



GE for Me

A summary view of all GE has to offer you

For prospective employees applying for a salaried, exempt, executive band position and will be on active GE payroll on or after January 1, 2021 and eligible to participate in U.S. benefits and programs.

Compensation

Benefits

Career and Development

Work and Life

Staying Connected



GE for Me

The benefits of working for one of the world's leading companies go well beyond the obvious.

"This is an organization that can meet any challenge. Our products and technology are the best in the world. We have incredible talent and we know how to develop leaders. We have market-leading positions in every industry and deep customer relationships in 170 countries. Our research capability is the envy of the industry and we have a well-earned reputation for integrity in how we conduct our business."

Larry Culp

Chairman of the Board
and Chief Executive Officer GE



GE for YOU!

We want to help you build a career at GE and we realize that means thinking about the bigger picture – about the impact you are going to make on the world. You want to go into uncharted waters - do things that haven't been done to make your and someone else's life better. GE is a great place to do that - we've been innovating for decades and continue to do so!

One way we are blazing a new trail is through our culture, shifting to a modern approach that encourages collaboration and work/life integration. This summary highlights some of the ways GE will support you as part of our modern culture.



Aviation

Every 2 seconds an aircraft with GE engine technology is taking off somewhere in the world



Healthcare

3 patients imaged every second using our imaging agents 4M imaging, mobile diagnostic & monitoring units globally



We Are GE

~205,000 employees*

170+ countries *

125+ years of innovation



Power

Equipping 90% of transmission utilities worldwide We create a third of the world's electricity.



Renewable Energy

Installed 400+ GW capacity globally 40,000+ onshore wind turbines

←----- Digital + Capital + Research + Global Operations + Additive -----→

GE is consistently ranked as one of the world's leading corporations:



LINKEDIN

Top Companies of 2019



INTERBRAND

Best Global Brands



TIME MAGAZINE

100 Best Inventions of 2019 *Senographe Pristina and Haliade-X*



BOSTON BUSINESS JOURNAL

Top Charitable Contributors in Massachusetts

* Year end 2019

At GE, we keep our legacy in motion by living our core beliefs. We act. We learn. We get better. We are never satisfied with being satisfied and we constantly insist on being more tomorrow than we are today.

Learn more about what GE offers its employees around compensation, benefits and learning opportunities, as well as other aspects of their life with GE.

Compensation

- [Compensation](#) levels and programs which are competitive with the market

Benefits

- [GE's Retirement Savings Plan](#) offers a Company Match of 50% of your contributions up to the first 8% of your pay
- Company retirement contributions of 3% of your pay automatically credited to your account
- Free retirement planning education and resources
- [GE Restoration Plan](#) offers a Company contribution of 7% on pay above the IRS limit
- [Medical](#), [prescription](#), and [behavioral health](#) benefits
- [Vision](#) and [dental](#) coverage
- Preventive screenings covered at no cost when provided in-network
- [Savings accounts](#) to help pay for eligible medical expenses
- GE Health Care Hub to access GE health care [tools and resources](#) in one central location
- Access to [life insurance](#) for you and your dependents
- Access to [disability](#) options

Growing My Career

- GE invests \$1.1BB annually on [learning](#) and development, more than double per person compared to the average Fortune 500 company
- Access to thousands of [job openings](#) across GE globally

- Receive notification of new job openings and explore your career options with GE
- A personalized, real-time, flexible [Performance Development](#) approach to help you be more impactful, faster
- Support for flexible work arrangements

Work and Life

- [Paid time off](#) to meet your needs – coordinate with your manager to take the time you need. No pre-defined amount of time.
- Up to 10 weeks [paid parental leave](#) for the birth of a child or a child placed for adoption
- Access to [wellness related](#) apps and trackers, discounts on wearable devices
- [Tuition assistance](#)
- [Adoption](#) assistance
- Additional [discount programs](#) such as travel, cell phone providers, automobiles, and more

Staying Connected

- [Affinity Networks](#) and business employee groups globally
- [Volunteer](#) opportunities to improve our communities
- [GE Foundation Matching Gifts](#) program provides a 1:1 match for charitable donations

Compensation and Awards

We are a meritocracy. Employees are differentiated by their responsibilities and performance, both what they do and how they do it. Greater rewards can come to those who demonstrate the biggest impact for customers.

