

Benefits Highlights

Effective January 1, 2016 to December 31, 2016



- ▶ Health Care
- ▶ Retirement
- ▶ Disability
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GE Benefits: Adding value beyond your paycheck

GE offers a wide variety of benefits that represent an important part of the value of your job. The benefits package provides a wide range of plans to help you achieve your goals at every stage of your career.

This booklet highlights benefits for new GE employees and new employees of certain GE affiliates.

This document does not create a contract of employment between the General Electric Company (also referred to as “the Company”) and any individual. The Benefits Highlights is not an official summary plan description and is not intended to—and does not—provide full details of the plans and programs described. Full details are contained in the official plan documents. If any representations made in this booklet or by GE Human Resources differ from the plan documents, the plan documents prevail. (For plans and programs that do not have official plan documents, the summary plan descriptions will prevail.) General Electric Company reserves the right and discretion to amend or terminate its benefit plans and programs and at any time, for any reason. For employees covered by a collective bargaining agreement, participation in programs or plans described in this booklet shall only occur upon agreement by the employees’ union representative.



The information within the 2016 Benefits Highlights is solely for use by GE Human Resources supporting discussions with new hires and recruits as of January 1, 2016.

Health Care Coverage

GE Health Choice — Plan Options

► For more information on Medical and Behavioral Health coverage, visit ge.com/healthahead/healthcaredecisions.

GE Health Choice offers you three options so you can choose the plan that works best for you and your family.

With GE Health Choice, you can select how much you pay out of your paycheck versus how much you will pay when you seek care. You can also choose which type of savings accounts you would like to help pay your share of eligible medical expenses. With a few exceptions, such as some prescriptions (see below) and specialty medical services, your benefits start after you meet your deductible.

- GE Health Choice covers most medical services at 80% after you meet your deductible, if care is received from in-network providers.
- For out-of-network care, services are covered at 60% of eligible expenses after you meet your deductible.*
- Preventive screenings are covered at no cost when provided in-network under each plan option.

*Additional out-of-network provider billed charges may apply.

	OPTION 1	OPTION 2	OPTION 3
Medical Contributions	Highest	Lower	Lowest
Deductible and Co-Insurance Maximum	Lowest	Higher	Highest
Savings Accounts	GE-funded HRA Employee-funded FSA	GE-funded HRA Employee-funded FSA	Employee-funded HSA Employee-funded Limited Purpose FSA (dental and vision only)
Attributes	You pay the most in payroll contributions, but you have the lowest deductible.	You pay less in payroll contributions than Option 1, but your deductible is higher.	You pay the least in payroll contributions, but you have the highest deductible.

Option 2 is not offered in: California; Erie County, Pennsylvania; and Milwaukee, Wisconsin. An alternative plan, Option 2 Select, is available in these areas. Please contact your local HR Manager for more information on Option 2 Select.

Tobacco Certification

A tobacco surcharge applies to all tobacco use for active employees, including cigarettes, pipes, cigars, smokeless tobacco and electronic cigarettes. Tobacco use is the leading preventable cause of serious disease.

If you make the healthy choice not to use tobacco, or certify that you will take a tobacco cessation program, you will pay less for your coverage. If you don't use tobacco, you will save \$652 on your GE Health Choice plan contributions.

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Prescription Drug Coverage

This chart shows benefit coverage provided by all three options. After you meet your annual deductible (Medical, Behavioral Health and Pharmacy combined) the following co-pays and co-insurance apply:

- ▶ To learn more about GE Health Choice and prescription drug coverage, visit ge.com/healthahead/healthcaredecisions.



PRESCRIPTION DRUG	
Generic Drugs RETAIL – \$12 co-pay (up to a 30-day supply) MAIL ORDER – \$24 co-pay (up to a 90-day supply)	Brand Name Drugs RETAIL – 30% co-insurance (up to a 30-day supply) MAIL ORDER – 20% co-insurance (up to a 90-day supply)

For Options 1 and 2, specialty and targeted drugs are available under the pharmacy benefit at a co-pay without having to meet the annual deductible. Under Option 3, you must meet the annual deductible before these drugs are available at a co-pay.

