



# GE benefits

An overview of benefits for newly hired employees  
Effective January 1, 2016

**Imagination at work**

For Salary Core/5A employees hired after 1/1/2016

# GE benefits



Please consult the applicable Plan document and *Your Benefits Handbook* for benefits details.

If you reside in certain Milwaukee, WI areas, Erie county, PA or California, and enroll in Option 2 Select, some of the information in this presentation may not pertain to you. For more details, please visit [ge.com/healthahead/healthchoice/option2select](https://www.ge.com/healthahead/healthchoice/option2select).



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# GE benefits

## GE Health Choice

Includes Pharmacy and  
Behavioral Health  
Coverage

## GE dental and vision care options

## GE insurance and disability benefits



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# Using your plan

You pay 100% of health care costs with a few exceptions until you reach your deductible, then you pay 20% and GE pays 80% (in-network). Once you've met your deductible and co-insurance maximum, GE pays 100% of remaining eligible expenses in-network.

Here's a closer look:

## Your deductible

The dollar amount you'll need to spend before most benefit payments begin. You'll pay most health costs until the amount is reached.

Your deductible is made up of eligible medical, pharmacy and behavioral health claims for you and your covered dependents.

Dental, vision, over-the-counter purchases, and non-covered services do not count toward your deductible.

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## Your co-insurance maximum

Once your deductible is met, co-insurance begins.

Co-insurance means you pay 20% of the cost and GE pays 80% (in-network).

The amount of co-insurance you pay is capped. Your co-insurance maximum is the most you will pay each year for covered benefits after your deductible in network.

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## Your out-of-pocket maximum

After you reach your out-of-pocket maximum (your deductible plus co-insurance maximum) GE pays 100% of covered expenses in-network.



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# Your health care plan options

	Option 1	Option 2	Option 3
Payroll contributions	Highest	Lower	Lowest
Deductible and co-insurance maximum	Lowest	Higher	Highest
Savings accounts	GE-credited HRA Employee-funded FSA:	GE-credited HRA Employee-funded FSA	Employee-funded HSA Employee- funded LPFSA (dental and vision only)
Summary	You pay the most in payroll contributions, but you have the lowest deductible.	You pay less in payroll contributions than in Option 1, but your deductible is higher.	You pay the least in payroll contributions but have the highest deductible.

**All options include prescription drug and behavioral health benefits**



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# Similar coverage for all three options

## All three plan options offer:

- Preventive screenings at no cost to you, in-network
- Savings accounts to help you pay for medical expenses
- With a few exceptions, -benefits that start after your deductible
  - 20% in-network co-insurance, after you meet your deductible
  - 40% out-of-network co-insurance, after you meet your deductible\*
  - Applies to medical expenses (including Behavioral Health) after your deductible

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



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# Preventive screenings and services at no cost

Covered at 100% in-network, not subject to deductible

## Some preventive screenings include:

- Cancer screenings: cervical, breast, prostate and colon
- Adult wellness physicals, well-child care, immunizations
- Hepatitis B screening for adults and adolescents who are at higher risk for infection and pregnant women.

## Women's preventive screenings include:

- Prenatal care office visits
- Breast Cancer Susceptibility Gene (BRCA) Genetic Testing and Counseling, when medically appropriate
- Routine gynecological exams
- Prescribed generic contraceptives, contraceptive counseling and devices when deemed medically necessary by the prescription drug administrator



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# Savings accounts: Options 1 and 2

Help to pay your share of eligible health care expenses

## Health Reimbursement Account (HRA)

- Credit between \$500 and \$1,000
- Credit is tax-free
- Unused credits roll over to following year
- If you switch to Option 3, waive coverage or if you don't retire directly from GE, the balance in your account will be forfeited
- Can't be used for dental/vision

### *Key point:*

- GE funds the HRA

## Health Care Flexible Spending Account (FSA)

- Pre-tax contributions from your paycheck
- Contribute up to \$2,500; full amount available on January 1
- Can carry over up to \$500 a year, anything above \$500 will be forfeited
- Includes dental and vision
- Reimbursements will come from FSA funds first, then HRA.



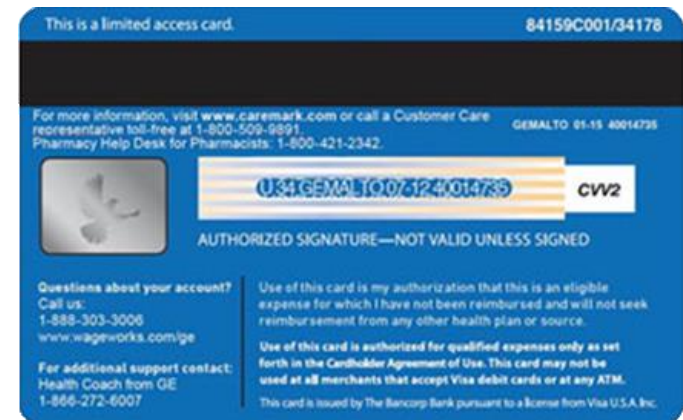
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# The GE Pharmacy Card

## For GE Medical Plan Options 1 and 2

- Combines pharmacy ID and HRA into one debit card
- Fewer cards to manage
- Easier for you and your dependents
- Debit card for pharmacy and Rx use only
- FSA funds withdraw first, then HRA



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# How to use your new card

## Here's how a typical pharmacy visit will work

Fred goes to fill a prescription



Expenses covered by Fred's prescription drug plan will be verified automatically and paid directly from any balance in his medical savings account.



WEBSITE  
PAPERWORK  
RECEIPTS  
FAXES

Fred presents his card to show he's covered under GE Benefits, then swipes it to pay for his RX.



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# Savings accounts: Option 3

## Help to pay your share of eligible health care expenses

### Health Savings Account (HSA)

- Bank account you open and contribute to and save money tax-free
- You can open an account through your health plan administrator's partner bank or on your own
- Subject to IRS rules
- **Contributions to HSA (not pre-funded)**
  - Up to \$3,350 annually for single coverage
  - Up to \$6,750 annually for 2 or more persons
- Additional \$1,000 annually if 55 or older
- Account earns interest; investment options are available
- Can be used for eligible medical, dental and vision expenses

### Key points

- You own your HSA even if you change health plans or jobs—your HSA will follow you
- Unused funds rollover into next year

### Limited Purpose FSA (LPFSA)

- used only for dental and vision
- Contribute up to \$2,500, full amount available January 1
- Can carry over up to \$500 a year, anything above \$500 will be forfeited
- Auto-reimbursement or Pick & Process election available during Annual Enrollment

NOTE: States can choose to follow the federal tax guidelines or establish their own. Consult a financial advisor or State Department of Revenue for applicable tax information.