Base Salary

- Reflects the role, and the qualifications, skills sets and experiences you bring to that role.
- Generally reviewed annually, and actions may include merit increases or lump sum awards.

Incentive Opportunity

- Eligible to earn additional cash compensation under an annual discretionary incentive program.
- Amount will depend on individual and Business performance against financial and other targets.
- May also be eligible to participate in the voluntary incentive compensation deferral program.

Long Term Incentives

- Eligible to participate in stock award programs which align compensation to shareholder growth and business strategy.



GE provides compensation which is linked to performance and responsibilities, acknowledges contributions to the Company, and is regularly reviewed both internally and externally to ensure it is competitive and appropriate.

GE makes it easy to save with the GE Retirement Savings Plan (RSP)

The GE Retirement Savings Plan (RSP) can help you prepare for your retirement. Educational and retirement planning tools are available to make it easier to estimate your retirement income, set goals and choose your investments.

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.

- 401k plan with Pre-tax, Roth and After-tax savings options
- Company Match on your contributions
- Company Retirement Contributions automatically credited to your account
- Company contributions are subject to vesting; once you are vested you have the right to these contributions, even if you leave the Company and all affiliates
- Mix-your-own investments with 13 Investment Options, or pick a Pre-Mixed option from a series of Target Retirement Date Funds
- Free planning tools, financial guidance and educational seminars through Fidelity Investments

Your Contributions*

- Automatic enrollment at 8% (2% for union employees) with an opportunity to contribute 1%-30% of your eligible pay, starting with your first paycheck
- Three savings options to help you fine-tune your tax and savings strategy
- Immediately vested
- You can save more with catch-up contributions starting in the year you turn 50

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)
- Vest generally after you earn three years of RSP service

Company Retirement Contributions (CRC)

- A CRC equal to 3% of your eligible pay will automatically be credited to your RSP account
- You do not need to make any contributions in order to receive the CRC
- Vest generally after you earn three years of RSP service

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

GE Restoration Plan

The GE Restoration Plan can provide eligible Executive Band and above and certain other highly paid employees an opportunity to “restore” contributions that are limited by the IRS under tax qualified retirement plans such as the GE Retirement Savings Plan.

- You qualify for this benefit if you are hired into GE as an Executive Band and above employee on or after January 1, 2021
- Your benefit includes:
 - A Company Credit equal to 7% of pay above the IRC 401(a)(17) limit (\$285,000 for 2020) annually, subject to 3-year vesting
- Company Credits subject to FICA tax when vested
- All vested amounts in the account are paid out from the Plan as a lump sum after termination from the Company

While the GE Restoration Plan offers additional benefits for eligible Executive Band and above employees, it does not have the same government-required features and protections as the GE Retirement Savings Plan. For example, your GE Restoration Plan Benefit is not backed up by a separate trust holding assets to fund the benefit. The GE Restoration Plan is unsecured and unfunded and represents a liability that the Company must pay from general assets.

Health Care Coverage*

Health care is an important piece of GE benefits. That's why we provide options that allow you to choose what's best for you and your family, while also providing the tools and resources to help you make informed decisions.

- Benefits begin on your first day of work
- GE Health Choice covers most services at 80% after you meet your annual deductible, if care is received from in-network providers.
- Preventive screenings are covered under each option at no cost when provided in-network

GE offers you three medical options. When choosing an option to enroll in, consider the cost you pay in payroll contributions, the cost you pay when receiving care and the savings accounts available to you. With a few exceptions, your medical insurance benefits including behavioral health and prescription drug coverage start after you meet your annual deductible.



	Option 1	Option 2	Option 3
Payroll contributions	Highest	Lower	Lowest
Deductible and Co-insurance maximum	Lowest	Higher	Highest
Enrollment	Enroll as active employee within 63 days of your hire date		

Please visit [GE Health Care Hub](#) for more information on Option 2 Select.

**This health care section does not apply to residents of Hawaii. Please contact your hiring manager or recruiter.*

For more information on the plan including potential costs, coverage, and provider networks, visit gehealthcarehub.com.

Prescription Drug Coverage

With a few exceptions, benefits start after your annual deductible. This refers only to drugs you have paid for at an in-network retail pharmacy or by mail order. Drugs provided by your physician's office may be subject to the annual deductible and co-insurance.