GE Savings Accounts

- ▶ For more information on GE Savings Accounts, visit ge.com/healthahead/healthcaredecisions.

All GE Health Choice options include access to accounts to help you pay your share of qualified medical expenses.

Health Care Flexible Spending Account (FSA)

If you elect Options 1 or 2, or waive medical coverage, the IRS permits you to open this account to set aside a portion of your earnings on a pre-tax basis to pay for qualified medical expenses, including dental, vision, and prescription expenses. You may carry over up to \$500 of unused Health Care FSA funds for use in the following year.



Limited Purpose Flexible Spending Account (LPFSA)

If you elect Option 3, you can open this account to set aside a portion of your earnings on a pre-tax basis to pay for dental and vision expenses only. You may carry over up to \$500 of unused 2016 Health Care LPFSA funds for use in the following year.

Health Reimbursement Account (HRA)

This is a tax-free annual credit you receive when you participate in Option 1 or Option 2. GE will credit your HRA \$500-\$1,000, depending on the number of persons covered. You can use this credit to directly reduce your medical expenses and any unused amount will rollover to the following year as long as you remain in Option 1 or Option 2. You can use the account to pay for eligible medical and pharmacy expenses. Your HRA cannot be used to pay for dental, vision, or over-the-counter expenses.

Health Savings Account (HSA)

This option is available to employees who choose GE Health Choice Option 3 only. An HSA is a bank account employees can open to help save money, tax free, to pay their share of qualified medical expenses.

Preventive Screenings and Services

With GE Health Choice, preventive screenings and services—as recommended by the U.S. Preventive Services Task Force (USPSTF)—are covered 100% in-network, not subject to the deductible. Medical necessity, frequency, condition, gender and/or age restrictions may apply. You should always ask your doctor if the screenings performed for or during your physical exam are consistent with the U.S. Preventive Services Task Force recommendations and, consequently, covered at 100%. If you have questions, please contact your health plan administrator for additional details. Preventive services are not covered out-of-network.

View a more detailed list of covered preventive care at ge.com/healthahead/healthcaredecisions.

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► For coverage and eligibility details, call the Vision or Dental plan administrator or refer to *Your Benefits Handbook* within the Information & Resources section of the Health Care tab once you have signed in to your benefits page.

Vision Plan Options

To help you pay for covered routine eye exams, lenses and eyeglass frames, GE offers two coverage options for you and your family:

- You are automatically eligible for the **GE Vision Basic Option** when you enroll in a GE Health Choice option. No payroll deduction is required.
- The **GE Vision Plus Option** pays additional benefits and requires a payroll deduction. You must be enrolled in GE Health Choice to enroll in the GE Vision Plus Option.



The GE Vision Care options are not part of GE Health Choice and have separate co-pays and benefit allowances. Vision expenses do not count toward your GE Health Choice deductible and co-insurance maximum.

Vision benefit administrator, Davis Vision: 1-800-433-9375

If you've already used your GE Vision Care benefits, you can save on the cost of additional vision care in the network through the GE Vision Value Option. For example, you can get another pair of eyeglasses or contacts at reduced network rates before you're eligible again for plan benefits.

Dental Plan Options

To help you pay for dental services, GE offers two Dental Care options for you and your family. The GE Dental Care options are not part of GE Health Choice so expenses do not count toward your GE Health Choice deductible and co-insurance maximum.

- The **Dental Schedule Option** covers certain services, such as diagnostic, restorative, and prosthodontic care, only up to an amount based on a benefit schedule and requires no weekly payroll deduction.
- The **Dental Premium Option** bases its coverage for all services on the dentist's reasonable, necessary and customary charges and requires a payroll deduction* based on the number of covered dependents.

Dental benefit administrator, MetLife Dental: 1-888-529-8474

GE Dental Care is designed to encourage good preventive care to help you maintain healthy teeth and gums. These benefits will help you pay for a broad range of dental care and other supplies.