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# Medical contributions: Full-time 2016\*

Annual Salary Range (a)	Annual Payroll Contribution (b)			Annual Deductible			Annual Co-insurance Maximum <sup>(d)</sup>		
	Option 1	Option 2	Option 3	Option 1	Option 2	Option 3	Option 1	Option 2	Option 3
<b>1-Person</b>									
Up to \$24,999	\$ 859	\$ 339	\$ 34	\$ 800	\$ 1,200	\$ 1,600	\$ 500	\$ 1,500	\$ 2,000
\$25,000-\$37,499	\$ 1,016	\$ 496	\$ 35	\$ 800	\$ 1,200	\$ 1,600	\$ 500	\$ 1,500	\$ 2,000
\$37,500-\$49,999	\$ 1,110	\$ 746	\$ 58	\$ 800	\$ 1,200	\$ 1,600	\$ 1,000	\$ 1,500	\$ 2,000
\$50,000-\$74,999	\$ 1,392	\$ 1,028	\$ 255	\$ 800	\$ 1,200	\$ 1,600	\$ 1,750	\$ 2,250	\$ 2,750
\$75,000-\$99,999	\$ 1,737	\$ 1,373	\$ 540	\$ 800	\$ 1,200	\$ 1,600	\$ 1,750	\$ 2,250	\$ 2,750
\$100,000-\$149,999	\$ 2,175	\$ 1,811	\$ 954	\$ 800	\$ 1,200	\$ 1,600	\$ 2,500	\$ 3,000	\$ 3,500
\$150,000 or more	\$ 2,896	\$ 2,532	\$ 1,544	\$ 800	\$ 1,200	\$ 1,600	\$ 2,500	\$ 3,000	\$ 3,500
<b>2-Persons</b>									
Up to \$24,999	\$ 1,718	\$ 678	\$ 121	\$ 1,600	\$ 2,400	\$ 3,200	\$ 750	\$ 2,250	\$ 3,000
\$25,000-\$37,499	\$ 2,032	\$ 992	\$ 121	\$ 1,600	\$ 2,400	\$ 3,200	\$ 750	\$ 2,250	\$ 3,000
\$37,500-\$49,999	\$ 2,220	\$ 1,492	\$ 155	\$ 1,600	\$ 2,400	\$ 3,200	\$ 1,500	\$ 2,250	\$ 3,000
\$50,000-\$74,999	\$ 2,784	\$ 2,056	\$ 511	\$ 1,600	\$ 2,400	\$ 3,200	\$ 2,625	\$ 3,375	\$ 4,125
\$75,000-\$99,999	\$ 3,473	\$ 2,745	\$ 1,081	\$ 1,600	\$ 2,400	\$ 3,200	\$ 2,625	\$ 3,375	\$ 4,125
\$100,000-\$149,999	\$ 4,351	\$ 3,623	\$ 1,907	\$ 1,600	\$ 2,400	\$ 3,200	\$ 3,750	\$ 4,500	\$ 5,250
\$150,000 or more	\$ 5,792	\$ 5,064	\$ 3,088	\$ 1,600	\$ 2,400	\$ 3,200	\$ 3,750	\$ 4,500	\$ 5,250
<b>3-or-More Persons</b>									
Up to \$24,999	\$ 2,164	\$ 864	\$ 240	\$ 2,000	\$ 3,000	\$ 4,000	\$ 1,000	\$ 3,000	\$ 4,000
\$25,000-\$37,499	\$ 2,559	\$ 1,259	\$ 240	\$ 2,000	\$ 3,000	\$ 4,000	\$ 1,000	\$ 3,000	\$ 4,000
\$37,500-\$49,999	\$ 2,798	\$ 1,888	\$ 270	\$ 2,000	\$ 3,000	\$ 4,000	\$ 2,000	\$ 3,000	\$ 4,000
\$50,000-\$74,999	\$ 3,499	\$ 2,590	\$ 653	\$ 2,000	\$ 3,000	\$ 4,000	\$ 3,500	\$ 4,500	\$ 5,500
\$75,000-\$99,999	\$ 4,365	\$ 3,455	\$ 1,371	\$ 2,000	\$ 3,000	\$ 4,000	\$ 3,500	\$ 4,500	\$ 5,500
\$100,000-\$149,999	\$ 5,455	\$ 4,544	\$ 2,403	\$ 2,000	\$ 3,000	\$ 4,000	\$ 5,000	\$ 6,000	\$ 7,000
\$150,000 or more	\$ 7,260	\$ 6,350	\$ 3,880	\$ 2,000	\$ 3,000	\$ 4,000	\$ 5,000	\$ 6,000	\$ 7,000

Deductible + Co-insurance Maximum = Out-of-Pocket Maximum

(a) Pay is Normal Straight Time Annual Earnings, it may also include a portion of commissions and other variable compensation.

(b) Contribution amounts are for non-tobacco users. Tobacco users pay an additional \$652.00 in payroll contributions.

(c) In accordance with new requirements under the Affordable Care Act (ACA), in 2016 no individual family member can pay more out-of-pocket than \$6,850 (Options 1 & 2) or \$6,550 (Option 3), or the combined family out-of-pocket maximum for the plan option in which they are enrolled, whichever is less. Once the combined family out-of-pocket maximum is met, the plan will pay 100% of eligible expenses for the remainder of the year (including for a family member who has not met the individual out-of-pocket maximum).

\* State surcharges will apply to residents in Idaho, Maine, Michigan, New York and Vermont.



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# Prescription drug coverage

With a few exceptions, benefits start after your deductible.

Only those prescriptions filled at a network retail pharmacy or CVS Caremark mail order count toward your deductible. Drugs provided by your physician in their office may be subject to the deductible and co-insurance.

## Prescription drug coverage after your deductible

Generic	Brand name
Retail: \$12 co-pay (30 day supply)	Retail: 30% co-insurance (30 day supply)
Mail order: \$24 co-pay (up to a 90 day supply) Prior authorization and brand/ generic drug differences apply	Mail order: 20% co-insurance (up to a 90 day supply)

**CVS Pharmacies offer certain generic prescriptions at low prices:**  
\$4 for a 30-day supply at retail pharmacy and \$10 for a 90-day supply through mail order



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# Behavioral health coverage

## Employee Assistance Program (EAP)

- Personal, confidential assessment, counseling and referral services
- Contact Health Coach from GE at 1-866-272-6007, Option 1, 24-hours-a-day, 7-days a week

## Behavioral Health and Substance Abuse Treatment Network

- Network of psychiatrists, psychologists, certified addiction counselors, social workers, hospitals and treatment centers
- Contact Health Coach from GE at 1-866-272-6007, Option 1, 24-hours-a-day, 7-days a week for approval and referral
- In-patient hospitalizations – covered at 80% after deductible has been met (in-network)
- Centers of Excellence benefit for substance abuse available



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# GE Vision Care options

Provides a broad range of services to maintain healthy eyesight

## GE Vision Basic Option

- Provided at no cost. All eligible full-time employees enrolled in Options 1, 2 or 3 are automatically enrolled.
- Provides a schedule of benefits for eye exams, corrective prescription lenses and eyeglass frames, and low vision services.

## GE Vision Plus Option

- Participants must pay a premium, and eligible employees can choose to enroll in this plan.
- Provides a schedule of benefits for eye exams, corrective prescription lenses, eyeglass frames, low vision services, and laser vision surgery.

*Need to check a provider before making your GE vision election?*

1. Go to [davisvision.com](http://davisvision.com)
2. Click the *Members* tab and select *Open Enrollment*
3. Control Code:  
7540 –Basic  
7541 –Plus
4. Select *Find a Provider*



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# GE Dental Care options

Provides a broad range of services to maintain healthy teeth and gums

Choose from two GE Dental Care Options

## GE Dental Schedule Option:

- Eligible full-time employees are automatically enrolled at no cost.
- Most benefits paid according to a schedule

## GE Dental Premium Option:

- Eligible employees can choose to enroll in this plan.
- Participants must pay a premium
- Benefits are paid as a percentage of reasonable and customary charges

Employee and dependents must be enrolled in the same option.

