IBM.

Global Mastery Test

Sorry, you did not pass

Sorry, you answered 80% of the questions correctly and the passing mark is 100%.

NOTE:

To achieve certification status, all required activities listed in the learning plan must be completed (including this test).

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1. **Which of the following statements are true?**
A. All IBMers who travel on a business visa, visa waiver or treaty privileges are responsible for completing the global certification.
B. If specific guidelines are provided for a country, IBMers are responsible for reviewing them before acting as a host-country manager or traveler for that destination.
C. All IBMers who act as a host-country manager are responsible for completing both the global certification and the supplemental certification for host-country managers.
D. **All of the above (your answer) Correct!**

Consult the following learning activity items for more information about this topic:
Cross-Border Travel and Immigration FAQ page

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2. **Which of the following situations DO NOT require a host-country manager to be identified as part of the travel planning process?**
A. When using a Business Visitor Invitation Letter
B. When traveling on an existing business visa, visa waiver or under treaty privileges
C. **When traveling directly to an external conference or client location (your answer) Correct!**
D. None – each of the above situations require a host-country manager

Answer Feedback: The only situation in which a host-country manager is not required is when traveling directly to a client site or external conference. However, as a best practice, IBM recommends identifying a host-country manager who can sign a Business Visitor Invitation Letter whenever possible, as such a document can prove helpful if you encounter issues at the border or port-of-entry.

Consult the following learning activity items for more information about this topic:
Cross-Border Travel and Immigration FAQ page
Global Immigration Guidelines for Business Visitors

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3. **Which of the following is NOT one of the traveler responsibilities?**
A. Review the travel purpose and activities with the host-country manager in advance
B. Complete the Immigration Determination Tool (IDT) assessment
C. Ensure your activities are consistent with the Immigration Determination Tool (IDT) assessment, travel agenda and invitation letter (if applicable)
D. **Pursue additional opportunities to contribute while present in the host-country (your answer) Correct!**
E. Seek support from your host-country manager to resolve any issues or changes regarding your

Answer Feedback: Seeking additional activities is NOT something the traveling employee should be doing. Engaging in activities not included in the original scope of the trip can be problematic for consistency reasons and because they may not be aligned to the allowable activities for a Business Visitor. However, if adding activities while a trip is in-progress is unavoidable, follow the procedures outlined in the *IBM Global Immigration Guidelines for Business Visitors* for incorporating changes into your travel itinerary.

Consult the following learning activity items for more information about this topic:
Global Immigration Guidelines for Business Visitors

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4. **Which of the following is NOT one of the host-country manager responsibilities?**
A. Review the travel purpose and activities with the employee in advance
B. **Complete the Immigration Determination Tool (IDT) assessment for the employee (your answer) Correct!**
C. Ensure commitments made to clients do not violate the IBM Global Immigration Guidelines for Business Visitors
D. Validate consistency of the facts presented in the Immigration Determination Tool (IDT) assessment, invitation letter and travel agenda
E. Take appropriate action to respond to queries from government officials or to resolve any issues or changes regarding employee activities while in the host country

Answer Feedback: Completing the IDT assessment is one of the responsibilities of the employee, not the host-country manager. However, reviewing the IDT assessment once the employee has completed it is an excellent way to review the travel purpose and activities with the employee prior to travel.

Consult the following learning activity items for more information about this topic:
Global Immigration Guidelines for Business Visitors

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5. **The *Immigration Determination Tool (IDT)* evaluates activities to confirm the appropriate immigration status for a specific trip; it should be used after the global and country-specific reference documents have been consulted.**
A. True
B. **False (your answer) Incorrect**

Answer Feedback: Completing the IDT assessment is a validation activity that is associated with a specific trip. Travelers should complete this assessment as soon as possible, but only in relation to actual travel plans; it should not be used as a general planning tool. The global and country-specific guidelines and other reference materials are the appropriate resource to consult for general planning purposes.

Consult the following learning activity items for more information about this topic:
Immigration for Business Visitors QuickView - IDT

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6. **In addition to consulting their host-country manager, what should travelers do if asked to complete additional activities outside of the ones initially discussed?**
A. Complete a new Immigration Determination Tool (IDT) assessment. As long as the activity shows as allowable for a Business Visitor, a traveler can do it.
B. Politely refuse to do the additional activities. There is no way to revise the scope while in the host-country.
C. **Review the global and country-specific guidelines for Business Visitors. As long as the activity fits within these guidelines, a traveler can do it. (your answer) Incorrect**

Visitor on both, a traveler can do it.

Answer Feedback: Making changes to the scope of activities while in the host-country is not recommended. However, in unanticipated critical business situations, it can be done only after validating the new activities in an IDT assessment and reviewing the IBM Global Immigration Guidelines for Business Visitors. It is important to do this research before the new activities are performed.

Consult the following learning activity items for more information about this topic:
Global Immigration Guidelines for Business Visitors

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7. **Are employees required to validate their immigration requirements prior to every trip?**
A. **Yes. Immigration laws can change without notice. An Immigration Determination Tool (IDT) assessment will reflect the most current guidance. (your answer) Correct!**
B. Maybe. It depends when the traveling or sponsored employee completed his/her last assessment and whether the purpose of the trip has changed.
C. No. As long as the activities are the same and the Host-Country Manager is the same, a new assessment is not required.

Consult the following learning activity items for more information about this topic:

Immigration for Business Visitors QuickView - IDT

Global Immigration Guidelines for Business Visitors

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8. **How can IBM and its employees be impacted by immigration noncompliance?**
A. Negative IBM brand perception with governments, clients and the general public
B. Fines for noncompliance, criminal charges or detention and deportation
C. Visa processing delays at the consulate and border
D. Disciplinary action due to an IBM Business Conduct Guidelines violation
E. **All of the above (your answer) Correct!**

Answer Feedback: All of the above are consequences of non-compliance and could pose further, serious implications for IBM, host-country managers, and traveling employees beyond what is listed here.

Consult the following learning activity items for more information about this topic:
Immigration for Business Visitors QuickView - Compliance

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9. **What is the first step to take if you are concerned about possible inappropriate use of Business Visitor status?**
A. Complete an IDT assessment to verify activities
B. **Contact IBM Global Immigration Support (glosuppo@in.ibm.com) (your answer) Correct!**
C. Contact your travel service provider
D. None of the above

Answer Feedback: IBMers have a responsibility to follow the *Business Conduct Guidelines* with respect to immigration compliance. The incident reporting protocols for immigration are an important resource that supports employees in fulfilling this responsibility.

Consult the following learning activity items for more information about this topic:
Global Immigration Guidelines for Business Visitors

10. If an employee is found doing activities that are not appropriate for a Business Visitor, who is responsible and subject to disciplinary action?
A.   The employee only
B.   The employee and the host-country manager
C.   The employee and the home-country manager
D.   **All of the above can be subject to disciplinary action, depending on their involvement (your answer) Correct!**

Answer Feedback: When it comes to immigration compliance, the actions of a single IBMer have the potential to negatively impact the entire company. The responsibility to act in compliance with immigration regulations rests with each person involved in the planning and execution of a trip.

Consult the following learning activity items for more information about this topic:
Immigration for Business Visitors QuickView - Guidelines and Roles
Global Immigration Guidelines for Business Visitors

NEXT STEPS:

If you did not pass the test, review the questions you missed and click the links provided in the answer feedback to learn more.

When you are ready, click the **Try test again** button to re-take the test immediately.

After passing the test, click the **Close Window** link below.

| Try test again | Close window |