**Contribution rates may vary for part-time employees or employees of certain GE affiliate businesses.*

GE Dependent Day Care Flexible Spending Account (DCFSA)

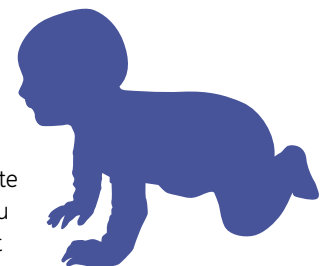
A GE Dependent Day Care Flexible Spending Account (DCFSA) can be used to pay for daycare for qualified dependents so that you—and if you're married, your spouse—can work or attend school full time.

You can contribute from \$100 to \$5,000 each year if you're single. If you're married, you and your spouse together may not contribute more than \$5,000 a year to DCFSA's if you file a joint tax return, or \$2,500 each if you file separate returns (special rules apply if your spouse is disabled or a full-time student, or if the IRS considers you to be highly compensated).

The annual amount you elect will be deducted from your paycheck in equal installments during the year.

Because your contributions are deducted before federal—and in most locations, state and local—income taxes are calculated, you'll reduce your current year taxable income. When you incur an eligible expense, simply file a claim for reimbursement and you'll be reimbursed from your account with tax-free dollars.

You'll need to carefully estimate how much you want to contribute because federal law requires you to forfeit any money you deposit but don't use during the plan year.



Retirement

GE Retirement Savings Plan (RSP)

Through the RSP, GE is focused on helping you manage a significant financial goal, saving for retirement. The Plan has a number of important features that can help you prepare for retirement, including valuable tax benefits that help accelerate the growth of both your own contributions and Company contributions. You choose how to invest your savings and the Company contributions among various investment options, and there are many online educational and retirement planning tools that can help you make your RSP elections and other financial decisions.

Your own contributions*

You are eligible to enroll immediately (unless you are a temporary employee) when you join the Company and may be eligible to contribute 1%-30% of your eligible pay. The Plan allows you to make three different kinds of contributions—pre-tax, Roth and after-tax—to help you fine-tune your tax and savings strategy.

The RSP also includes an auto-enrollment feature in which certain employees will automatically contribute 8% of their eligible pay on a pre-tax basis. You will be notified prior to being automatically enrolled.

Amounts attributable to your contributions are vested immediately. This means that you have the right to receive these amounts, even if you leave the Company and its affiliates.

Company Matching Contributions

The Company will match 50% of your own contributions up to the first 8% of eligible pay you save (excluding any catch-up contributions). So, for every \$1 of your regular pre-tax savings, regular Roth savings and after-tax savings, up to 8% of your eligible pay, the Company adds 50 cents.

Amounts attributable to your Company Matching Contributions are vested immediately. This means that you have the right to receive these amounts, even if you leave the Company and its affiliates. You pay no taxes on Company Matching Contributions when they are added to your account. Instead, taxes are deferred until your service ends and you receive a distribution from the RSP.

Company Retirement Contributions**

If you qualify, a Company Retirement Contribution (CRC) equal to 3% of your eligible pay will automatically be credited to your RSP account for each payroll period that you receive pay and during which you are eligible for the Plan. You do not need to make any contributions in order to receive the CRC. You may also be eligible to receive an Additional Company Retirement Contribution (ACRC).

Amounts attributable to your CRC generally become vested when you meet one of the following three requirements: (1) you earn three years of RSP Service***; (2) you reach age 65 while you are still employed with the Company or an affiliate; or (3) your service with the Company or an affiliate ends because you are transferred directly to a successor employer in connection with a business disposition and certain other requirements are met. This means that you may forfeit amounts attributable to your CRC if you leave the Company and its affiliates before meeting one of these criteria. You pay no taxes on CRC when they are added to your account. Instead, taxes are deferred until your service ends and you receive a distribution from the RSP.

Additional features

Additional Plan features allow you to borrow from your RSP account through loans and withdraw money from your account while you're still working for the Company and its affiliates. You should note that accessing your savings in this way may affect your retirement.

*IRS and Plan restrictions may apply, including restrictions on the amount that highly compensated individuals may contribute to the RSP.

**CRC are not available for loans or in-service withdrawals.

***RSP Service means your aggregate periods of employment as an employee of the Company. RSP Service may also include (1) periods of employment as an employee of a non-participating affiliate; (2) periods during which you are away from the Company and all affiliates if you are reemployed within 12 months of leaving; and (3) periods of prior service with an acquired business.