- Benefits begin on your first day of work
- Certain preventive drugs prescribed by a doctor will be covered at 100%
- Diabetic supplies covered at 100% in network; no annual deductible for Options 1 & 2
- Specialty and targeted drugs are available at a co-pay; no deductible for Options 1 & 2

The chart below shows what you pay under the Prescription Drug benefit coverage after you meet your annual deductible:



Prescription drug coverage	
Generic* <ul style="list-style-type: none"> • <u>Retail</u>: \$12 co-pay after deductible. • <u>Mail order</u>: \$24 co-pay after annual deductible (up to a 90 day supply). 	Brand name* <ul style="list-style-type: none"> • <u>Retail</u>: 30% co-insurance annual deductible. • <u>Mail order</u>: 20% co-insurance after annual deductible.

* Prior authorization and brand / generic drug differences apply.

For more information on the plan including potential costs, additional coverage including diabetic supplies and preventive / specialty drugs, and provider networks, visit gehealthcarehub.com > Prescription Drug Benefits.

Additional Health Care Resources

GE offers additional health-related resources for those in a GE medical care option.

Health Care Hub		
<p>Access all your GE health care tools and resources in one convenient location. Connect to your plan administrators, health savings accounts and more!</p>		
<p>Health Coach from GE</p> <p>Find in-network hospitals and doctors, understand your diagnosis and treatment options, and get help with your medical plan claims and billing questions.</p> 	<p>Centers of Excellence</p> <p>Access to nationally recognized facilities and providers specializing in specific conditions or procedures for: hip and knee replacement, organ transplant, bariatric surgery and certain types of cancer. In some instances, GE may provide an enhanced benefit for those who are eligible.</p> 	<p>Virtual Second Opinion</p> <p>Get a second opinion from a 2ndMD participating specialist online and at no cost to you. Use this service to ensure your diagnosis is correct and to make the most informed decisions about your health.</p>  <p>2nd.MD</p>
<p>Tobacco Cessation</p> <p>GE offers services and resources to help you stop using tobacco and get healthier.</p> 	<p>EZ Receipts</p> <p>For those enrolled in Option 1 or 2 or for those who have an HCFSAs/LPFSA and DCFSAs, track balances and claims, and access other features on the go.</p> 	<p>Moms on the Move</p> <p>Enabling GE moms who are nursing and traveling for business within the U.S. to ship milk back to their babies – free!</p> 
<p>Baby Portal</p> <p>A one-stop shop to help you learn about your GE medical and absence benefits – easy access to programs, tools and resources that may help you prepare for your baby.</p> 	<p>Telemedicine - Cleveland Clinic Express Care Online</p> <p>Connect with a doctor 24/7 for minor illnesses securely via the web or phone.</p>  <p>Cleveland Clinic Express Care® Online</p>	<p>Health Care Cost Resources</p> <p>Find physicians, hospitals and clinics in your area; compare those providers by quality, cost and location; locate urgent care facilities and more.</p> 

For more information, please visit gehealthcarehub.com.

Health Care Savings Accounts

Accounts to help you pay for your share of eligible medical, dental or vision expenses

- Available your first day of work
- Either tax-free or pre-tax dollars used; varies by plan

	Options 1 and 2		Option 3	
	HRA	Health Care FSA/ Limited Purpose FSA	HSA	Limited Purpose FSA
Contribution	\$500 - \$1,000 • GE credited • Prorated amount deposited if hired after July 1	Up to \$2,750/year • Employee funded • Can change only with a qualifying event (e.g., family status change)	<u>Single</u> : up to \$3,600 <u>Two+</u> : up to \$7,200 <u>Over 55</u> : +\$1,000 • Employee funded • Via pre-tax payroll contributions • Open an account at one of our partner banks or your own bank • You decide how/when	Up to \$2,750/year • Employee funded • Can change only with a qualifying event (e.g., family status change)
Tax benefits	Tax-free account	Pre-tax payroll deduction	Money goes in tax-free	Pre-tax payroll deduction
Medical/ Prescription expenses	Yes	Yes/No	Yes	No
Dental/Vision expenses	No	Yes/Yes	Yes	Yes
If you don't use it...	Rolls over to next year, if you remain in Option 1 or 2	Can carry over up to \$500 per year. Funds in excess of \$500 will be forfeited.	Rolls over to next year	Can carry over up to \$500 per year. Funds in excess of \$500 will be forfeited.

For more information on savings accounts, visit gehealthcarehub.com > Savings Accounts.