Find a participating dentist at [metlife.com/dental](https://www.metlife.com/dental). Select *PDP network*



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# Vision and dental: Weekly contribution rates

Plan	One Person	Two Person	Three Plus Person
GE Vision Basic Option	No member contributions required Must be enrolled in GE Health Choice		
Vision Plus Option	\$1.84	\$3.68	\$5.52
GE Dental Schedule Option	No member contributions required		
GE Dental Premium Option	\$3.22	\$6.44	\$9.66
Part-time GE Dental Schedule Option	\$2.01	\$4.02	\$6.02
Part Time GE Dental Premium Option	\$5.23	\$10.46	\$15.69



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# GE Insurance Plans

	Plan	Carrier	Coverage	Method of payment
Company Provided	GE Life Insurance	MetLife	2.5 times pay (max \$12.5M)	No contributions required
	GE Accidental Death or Dismemberment	MetLife	1 times pay 2 times pay if work-related	No contributions required
Employee pay-all plan	A Plus Term	MetLife	Up to 10 times pay (max \$10M)	Payroll deductions
	A Plus GUL	MetLife	Up to 10 times pay (max \$10M)	Payroll deductions
	Dependent Life	MetLife	Spouse up to \$100K Child up to \$10K	Payroll deductions
	Employee Personal Accident	MetLife	Up to 5 times pay (\$2M max)	Payroll deductions
	Dependent Personal Accident	MetLife	Spouse up to \$250K Child up to \$50K	Payroll deductions
	Personal Excess Liability	Electric Insurance Company	5 options -\$1M to \$5M	Payroll deductions or payment to the carrier



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# Disability insurance

## Salaried non-exempt employees

### GE Salary Continuation Program (SCP)

Employees must notify the GE Disability Benefits & Leave Center (DBLC) when they will be absent from work for more than seven (7) consecutive calendar days. Failure to do so will reduce employee Extended Illness Payments by half until the call is made.

Personal Illness Payments provide 100% of your pay for remaining illness days in a rolling 12-month period, subject to management approval.

Extended Illness Payments begin after Personal Illness payments are exhausted and pay the higher of:

- 50% of pay;
- 60% of pay up to \$850/week

(Note: A Business may approve payments of 100% of pay, depending on performance and/or length of service)

Provides a minimum weekly benefit of \$375, prorated for part-time work.

SCP coverage is provided at no cost to you, except in certain states with additional state-mandated disability coverage.

### GE Long Term Disability Income Plan (LTDI)

Eligible employees can enroll within 63 days of their first day of work and will pay the full cost of coverage. If employees do not elect or waive coverage, they will be enrolled in the 50% coverage option automatically.

LTDI begins after Salary Continuation Program (SCP) payments are exhausted - or 26 weeks of total disability.

Benefits are based on employees' coverage options (50%, 60% or 70%), reduced by other income sources (e.g. Social Security Disability Insurance, Disability Pension, Workers Compensation).

LTDI provides a guaranteed minimum benefit of \$200, \$250 or \$300 per month, based on the option elected by employees.

Contact the GE Disability Benefits & Leave Center by calling 1-800-392-0789, option 1.



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# Disability insurance – for exempt employees

Under the permissive approach to paid time off, effective April 1, 2016

## GE Salary Continuation Program (SCP)

Employees must notify the GE Disability Benefits & Leave Center (DBLC) when they will be absent from work for more than seven (7) consecutive calendar days. Failure to do so will reduce employee Extended Illness Payments by half.

Extended Illness Payments begin on the eighth (8th) consecutive calendar day of disability. (Note: Employees will be paid under the permissive approach for the first seven (7) calendar days of the disability qualifying absence.)

Extended Illness Payments pay the higher of:

- 50% of pay;
- 60% of pay up to \$850/week, for up to 26 weeks

(Note: A Business may approve payments of 100% of pay, depending on performance and/or length of service)

Provides a minimum weekly benefit is \$375, prorated for part-time work.

SCP coverage is provided at no cost to you, except in certain states with additional state-mandated disability coverage.

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# GE Retirement Savings Plan (RSP)



Employee  
contributions



Company  
contributions



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# Plan description

The RSP is a savings plan sponsored by General Electric Company that provides employees with an opportunity to save for retirement.

Through the RSP, GE is focused on helping employees manage a significant financial goal, their retirement savings. It has a number of features that can help employees prepare for retirement including an educational program, *My Retirement – Getting There* which was designed to raise employee awareness of the need to save for retirement and available resources.

## Employee contributions\*

- Employees may choose a contribution amount of 1%–30%\*\* of their eligible pay in whole percentages to be deducted each pay period
  - Pre-tax contributions reduce taxable income now;
  - After-tax contributions allow employees to make certain in-service withdrawals that they cannot make with pre-tax savings; and/or
  - Roth contributions are deducted after tax, but future earnings can be distributed free of federal income taxes, as long as the distributions are qualified.
- Employees can save more with catch-up contributions starting in the year they turn 50.
- Visit [OneHR.ge.com](http://OneHR.ge.com) > Retirement to access the planning tool:  
*So How Much Can You Save?* ([www.SoHowMuchCanYouSave.com](http://www.SoHowMuchCanYouSave.com))

\*All contributions follow the same investment elections

\*\*Certain restrictions may apply



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# Plan description

## Company Matching Contributions

- The Company matches 50% of the employee's own contributions (excluding catch-up) up to 7% or 8% of pay (depending on hire date). Note: catch-up contributions are not matched

## Company Retirement Contributions (CRCs)\*

- A CRC equal to 3% of eligible pay is automatically contributed to RSP accounts beginning with the eligible employee's first pay date and deposited each pay period...just like Company Matching Contributions
- Employees are vested immediately in their RSP contributions as well as in Company Matching Contributions; CRCs generally vest once the employee has earned 3 years of RSP service starting from their hire date; vesting means participants have the right to these contributions, even if they leave the Company and all affiliates

\* Employee contributions to the RSP are not required. If the employee doesn't make an investment election, he/she will be electing to invest in the Target Retirement Date Fund (TRDF) consistent with their age.



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# Plan description

## Investment elections

- Employees can mix their own investments by selecting from 15 investment options or choose a Pre-Mixed track from a series of 13 Target Retirement Date Funds (TRDFs).
- Visit [OneHR.ge.com](http://OneHR.ge.com) > Retirement (or [JoinGE.com](http://JoinGE.com) for newly hired or acquired employees) to access *So What's Your Mix?* ([www.SoWhatsYourMix.com](http://www.SoWhatsYourMix.com))

When an employee makes an investment election, it applies to all contributions, including CRCs



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# Enrollment

Effective January 1, 2014, salaried and hourly non-union new hires, rehires, newly acquired and transfers from non-participating affiliates who are eligible to receive CRCs, are enrolled automatically. Effective January 1, 2016, similarly situated hourly union employees will be enrolled automatically.

Automatic enrollment includes all salaried and hourly employees who have not made an affirmative employee contribution election.

- **Contribution amount:** 8% (non-union); 2% (union)
- **Company Match:** 50% of contribution amount
- **Contribution type:** Pre-tax
- **Investment fund:** the Target Retirement Date Fund consistent with employee's age
- **Timing:** 30 days following notification date

Employees who want to avoid waiting 30 days for automatic enrollment can confirm their election and this affirmative election will apply in accordance with normal plan rules. **At any time**, employees can change their investment election or contribution amount (including to 0%).

Go to [OneHR.ge.com](http://OneHR.ge.com) > Retirement > My GE RSP or call the GE RSP Service Center from 8:30 a.m. to 8:30 p.m., Eastern time, Monday through Friday.



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# Managing your account

## Contributing and investing

- Increase or decrease contribution percentage with each paycheck
- Stop or resume deductions with each paycheck
- Change investment choices for future payroll contributions, Company Match and CRCs at any time

## Switching/rebalancing

- Change the way their existing RSP balance is invested
- Make up to 12 exchanges per calendar quarter (subject to excessive trading rules)
- Reallocate investment balance among desired investment options using the rebalancing tool; choose manual or automatic rebalance (counts as one exchange)



# Tools and resources

GE and Fidelity offer numerous tools to help employees reach their financial and retirement savings goals:

## GE

- ***www.SoHowMuchCanYouSave.com***: Employees can estimate the potential impact to their RSP account balance by assuming increased savings amounts and changing other factors
- ***www.SoWhatsYourMix.com***: Information about all investment choices, plus videos and interactive modules, to help employees choose a diversified investment mix that fits their situation; this site is also available on JoinGE.com for newly hired and acquired employees

## Fidelity

- **Portfolio Review**: If employees choose the Mix-Your-Own investment track (see the So What's Your Mix Web site), they can compare their investment mix to a model portfolio
- **Retirement Quick Check**: Employees can set a retirement savings goal, check their progress toward that goal, and get links to other tools that can help them improve their retirement readiness
- **Retirement Income Planner**: Employees can create a detailed retirement income plan with budget spreadsheets and expense estimates
- **Phone consultations**: Contact the GE RSP Service Center at 1-877-55-GE-RSP (1-877-554-3777) to help get started

Visit [OneHR.ge.com](https://OneHR.ge.com) > Retirement > My GE RSP to access Fidelity's tools. Access GE's Web sites directly.