Disability

While GE Health Choice pays for the cost of care related to an illness, injury or other serious medical condition, your GE disability benefits provide income when that medical condition prevents you from working.

The programs include:

- **GE Salary Continuation Program**—which provides income during short-term or extended illnesses, injuries or other serious medical conditions;
- **GE Long Term Disability Income Plan**—which continues a percentage of your pay for long-term disabilities; and
- **Workers' Compensation**—which provides income and medical coverage for work-related disabilities.

GE Salary Continuation Program

The GE Salary Continuation Program (SCP) is a pay practice designed to continue all or a portion of your pay when a short-term or extended illness, injury, or other serious medical condition prevents you from working.

Personal Illness Payments*

You can receive 100% of your pay for up to 20 days in a rolling 12-month period, subject to management approval.

Extended Illness Payments

You may receive, for up to 26 weeks, the greatest of:

- 50% of your pay;
- 60% of your pay up to \$850 per week for disabilities beginning on or after January 1, 2016; or
- Any state-mandated benefit.

Your business may approve Extended Illness Payments of 100% of your pay, depending on your performance and/or your length of service.

**Not applicable to all employees. Exempt employees are eligible for paid time off under the permissive approach to paid time off.*

GE Long Term Disability Income Plan

The optional GE Long Term Disability Income (LTDI) Plan is designed to provide you with disability income that continues a portion of your pay, depending on your election, when you can no longer work because of an illness, injury or other serious medical condition.

You are eligible to enroll in LTDI on your first day of work if you are:

- A full-time Company employee; or
- A part-time Company employee who is part of a special classification of employees eligible for LTDI.

You can enroll within 63 days after you become eligible and you pay the full cost of coverage through payroll deductions. If you do not make an election—to waive or enroll in coverage—within 63 days of becoming eligible, you will automatically be enrolled in the 50% coverage option.

Workers' Compensation

Workers' Compensation provides medical and income benefits and rehabilitation services if an occupational disease or work-related injury prevents you from working. This legally required coverage is provided by the Company at no cost to you. Benefits vary by state.

You must notify your manager if you believe that your illness, injury, or other serious medical condition is work-related. Your business will contact the administrator for GE's Workers' Compensation, and a representative will then follow up with you.

Time Off Options

For exempt employees

The Permissive Approach to Paid Time Off

The permissive approach empowers you to take the time off you need in coordination with your manager. The approach has no pre-defined amount of time. Under this approach, you may take time off to relax and rejuvenate, for incidental personal illness or injury, for personal business, and for floating holidays. As always, employees need to ensure that satisfactory performance and business needs are met under this approach.

For non-exempt employees

Vacation

The amount of time eligible employees may take as paid vacation is based on Company hire/rehire date and length of continuous service. As continuous service increases, you become eligible for additional vacation. Management approval is required for vacation use.

Personal Illness

Eligible employees who need to be absent because of their own illness are eligible for up to a fixed number of Personal Illness days in a 365-day rolling year. Personal Illness days will apply to the beginning of a disability claim.

Personal Business

Eligible employees may use up to a fixed number of days off in a 365-day rolling year when they need to be absent to attend to important personal matters during regular business hours. Management approval is required to use Personal Business.

For exempt and non-exempt employees

Holidays

The holiday schedule is determined by your Business and is announced each year.

GE Parental Leave

Eligible employees may use up to six weeks of paid time off, and up to four weeks of unpaid time off, when they become a parent as a result of the birth or placement for adoption of a child or children. Other time off may be used to receive pay during this four-week period. Employees must file a Parental Leave request with GE's Leave Administrator to take advantage of this benefit.

Other Time Off

You may be eligible to take paid time off in the event of a death in your family or if you are required to serve jury duty. GE military differential pay is available for certain military training, disaster relief duty, and Reservists and National Guard service members called to active duty.

Life and Other Insurance

Life and accident insurance programs provide your family with financial assistance in case of your death or severe injury. Other Company programs can help your survivors by providing financial counseling, continued health insurance and other benefits and scholarships for surviving children. The Company pays for a basic level of coverage; you have the opportunity to purchase additional coverage at group rates.



