM is terminated for cause or voluntarily by me within my first year of active, full-time employment, I will repay to IBM the sign-on bonus.
- Should I go on leave before I have actively worked for IBM on a full-time basis for the above stated period of time, my obligation to repay the bonus will be extended for the period of the leave and until the balance of the remaining active employment time has been completed following my return from such leave. Similarly, if, based on my request, I am converted to part-time employment status before I have actively worked for IBM on a full-time basis for the above stated period of time, my obligation to repay the bonus will be extended for the period of time represented by the difference between one year's active full-time employment and the hours actually worked on my part-time schedule.

For any situation in which I have agreed above to repay the sign-on bonus, I also authorize IBM to deduct the amount of \$ 10,000 .____, less any tax withholdings, owed to IBM from any funds IBM may owe me at the time of my departure, including, but not limited to, wages, commissions, vacation, variable pay. If, after IBM has deducted the amount from funds owed to me at the time of my departure, a balance owed to IBM remains, I shall repay the balance to IBM.

This repayment provision does not constitute a contract of employment or a guarantee of employment for one year or otherwise. Employment is at-will at all times.

This fax copy is maintained and is effective as an original.

Please submit via fax to (919)543-7670.

Employee Signature Jianhe Luo	Date 12/08/2015
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