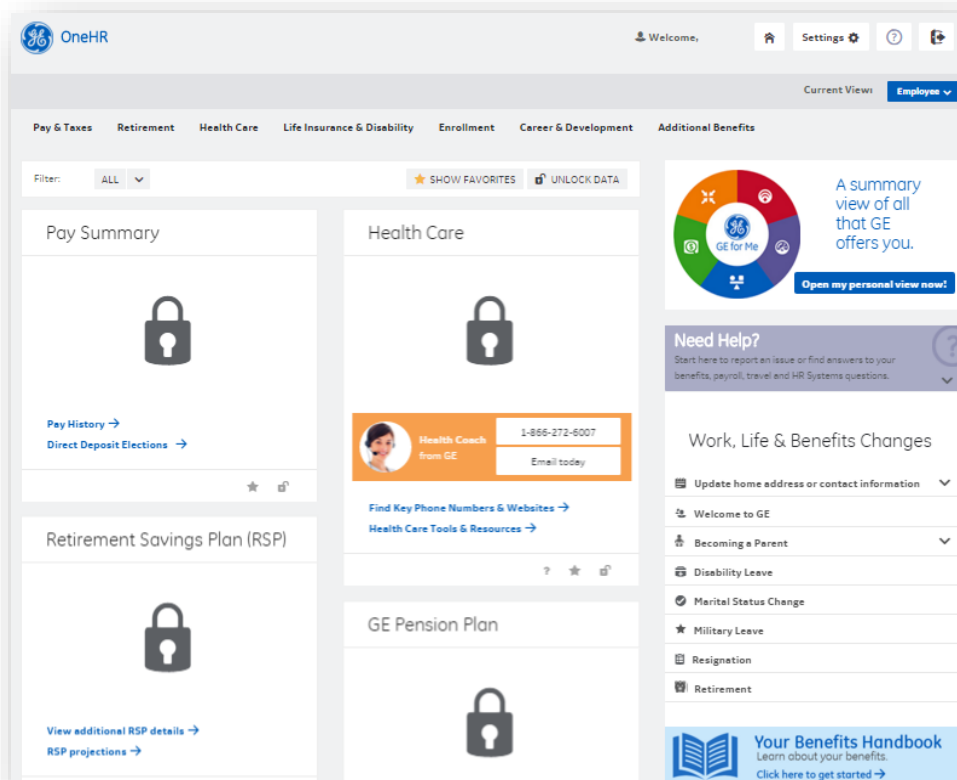
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# GE benefits resources



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# OneHR.ge.com



## General

What you see is personalized for you.

## Top menu

Provides access to links and information for payroll, health care, retirement, enrollments and more.

## Cards

Provides quick, personalized key benefits and payroll information right at your fingertips.

## Right navigation menu

Provides access to various important resources such as Welcome to GE checklist, *Your Benefits Handbook*, GE Volunteers, and more.

### First time to the site?

Click 'Sign up Now!' to register for the site. You will need a valid PIN to complete the registration process.



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# GE for Me on OneHR

## 75+ different programs and resources, now in one view!

A gateway to comprehensive, personalized information on work, rewards, and staying connected.

- Displays annualized view of your compensation and awards information;
- Displays full suite of benefits available to you along with your choices;
- All your links in one place so you can easily take action;
- Real-time access and print feature;
- Accessible on mobile and tablet.

Head to [OneHR.ge.com](http://OneHR.ge.com) and click **GE for Me**

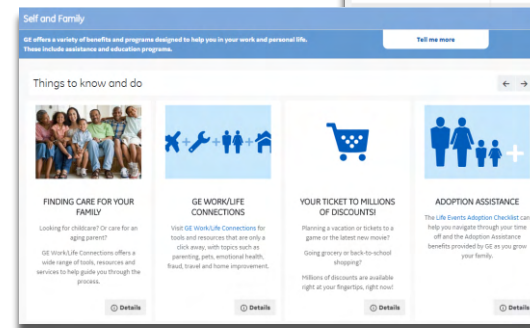


Mobile views



Personalized details, call to action

Component	Value	Total
Regular Pay	\$48,423.00	Your current salary is \$50,000
On Call Premium	\$300.00	
Bonus	\$200.00	
Retention Bonus	\$3,000.00	
Variable Incentive Compensation	\$13,000.00	
<b>Total</b>	<b>\$64,923.00</b>	



Education highlights related programs and services



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# Vacation and personal time off

To help employees balance their work and personal lives, the Company offers paid time off to eligible employees

## Exempt employees – professional band (PB) and above:

- **Permissive approach to paid time off\*:**  
Employees take the time off they need for relaxation, to attend to personal business, and for incidental illness, in coordination with their manager.

## Salaried non-exempt employees:

- **Vacation**  
Generally two to six weeks each year based on years of continuous service.
- **Personal illness**  
Generally up to 20 days for a full-time employee per rolling calendar year when out for your own illness or injury
- **Personal business**  
Generally up to 5 days for a full-time employee per rolling calendar year

*\* The permissive approach to paid time off does not apply to Senior Professional Band and below employees of GE Appliances and does not apply to Lead Professional Band and below employees of GE Asset Management as these Businesses are expected to cease to participate in GE Benefits during 2016 due to business transactions..*

See Your Benefits Handbook or [OneHR.ge.com](http://OneHR.ge.com) for more information



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# Vacation and personal time off

To help employees balance their work and personal lives, the Company offers paid time off to eligible employees

## Exempt and salaried non-exempt employees:

- **Holidays:** up to 12 days each year, which vary by location
- **GE Parental Leave:** GE Paid Parental Leave (PPL): up to six weeks of paid time off for new parents resulting from birth or adoption. GE Extended Parental Leave (EPL): up to an additional 4 weeks of unpaid time off for parents (with the ability to substitute other paid time off to be paid during this time).
- **Death in the family:** up to 5 days off to attend the funeral and take care of matters related to the death of a covered family member
- **Jury duty:** pay for time served
- **Military duty:** GE military differential pay for up to 21 days annually for annual training and for up to 35 months for U.S. military reserves or National Guard employees called to active duty.

See *Your Benefits Handbook* or [OneHR.ge.com](https://www.onehr.ge.com) for more information



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# Important web resources



## [OneHR.ge.com](https://onehr.ge.com)

Your personalized pay and benefits Web site; includes a link to MY GE RSP.

## [www.ge.com/healthahead](https://www.ge.com/healthahead)

A comprehensive Web site for GE Medical Benefits ranging from how to locate the right doctor to tips on managing cost.

## [www.SoWhatsYourMix.com](https://www.sowhatyourmix.com)

Your RSP Web site. Learn about Target Retirement Date Funds (TRDFs) and all the RSP investment options.



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# Important contacts



## GE Benefits Center

1-800-252-5259

Answers to questions about eligibility, enrollment, cost, and other GE benefits information

## GE Payroll Center

1-800-315-1082

Help with your pay, direct deposit, and more

## GE RSP Service Center

1-877-554-3777

OneHR.ge.com > Retirement > My GE RSP

## GE Disability Benefits & Leave Center

1-800-392-0789 (Option 1)

OneHR.ge.com > Life Insurance & Disability

## CVS Caremark

1-800-509-9891

www.cvscaremark.com

## Dental Care Options

1-888-529-8474

www.metlife.com/dental

## Vision Care

1-800-433-9375

www.davisvision.com

## WageWorks

1-888-303-3006

For questions regarding your debit card for FSA or HRA accounts – [www.wageworks.com/ge](http://www.wageworks.com/ge)

## Health Coach from GE

1-866-272-6007

Free service that assists you in: finding quality doctors, understanding your treatment options, and providing other resources to live a healthier lifestyle.