GE Life Insurance

- Provides a company paid benefit equal to 2¹/₂ times annual pay to your beneficiary or beneficiaries in case of your death (\$12.5 million maximum, combined for GE Life Insurance and GE Accidental Death or Dismemberment Insurance).

GE Accidental Death or Dismemberment Insurance

- Provides a company paid benefit equal to 1 times annual pay to your beneficiary or beneficiaries in case of your accidental death, with an additional 1 times annual pay for a work-related injury that results in death (\$12.5 million maximum combined for GE Life Insurance and GE Accidental Death or Dismemberment Insurance).
- Provides company paid benefit in case of accidental dismemberment or loss of sight, speech, and/or hearing.

GE Survivor Support Program

- Provides financial counseling for your surviving spouse or guardian of your minor children in the event of your death.

GE Scholarship Program for Surviving Children

- Provides college scholarships up to \$20,000 to eligible children of employees who die while employed or under certain conditions.

GE A Plus Life Insurance

- Provides financial security for your family and an opportunity to build tax-deferred savings. Employee premium payments are required.
- Coverage available: 1 to 10 times pay with a \$10 million maximum; and additional value through a cash fund, if the Group Universal Life (GUL) option is elected. The GUL option can be taken into retirement. The Term option ends at retirement.

GE Personal Accident Insurance

- Provides additional financial protection for you and your family in case of accidental death or dismemberment resulting from accidents that occur at home or at work, during business trips or during vacation travel. Employee premium payments are required.
- Coverage available for yourself: 1 to 5 times your annual pay, depending on the benefit option you select (\$2 million maximum).
- Coverage available for your spouse: In multiples of \$10,000 (\$250,000 maximum).
- Coverage for each of your children: \$2,000 automatically for each \$10,000 of spouse coverage you purchase (\$50,000 maximum).

GE Dependent Life Insurance

- Provides financial protection for you in the event of the death of an eligible family member. Employee premium payments are required.
- Eight coverage levels available for your spouse ranging from \$5,000 to \$100,000.
- Six coverage levels available for your dependent children ranging from \$1,000 to \$10,000.

GE Personal Excess Liability Insurance

- Provides extra liability protection beyond the protection provided by your basic auto or homeowner's insurance.
- Coverage is available in \$1 million increments up to \$5 million. Employee premium payments are required.

Work and Family

The Company offers a variety of benefits and programs designed to help you balance your work and personal life. These include family care, education programs and adoption assistance.

GE Emergency Aid Family Plan

The GE Emergency and Family Aid Plan makes grants available to help employees with certain unexpected and immediate financial needs.

GE Adoption Assistance Program

The GE Adoption Assistance Program provides financial assistance to reimburse eligible adoption expenses up to certain limits.

Education Benefits

The Company offers a variety of education benefits to help you improve the skills you need to succeed in your job and develop your career. Benefits include tuition reimbursement for certain courses, up to certain limits. Educational loans are also available to help finance education for you and your dependent children, up to certain limits.

GE Transit and Parking Account Services

If you use mass transit or pay for parking in your commute to work, you may be able to save money and effort by using the GE Transit and Parking Account Services—or GET-a-PASS. Through GET-a-PASS, you can purchase transit passes or arrange for direct payment of your parking by making your election either online or by phone. Whether you take the train, the bus, or the subway, or if you pay to park your car in a garage, GET-a-PASS can help you save money by paying for your eligible commuting expenses with pre-tax dollars.

GE Work/Life Connections

GE Work/Life Connections provides access to online services covering a variety of topics, including:

Adoption

Provides counseling and referral services for employees who adopt a child.

Child Care

Provides access to child care counselors to help you locate child care in your community.

Education and Careers

Provides assistance to you and/or your children to help select a school, plan for college, and manage your career.

Elder Care

Provides counseling and referral services that cover a variety of elder care needs.

Parenting

Provides tips on raising your children, addressing learning difficulties, and conflicts with teachers.

GE Work/Life Connections specialists can be reached 24/7 to provide personalized support that helps you understand and navigate available resources. Specialists will work with you to locate, prescreen, and provide detailed information on specific resources that match your unique situation.



LifeMart

LifeMart is an online marketplace offering GE employees savings of up to 40% on more than 4 million products and services.