

INTERNATIONAL BUSINESS MACHINES CORPORATION
500 MADISON AVENUE
NEW YORK 22, N. Y.

OFFICE OF
THE PRESIDENT
Confidential

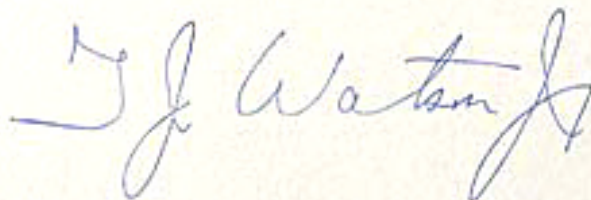
September 21, 1953

Policy Letter #4

The purpose of this letter is to restate for all of the supervisory personnel of the IBM Company the policy of this corporation regarding the hiring of personnel with specific reference to race, color, or creed.

Under the American system, each of the citizens of this country has an equal right to live and work in America. It is the policy of this organization to hire people who have the personality, talent and background necessary to fill a given job, regardless of race, color or creed.

If everyone in IBM who hires new employees will observe this rule, the corporation will obtain the type of people it requires, and at the same time we will be affording an equal opportunity to all in accordance with American tradition.

A handwritten signature in blue ink, appearing to read "T. J. Watson, Jr.", with a stylized, cursive script.

T. J. Watson, Jr.

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