## Medical Care Options

*Number is on the back of your medical ID card*  
Answers to questions on claims, billing, ID card requests, and other related inquiries. Go to [OneHrR.ge.com](http://OneHrR.ge.com) > Health Care, or call the number on the back of your medical ID card.



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# Appendix



# Key terms for you to know

## Payroll contributions

- The amount deducted from your paycheck for the health care plan you select
- Working Spouse contributions and tobacco surcharge may apply

## Deductible

- The amount you need to pay each year for eligible health care expenses before most benefit payments begin

## Co-insurance

- The amount you pay for eligible health care expenses after you reach your deductible
- In-network services are generally covered at 80%. In most cases you pay the remaining 20%

## Co-insurance maximum

- The maximum amount you pay each year for eligible health care expenses after your deductible

## Out-of-pocket maximum

- Your deductible plus your co-insurance maximum
- Once you meet your out-of-pocket maximum in a given year, GE pays 100% of eligible health care expenses

## Savings accounts

- Accounts to help you pay for your share of eligible health care expenses.
  - Health Reimbursement Account (HRA): Tax-free account credited by GE
  - Flexible Spending Account (FSA): Account opened on your behalf by GE that you fund through pre-tax payroll deductions
  - Health Savings Account (HSA): Bank account that you open and contribute to with tax-free money
  - Limited Purpose Flexible Spending Account (LPFSA): Same as FSA, but can be used only for dental/vision expenses
  - Dependent Day Care Flexible Spending Account (DCFSA): An account you fund that can be used to pay for childcare or adult care for a qualified dependent

## Network

- Doctors, hospitals, pharmacies and other health care providers who meet quality standards and have agreed to accept negotiated rates



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# Savings account comparison

	Option 1 and Option 2		Option 3	
	HRA	HC FSA	HSA	LP FSA
<b>Action To Take</b>	Elect Option 1 or 2	Annual election during enrollment or enroll as a new hire	Elect Option 3; then Open an account <ul style="list-style-type: none"> <li>• Optum, PayFlex, BenefitWallet; or</li> <li>• Your own bank</li> </ul>	Annual election during enrollment or enroll as a new hire
<b>Contribution</b>	\$500–\$1,000 deposited on January 1	Up to \$2,500 Full amount available 1/1 Can change only with a qualifying event (family status change)	Single: up to \$3,350 Two +: up to \$6,750 Over 55: + \$1,000 Optum, PayFlex, BenefitWallet, HealthEquity <ul style="list-style-type: none"> <li>• Pre tax payroll contributions</li> <li>• Can change anytime</li> </ul> Your own bank <ul style="list-style-type: none"> <li>• You decide how/when</li> </ul>	Up to \$2,500 Full amount available 1/1 Can change only with a qualifying event (family status change)
<b>Tax benefits</b>	Tax-free account	Pre-tax payroll deduction	Money goes in tax-free	Pre-tax payroll deduction
<b>Medical expenses</b>	Yes	Yes	Yes	No
<b>Dental and vision expenses</b>	No	Yes	Yes	Yes
<b>Maintenance fees</b>	None	None	Depends on bank	None
<b>If you don't use it</b>	Rolls over to next year	Can carry over up to \$500 per year	Rolls over to next year	Can carry over up to \$500 per/year
<b>If you leave GE</b>	Balance forfeited	Balance forfeited	Account stays with you	Balance forfeited



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# Preventive screenings and services at no cost to you

## Covered at 100% in-network, not subject to deductible

### Pediatric Prevention through age 21

Well Child Care visits

Screening tests:

- Newborn Hearing
- Annual vision
- Developmental (condition restrictions apply)
- Major depressive disorder screening

### Women's Preventive Care

Contraception – Sterilization procedures

Prescribed generic contraceptives and contraceptive counseling, over-the-counter drugs, non-oral brand contraceptives without a generic equivalent, and oral brand drugs when deemed medically necessary by the prescription drug administrator

Breast feeding supplies (breast pump), support and lactation counseling

Prenatal care office visits

FDA approved contraception devices – including Insertion/removal

Breast cancer preventive medication for women with increased risk. Includes Tamoxifen  
Low dose aspirin for those at risk for preeclampsia

Age, gender, condition and medical necessity restrictions may apply. Contact your benefit administrator for details

### Annual Adult Physicals and Annual Routine Gynecological Care

Physical Examinations

Routine Gynecologic Examinations

Primary Preventive Counseling

Electrocardiogram

Obesity Screening

Osteoporosis Screening

Abdominal Aortic Aneurysm Screening

### Immunizations and tobacco cessation

Influenza (i.e., H1N1)

DTaP (Diphtheria, tetanus, pertussis)

Hepatitis A

Hepatitis B

Hib (Haemophilus Influenzae Type b)

Human Papilloma-virus (HPV)

Meningococcal Conjugate (MCV) or Polysaccharide (MPSV)

MMR (Measles, mumps and rubella)

Pneumococcal polysaccharide (PPSV)

Polio

Rotavirus (RV)

Tetanus

Varicella (Chickenpox)

Zoster (Shingles)

Counseling for tobacco use and prescribed generic (including OTC) tobacco cessation products for adults. Chantix included

### Cancer Screenings

Breast Cancer: Mammography

Cervical Cancer: Laboratory Testing

Colon Cancer: Colonoscopy, Sigmoidoscopy and associated laboratory tests, e.g. biopsy

Prostate Cancer: Digital Rectal Exam and Antigen (PSA) test

Breast Cancer Susceptibility Gene (BRCA) Counseling

Breast Cancer Susceptibility Gene (BRCA) Genetic Testing, when medically appropriate

Annual lung cancer screening for age 55 – 80 who have smoked for over 30 years

### Blood/urine and other laboratory tests to screen for the following:

Rh Incompatibility

Lipid Disorder – Cholesterol, lipoprotein, and triglycerides

Bacteruria (For pregnant women only)

Chlamydial Infection

Gonorrhea

HIV

Syphilis Infection

HPV Detection

Diabetes Type II

Iron Deficiency Anemia

Sickle Cell Disease

Lead

Hepatitis C virus screenings for adults born in US from 1945–1965 and those at high risk.

Hepatitis B screening for adults and adolescents who are at higher risk for infection and pregnant women.



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# Health Coach from GE

## Dedicated nurses, supported by doctors

- Find high quality providers and facilities
- Learn about your diagnosis and treatment options
- Call 24/7 for urgent after-hours care questions and options

## Benefit and claims support

- Understand your plan, financial responsibilities and coverage
- Resolve claim issues, both simple and complex
- Single point of contact between your medical carrier and provider

## A free, confidential and voluntary resource for plan members

Call Health Coach from GE at 1-866-272-6007 Option 2, or via secure email on *OneHR.ge.com*. Available 24/7 for urgent after-hours care questions and options.



