ASSESSMENT RESULT FOR SINGAPORE —



CONFIRMATION NUMBER

IDT-BV162758474

PASSPORT(S)

India

VISA REQUIRED

② WHAT'S NEXT?



Visa Required

Please click the "Tasks Selected" bar or see the "Reason for Assessment" section of this screen to review your assessment information and determine what type of visa you require before accessing the list of **Business Visa Providers (https://w3-**

01.ibm.com/hr/web/mobility/assignments/visa_tool.html) for instructions on how to obtain your visa. Please take note of the **Confirmation Number** beginning with 'IDT' above. You will need this number in order to book your international travel.

Consular Visa or eVisa? Read the destination information to confirm how business visas are issued and use the government link to access an eVisa portal, if applicable.

Questions about your IDT assessment? Contact Global Immigration Support (mailto:glosuppo@in.ibm.com?subject=IDT Result Question). Be sure to include the Confirmation Number beginning with IDT above in your email.

FREQUENT TRAVELERS: If you expect to stay in a host country multiple times and/or for an extended period of time, it is a mandatory requirement that you review your total combined days of host country presence with the tax thresholds identified in the **Frequent Traveler Wizard** (https://rdgmpsw01.w3-969.ibm.com/hr/globalMobility/frequentTravel/frqTravel.action). If you exceed the host presence threshold in the Frequent Traveler Wizard please urgently contact the Business Traveler Tax Compliance team (bttccoe@in.ibm.com (mailto:bttccoe@in.ibm.com)) so they may perform a more detailed tax assessment to establish whether you have a tax issue and an assignment plan is required.

TASKS SELECTED



Your Assessment Information:

ATTEND client/business partner/vendor/other non-IBM party meetings (other task(s) must be selected to specify activities conducted in the meeting)

Visa Required: Business Visit Visa Work Authorization Required: None

These nationals must first secure their visa from their nearest Singapore consulate or online from the Singapore Immigration and Checkpoints Authority before travelling to Singapore. Upon arrival, a visit pass will be granted for between 14 and 30 days, but can be extended for up to 90 days.

DESTINATION INFORMATION



This information is general in nature and not specific to your trip, but important for you to read. Checking the acknowledgement box is required to access your assessment result and print this information.

CONSIDERATIONS FOR SINGAPORE

Business Visits

Business visitors can obtain Business Visit Passes in certain circumstances, including for social purposes, business, tourism, short courses of study, certain professional and entrepreneurial activities, and family reunification. Business Visit Passes are divided into short-term categories for stays of less than three months and long-term categories for stays of three months or more. A visit pass is issued on arrival for short-term stay ranges of 30 to 90 days.

Considerations for Business Visitors

The following circumstances may require work authorization (as indicated in the assessment results): being placed on the local company's payroll, receiving remuneration from the local company, signing an employment contract or otherwise establishing an employment relationship with the local entity, or making frequent, repeated business trips to the host country. Some exceptions apply.

Work Authorization

The main work authorization category in Singapore is the Employment Pass. An Employment Pass allows for multiple entries, and may be issued for a period of up to three years, although in practice it is usually granted for one to two years at a time.

A medical exam may be required for any foreign national applying for an Employment Pass, at the discretion of the Ministry of Manpower. Certain applicants may be allowed to simply sign a medical declaration.

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All Employment Pass holders must appear in person at the Employment Pass Services Centre to obtain a Long Term Pass Card, a biometric identification card that replaces passport stamps and Disembarkation/Embarkation Cards.

Red Flags

Individuals can qualify under the Work Pass Exempt Activities if they are providing expertise or specialized skills in relation to plant and equipment subject to strict conditions, or performing activities relating directly to the organization or conduct of any seminar, conference, workshop, gathering or talk. Foreign nationals performing Work Pass Exempt Activities are required to submit a prescribed e-Notification upon their arrival in Singapore to inform the Ministry of Manpower before engaging in these activities. They can perform these activities for the duration of their Business Visit Visa subject to a maximum of 90 days. Beyond that, an Employment Pass is required.

Penalties

Violators of Singaporean immigration laws are subject to fines of up to S\$ 30,000 or imprisonment.

Useful links

http://travel.state.gov/content/passports/english/country.html (http://travel.state.gov/content/passports/english/country.html)

https://www.cia.gov/library/publications/the-world-factbook/ (https://www.cia.gov/library/publications/the-world-factbook/)

http://smartraveller.gov.au/Pages/default.aspx (http://smartraveller.gov.au/Pages/default.aspx)

https://www.gov.uk/foreign-travel-advice (https://www.gov.uk/foreign-travel-advice)

Immigration compliance is your responsibility. Check out the International Travel and Immigration Certifications (https://cbti.w3bmix.ibm.com/) that now includes a new IDT certification. Business travelers should also review and comply with the Country Specific Guidelines for Business Visitors. (https://w3-

01.ibm.com/hr/web/mobility/assignments/geography_info.html)

Effective July 15, 2015, IBM employees outbound from all countries (except Australia, New Zealand, Canada, and the U.S.) who receive an IDT work authorization assessment result will be required to provide funding information in lieu of a corporate credit card in order to request Immigration services through Fragomen, LLP. Additional details about this requirement are available on **W3** (https://w3-01.ibm.com/hr/web/mobility/assignments/visa_tool.html).

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ACKNOWLEDGEMENT:

By checking the acknowledgement box below, I certify not only that I have read the above information but also that 1) I am an IBM employee, 2) that my activity selections and other data provided about my business trip in this assessment process are/will be complete and accurate to the best of my knowledge. I understand that if I use the immigration solution recommended through this assessment process, but my actual activities and/or duration of stay fall outside the scope of what I indicate here, I may be found to be in violation of the destination country's immigration laws and subject to penalties under those laws, as well as sanctions under IBM's code of conduct and 3) that I have reviewed the Travel Risk Rating and have obtained the required approvals and will adhere to all Security requirements prior to and during my trip.

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We want to hear from you! Please complete the IDT User Feedback Survey (https://www.surveymonkey.com/s/IDTUserFeedback) to share your feedback about the IDT.

This concludes the Immigration Determination Tool assessment process.

If you have initiated services via the IDT, this further support will be handled directly by the immigration provider.

DISCLAIMER

The results provided herein are intended only for the individual for whom this Assessment was prepared, and are subject to the Standard Terms and Conditions as well as any applicable agreements between Fragomen and such individual or his or her employer. Any additional use or other distribution is strictly prohibited. These results may be confidential or proprietary.