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# GE Vision Care options

Comparison	GE Vision Basic Option 19 and Over      Under 19	GE Vision Plus Option All Members
Eye examination (including dilation)	Once every calendar year	Once every calendar year
Spectacle lenses	Once every other calendar year / Once every calendar year	Once every calendar year
Frame	Once every other calendar year / Once every calendar year	Once every calendar year
Contact lenses (in lieu of spectacle lenses)	Once every other calendar year / Once every calendar year	Once every calendar year
<b>IN-NETWORK BENEFITS</b>		
Eye examination (including dilation)	Included	Included
Spectacle lenses: All ranges of prescriptions and sizes	Included	Included
<b>FRAME</b>		
In-Network retail allowance	\$120	\$150
<b>EXCLUSIVE COLLECTION OF FRAMES (IN LIEU OF FRAME ALLOWANCE)</b>		
Fashion (up to \$100 retail value)	Included	Included
Designer (up to \$160 retail value)	Included	Included
Premier (up to \$195 retail value)	\$25 co-pay	Included
<b>CONTACT LENSES (IN LIEU OF SPECTACLE LENSES)</b>		
Elective allowance up to: Single Vision      Bifocal	\$130 \$175	\$200 \$200
<b>FORMULARY WITH FITTING/FOLLOW UP CARE (IN LIEU OF ELECTIVE ALLOWANCE)</b>		
Disposable	Included (up to 4 boxes)	Included (up to 8 boxes)
Planned replacement	Included (up to 2 boxes)	Included (up to 4 boxes)
Laser vision surgery	Laser vision discount program participation	Laser vision discount program participation, plus up to \$250 lifetime allowance per eye



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# GE Dental Care Options

Services	GE Dental Schedule Option	GE Dental Premium Option
Diagnostic and preventive coverage	Benefit schedule (benefits paid up to scheduled amounts)	100% of reasonable and customary fees
Crowns and inlays	Benefit schedule (benefits paid up to scheduled amounts)	80% of reasonable and customary fees
Fillings	Benefit schedule (benefits paid up to scheduled amounts)	100% of reasonable and customary fees
Dentures and fixed bridges	Benefit schedule (benefits paid up to scheduled amounts)	50% of reasonable and customary fees
Benefit maximum for fillings, crowns, inlays, dentures and fixed bridges and dental implants	\$2,500 over two consecutive calendar years	\$2,500 annually
Root canals, gum treatment and oral surgery	80% of reasonable and customary fees	80% of reasonable and customary fees
Dental implants	50% of reasonable and customary fees	50% of reasonable and customary fees
Orthodontia	50% of reasonable and customary fees	50% of reasonable and customary fees
- Lifetime maximum	\$2,500 per child up to age 19	\$2,500 per child up to age 19



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# Expert Medical Opinion (EMO) Program

1 out of 4 GE members who get a second opinion from a Cleveland Clinic doctor find that their initial diagnosis or treatment plan is not appropriate

Visit [eclevelandclinic.org/ge](https://eclevelandclinic.org/ge) or learn more at [ge.com/healthahead/healthcaredecisions](https://ge.com/healthahead/healthcaredecisions)



A second opinion through the Cleveland Clinic is confidential and voluntary

- GE pays the entire cost
- Health Coach from GE will help you collect and submit the required medical records

Commonly used for the following services:

- Back surgery
- Joint replacement
- Cancer treatment
- Heart surgery

To learn more or for medical record collection, call Health Coach from GE at 1-866-272-6007



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# NowClinic® from GE

Exclusively for members in certain states\*

## Benefits to our members

- Connect with a doctor on the web via secure online chat or phone
- Open 24 hours a day, 7 days a week, no appointment needed
- 2016 – \$40 per visit
- Doctors can diagnose and prescribe most drugs\*\*
- All doctors are licensed, credentialed and in-network

Visit [myNowClinic.com/GE](http://myNowClinic.com/GE) or search “NowClinic” in your mobile app store

## Get help with minor illnesses including:

- Allergies
- Bladder infection
- Bronchitis
- Cough/cold
- Fever
- Insomnia
- Nausea
- Pink eye
- Rash
- Seasonal flu
- Sinus infection
- Sore throat
- Viral illness

\*NowClinic® is not available in Arkansas, Alaska, Louisiana, and Texas at this time (May 2016).

\*\*No controlled substances may be prescribed. Other prescriptions may be available where clinically appropriate and permitted by law and can be transmitted to a CVS Caremark participating pharmacy of your choice.



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# Coverage for full hip and knee replacements

GE has partnered with four Centers of Excellence to offer services to employees, or their enrolled dependents who need hip or knee replacement surgery, even if they live outside the region.

All facilities are nationally ranked hospitals with a rating of “high performing” or better in Orthopedics according to *US News and World Reports*

Chicago - Northwestern Memorial Hospital

Cincinnati - The Christ Hospital

Charlotte - Carolina Medical Center

New York City - Hospital for Special Surgery

## Program benefits include:

- 100% coverage of consultation and surgery costs for Options 1 and 2, not subject to deductible and co-insurance
- 100% coverage, after meeting deductible for Option 3
- Up to a \$2,000 total allowance to use toward eligible travel expenses to and from the appropriate facility, depending on where you live\*
- Pre- and post-op care coordination via Health Coach from GE

\*Call Health Coach from GE at 1-866-272-6007 to verify if you are eligible for the \$2,000 allowance and to understand expenses that qualify for reimbursement.



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# CVS Caremark

## Find savings and opportunities

- Confidential and proactive messaging tailored to the user
- Refill, check order status, locate pharmacy, cost savings opportunities
- Search for lower-cost medications and delivery options
- Ask a pharmacist
- Available via mobile app and toll-free service number

Learn more at [Caremark.com](https://www.caremark.com)



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# Tobacco cessation resources

## Quitnet Tobacco Cessation Program - [www.quitnet.com/ge](http://www.quitnet.com/ge)

- Nicotine Replacement Therapy (NRT)\* products are available through QuitNet and delivered to your home at no cost to you. (Nicoderm Patch, Nicorette Gum and Commit Lozenges)
- Provides access to expert resources and online support communities

## Your GE medical benefits plan

- Counseling for tobacco use and smoking cessation drugs for adults are covered at 100% in-network. This includes Chantix and other NRT products when prescribed by a physician. For more details, call CVS Caremark at 1-800-509-9891 or visit *Caremark.com*

## Health Coach from GE

- Offers lifestyle coaching programs including tobacco cessation coaching. Call 1-866-272-6007 to get started, weekdays from 9 a.m. – 7 p.m., Eastern time.



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# Targeted, specialty drugs and diabetic supplies

	Options 1 and 2	Option 3
<p>Specialty drugs: Major illnesses such as Multiple Sclerosis, cancer, Rheumatoid Arthritis</p> <ul style="list-style-type: none"> <li>Retail: \$90 for 30 days,</li> <li>Mail order: \$270 for up to 90 days</li> </ul> <p>Targeted drugs: Diabetes, cholesterol and Nicotrol® management medications</p> <ul style="list-style-type: none"> <li>\$12 for 30 days, \$24 for up to 90 days</li> </ul>	<p>You do not have to meet your deductible for co-pays to apply for Specialty or Targeted drugs</p>	<p>You have to meet your deductible for co-pays to apply for Specialty or Targeted drugs</p>
<p>Diabetic Supplies</p>	<p>Diabetes supplies are covered at 100%, not subject to deductible</p>	<p>Diabetes supplies are covered at 100% once you have met your deductible</p>



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# Exclusive Choice retail pharmacy network (ECN)

## Retail network to help reduce prescription drug costs for members

- Exclusive Choice Network includes CVS, Walmart, and Sam's Club and select independent pharmacies and is available in all states.\*
- You must use an Exclusive Choice Network pharmacy, or mail order for your prescription to be covered
- In many cases, Exclusive Choice Network reduces the amount you pay at the pharmacy
- CVS Caremark website, mobile app and customer service will provide network pharmacies in your area

\*The Exclusive Choice retail network in all states except Kansas.



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# Health Care Hub app

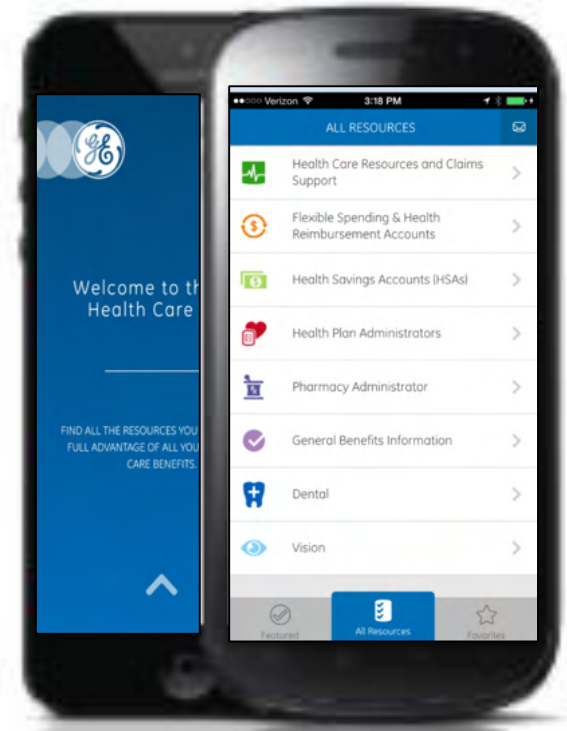
One-stop shop for health care tools and resources

## App and desktop website guides you to your:

- Plan administrators ... CVS Caremark, UHC, Aetna, MetLife, etc.
- Key contact information
- Health care websites and apps ... Treatment Cost Calculator, Health Coach from GE, HRA/FSA/HSA resources
- Quick links and detailed plan information on the HealthAhead portal

## Key features:

- Email Health Coach from GE and upload documents
- "Favorite" your most used resources
- Click to call functionality



Available for Android  
and iPhone

Search: "GE Health Care Hub"



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# Treatment Cost Calculator (TCC) mobile app

## Before you get the care, get the cost

We used employee feedback to design an improved mobile app that helps members:

- Find physicians, hospitals and clinics in their area and compare those providers by quality, cost and location
- Get GPS based turn-by-turn directions
- Click to call a provider
- Search for a medical treatment, service or condition

To add the TCC to a mobile device ... Search for "GE TCC" in the app store for your operating system

Save time and money! Use the TCC mobile app to locate urgent care facilities

Visit [treatmentcostcalculator.com/ge](http://treatmentcostcalculator.com/ge)



Available for Android  
and iPhone



Treatment Cost  
Calculator

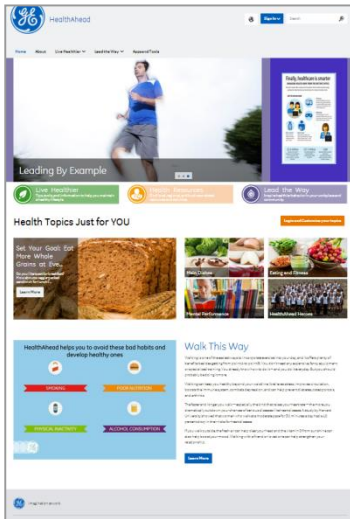


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# HealthAhead

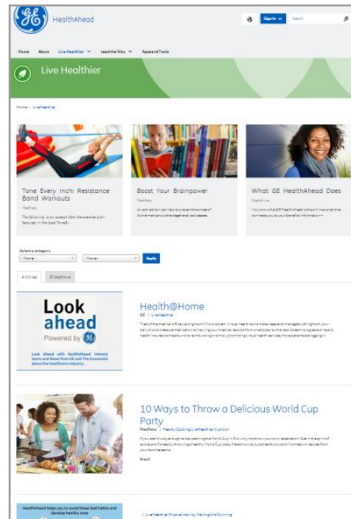
A one-stop-shop for employees and their families! Externally accessible at [healthahead.ge.com](http://healthahead.ge.com)

## Front Door



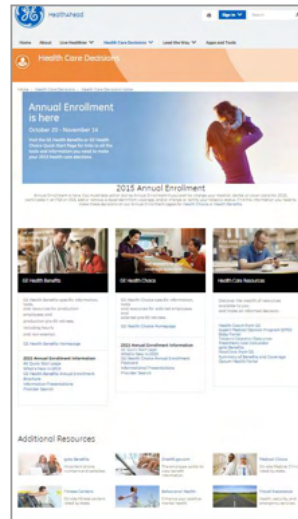
You and your family's journey into HealthAhead begins here

## Live Healthier



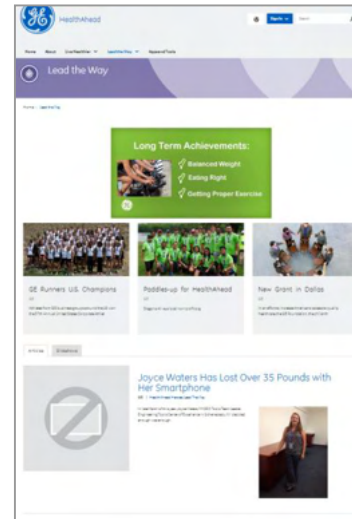
Lifestyle and wellness tips and tools to inspire positive, practical changes

## Health Care Decisions Health Resources



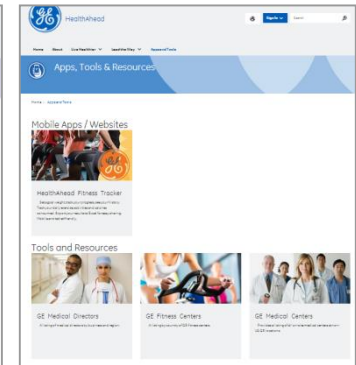
U.S. benefits related tools and resources (health resources for non-U.S.)

## Lead the Way



Leadership stories to inspire involvement in HealthAhead

## Apps and Resources



Information and tools to help educate employees and their family members to make smart health care decisions



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# Important phone numbers

For questions on your savings accounts, auto-reimbursement or savings account changes for 2016	
WageWorks	1-888-303-3006
Find high quality doctors and treatment options, understand your treatment options, resources to live a healthier lifestyle, and find out more information about EAP and Behavioral Health services	
Health Coach from GE	1-866-272-6007
GE Health Choice: Verify dependent eligibility, enrollment, employee contributions and general plan information	
GE Benefits Center	1-800-252-5259
Drug costs and plan design information	
CVS Caremark	1-800-509-9891
Treatment Cost Calculator (User support, technical/data questions)	
Product Support Team	1-800-441-5592
Learn about covered services, doctors and hospital participation and plan design questions	
UnitedHealthcare	1-800-551-2445
Aetna	1-800-633-0637
CDPHP	1-877-754-5063
BCBS of Alabama	1-800-846-6756
Health Savings Accounts	
PayFlex- Aetna	1-888-678-8242
Optum Bank - UnitedHealthcare	1-800-791-9361
BenefitWallet - Blue Cross Blue Shield of Alabama	1-866-274-8494
BenefitWallet - Capital District Physician Health Plan	1-866-274-8494



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# RSP tools and resources

## My Retirement - Getting There

*My Retirement – Getting There* is an RSP educational program designed to raise employee awareness of the need to save for retirement and the resources available to help. This includes:

### Educational materials via [OneHR.ge.com](https://onehr.ge.com) > Retirement

Quick Guides, personalized Savings Checkup, informational inserts

Company-wide monthly RSP webinars (registration required)

- The Company provides free monthly RSP webinars monthly (60 minutes, followed by live Q&A):
  - Notification emails sent monthly

To register, attend or un-enroll in a session: [OneHR.ge.com](https://onehr.ge.com) > Retirement > My GE RSP > 1. My Retirement – Getting There

### Employees can learn on their own time

Employees can access pre-recorded RSP retirement planning workshops online from the office or the comfort of their own home. Go to [OneHR.ge.com](https://onehr.ge.com) > Retirement > My GE RSP > Library > Workshops > On-Demand: Workshops (from the left-hand navigation bar) > select a session to launch.



# RSP tools and resources

## 1-on-1 employee sessions

Employees can meet 1-on-1 with a Fidelity representative, at no cost, in one of three ways:

- **Onsite**
  - Registration process for sessions varies by business
- **Via phone**
  - For any RSP questions, employees may contact the GE RSP Service Center at 1-877-55-GERSP (1-877-554-3777) between 8:30 a.m. and 8:30 p.m., Eastern time, Monday through Friday, on a day when the NYSE is open for trading
- **Local Fidelity branch**
  - Employees may contact their local Fidelity branch to schedule a 1-on-1 appointment
  - Not all local branches may be familiar with the RSP, but they will still be able to meet with employees to discuss overall planning and retirement questions



# Work/Life, education and other benefits

## Tuition Refund Program

Reimburses for courses that may help improve performance in current job or to prepare for advancement within the Company.

Must be an active **Exempt** or **Non-Exempt non-MSDS\*** employee.

*\* MSDS: a position considered to be manufacture-store-deliver-service.*

## Individual Development Program

Reimburses for courses that may help improve performance in current job or to prepare for advancement within the Company.

Must be an active **Hourly** or **Non-Exempt MSDS\*** employee with at least 6 months of continuous service.

## GE Educational Loan Program

Employees can borrow money to help pay education costs for themselves or their dependent children.

## GE Emergency and Family Aid Plan

The GE Emergency and Family Aid Plan makes grants available to help employees with immediate financial needs caused by a natural disaster or unexpected personal emergency.



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# Work/Life, education and other benefits

## GE Work/Life Connections

Offers confidential counselors, online services, and educational workshops on a full range of personal and job-related issues.

24 hours/day, 365 days/year.

## GE Transit and Parking Account Service

Enables employees who use mass transit and/or pay for parking in their commute to save money by paying for those expenses with pre-tax dollars.

## LifeMart

A private, online marketplace where employees can save up to 40% on more than 4 million products and services.

## GE Adoption Assistance Program

Provides financial assistance to reimburse eligible adoption expenses.

## GE Scholarship for Surviving Children

Provides scholarships totaling up to \$20,000 for each eligible surviving child of -Company employees.



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# Work/Life, education and other benefits

## GE Foundation Matching Gifts Program

Supports GE employees and retirees by matching individual contributions of \$25 or more to an eligible non-profit organization.

## GE U.S. Fitness Center Rebate Program

Available to all active GE medical benefit-eligible employees who are assigned to a work location where a GE-sponsored onsite fitness facility is not available.

Provides a rebate toward the cost for non-GE-sponsored fitness facilities and/or a series of fitness-related classes when a GE-sponsored on-site fitness facility is not available.

## GE STAR Awards

Provides recognition and financial awards to select children of GE employees and retirees.



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# Work/Life, education and other benefits

## GE Global Rewards Program

Recognizes and rewards accomplishments and contributions that go above and beyond the normal expectations of employees' assignments.

## GE Service Awards (U.S. employees)

Employees may receive an award after completing five years of continuous service with the Company, and on each subsequent five year anniversary, thereafter.

## GE Survivor Support Program

Offers financial planning for surviving spouses or legal guardians of surviving dependents of employees who die while actively employed or on layoff.

Access to a financial counselor for six months at no cost.

*See Your Benefits Handbook  
for more information.*



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# Tools and resources

Benefit	Employee
<b>Discounts and other purchases</b>	
GE Employee Product Purchase Plan	<p>OneHR.ge.com            &gt; Additional Benefits &gt; Employee Discounts</p> <p>For Product Purchase Reimbursement:            1-800-524-8964            Fax: 866-456-3998            Email: GEP.Productpurchase@acsap-it.com            Mail to: GE Product Purchase Plan                      PO Box 60300                      Fort Myers, FL 33906</p> <p>For current product information, discount amounts:            GE Answer Center: 1-800-626-2000</p>
LifeMart	<p>OneHR.ge.com            &gt; Additional Benefits &gt; Employee Discounts &gt; LifeMart &gt; click on LifeMart Discounts at the top of the page</p> <p>1-877-444-4306</p>
GE Foundation Matching Gifts Program	<p>OneHR.ge.com            &gt; Additional Benefits &gt; Giving Back</p> <p><a href="http://www.gefoundation.com/matchinggifts">www.gefoundation.com/matchinggifts</a></p> <p>GE Foundation Matching Gifts customer support: 1-800-305-0669  <a href="mailto:gesupport@cybergrants.com">gesupport@cybergrants.com</a></p>



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# Tools and resources

Benefit	Employee
GE U.S. Fitness Center Rebate Program	OneHR.ge.com > Additional Benefits > Self and Family > U.S. Fitness Rebate  GE Payroll Center 1-800-315-1082
<b>Education</b>	
GE Educational Loan Program	OneHR.ge.com > Additional Benefits > Education  GE Education and Family Services Center 1-800-542-8964
Tuition Refund Program	OneHR.ge.com > Additional Benefits > Education  GE Benefits Center 1-800-252-5259 (M - F 9 a.m. – 5 p.m. ET)
Individual Development Program	OneHR.ge.com > Additional Benefits > Education  GE Benefits Center 1-800-252-5259 (M - F 9 a.m. – 5 p.m. ET)



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# Tools and resources

Benefit	Employee
GE STAR Awards	<p>OneHR.ge.com            &gt; Additional Benefits &gt; GE Star Scholarships</p> <p><a href="http://www.gestarawards.org/register">www.gestarawards.org/register</a></p> <p>1-800-486-0308</p> <p>Email: <a href="mailto:GESTAR@iie.org">GESTAR@iie.org</a></p>
GE Scholarships for Surviving Children	<p>GE Education and Family Services Center:            1-800-524-8964 (M - F 9 a.m. – 5 p.m. ET)</p>
Work and family programs	
GE Work/Life Connections	<p>OneHR.ge.com            &gt; Additional Benefits &gt; Self &amp; Family &gt; GE Work/Life Connections</p> <p>1-877-444-4306</p>



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# Tools and resources

Benefit	Employee
<p>GET-a-PASS</p> <p>GE Transit and Parking Account Services</p>	<p>OneHR.ge.com &gt; Additional Benefits &gt; Self &amp; Family &gt; GET-a-PASS Commuter Benefit</p> <p>WageWorks: 1-877-924-3967 (M – F 9 a.m. – 8 p.m. ET) www.wageworks.com</p>
<p>GE Adoption Assistance Program</p>	<p>OneHR.ge.com &gt; Additional Benefits &gt; Self &amp; Family &gt; Adoption Resources</p> <p>GE Education and Family Services Center: 1-800-524-8964 (M - F 9 a.m. – 5 p.m. ET)</p> <p>Additional adoption-related resources also offered via GE Work/Life Connections</p>
<p>GE Emergency and Family Aid Plan</p>	<p>OneHR.ge.com &gt; Additional Benefits &gt; Self &amp; Family &gt; Emergency &amp; Family Aid</p> <p>GE Education and Family Services Center: 1-800-524-8964 (M - F 9 a.m. – 5 p.m. ET)</p>



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# Tools and resources

Benefit	Employee
GE Global Rewards Program (Above & Beyond)	<a href="http://www.globalgerewards.com">www.globalgerewards.com</a>  For Customer Service: 1-866-423-6955 <a href="mailto:customerservice@globoforce.com">customerservice@globoforce.com</a>
GE Service Awards	<a href="http://www.globalgerewards.com">www.globalgerewards.com</a>  For Customer Service: 1-866-423-6955 <a href="mailto:customerservice@globoforce.com">customerservice@globoforce.com</a>
GE Survivor Support Program	GE Benefits Center 1-800-252-5259 (M - F 9 a.m. – 5 p.m. ET)

*See Your Benefits Handbook for more information.*



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