GE Vision Plan

To help you pay for covered routine eye exams, lenses and eyeglass frames, GE offers a vision plan for you and your family.

- Benefits begin on your first day of work
- GE Vision Plan offers an allowance for purchases for each individual covered by the benefit
- Digital tools available to improve your experience
- When enrolling, coverage level and any covered family members must match GE Medical Benefit coverage.



Plan highlights	
Routine Annual Eye Exam	100% coverage in-network ... not covered out-of-network
Glasses and/or Contacts	Annual \$200 allowance
In-Network Glasses and/or Contacts	Only pay balance if costs exceed \$200 allowance. Discounts apply so allowance goes further
Out-of-Network Glasses and/or Contacts	Members pay and submit claim for reimbursement up to \$200 allowance. Digital claims processing for quick reimbursements
Traditional Network Enhanced with Online Digital Options	Davis Vision providers plus Warby Parker (warbyparker.com)
Mobile Application	Find providers, check coverage, submit claims
Diseases of the Eye	Covered under the GE Health Choice Plan

The GE Vision Plan is not part of the GE medical care options **and has separate co-pays and benefit allowances**. Vision expenses do not count toward your GE medical care deductible and co-insurance maximum.

Additional coverage

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.

For more information on the plans including potential costs, additional coverage, and provider networks, visit gehealthcarehub.com > Vision.

GE Dental Plan

To help you pay for dental services, GE offers a dental plan for you and your family.

- Benefits begin on your first day of work
- Payroll deductions and an annual deductible apply (\$50 per person/year max, \$150 per family/year max)
- When enrolling, coverage level and any covered family members must match GE Medical Benefit coverage.



Plan highlights	
Deductible	\$50 deductible per person, max \$150 per family, per year
Cleanings, Exams and other Preventative Care	100% of reasonable and customary (R & C) fees, not subject to deductible
Fillings	100% of R & C fees, subject to deductible
Orthodontia (per child under age 19)	50% of R & C fees, not subject to deductible, \$1,800 lifetime max
Benefit Maximum for Restorative Care	\$1,800 max paid each year per person
<ul style="list-style-type: none"> • Root canals, gum treatment and select oral surgeries 	80% of R & C fees, subject to deductible, not subject to \$1,800 max paid each year per person
<ul style="list-style-type: none"> • Dentures, fixed bridges and implants 	50% of R & C fees, subject to deductible, costs count against benefit maximum for restorative care.

The GE Dental Plan is not part of the GE medical care options **and has separate co-pays and benefit allowances**. Dental expenses do not count toward your GE medical care deductible and co-insurance maximum.

For more information on the plans including potential costs, additional coverage and provider networks, visit gehealthcarehub.com > Dental.

GE Dependent Day Care Flexible Spending Account

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

- Benefits begin on your first day of work
- Reduces your taxable income
- You can contribute from \$100 to \$5,000 each year if you're single (separate limits if married)
- 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

For more information on savings accounts, visit gehealthcarehub.com > Savings Accounts.

Behavioral Health

Behavioral health and substance abuse coverage includes inpatient and outpatient behavioral health services.

- Network of psychiatrists, psychologists, certified addiction counselors, social workers, hospitals and treatment centers
- Health Coach from GE available 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

Employee Assistance Program (EAP)

EAPs can help you and your family cope with a wide variety of concerns such as stress, family conflicts, child care, substance abuse and depression.

- Personal, confidential assessment, counseling and referral services
- Health Coach from GE available 24-hours-a-day, 7-days a week

Disability Insurance

You never know what will happen tomorrow. Just in case, GE provides benefits that can provide a safety net to help you through the unexpected.

While your GE medical benefits help pay 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.

- Coverage begins on your first day of work
- GE Salary Continuation Program available to provide benefits in case of a disability for up to 26 weeks
- GE Long Term Disability Insurance available to provide 50% or 60% of your pay based on your election



You are eligible to receive GE Salary Continuation payments if you are unable to perform the regular duties of your own job. You also have the option to elect long term disability insurance.

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.

Payments last for up to 26 weeks while you remain disabled. Payments are :

- 100% of employee's pay per business practice

GE Long Term Disability Income Plan Benefits

The optional Long Term Disability Income Plan (LTDI) payments will begin at the end of your SCP claim as long as you remain disabled beyond 26 weeks.

When you elect LTDI:

- You can choose to receive 50% or 60% of your pay (based on your election amount)
- If you become disabled before age 60 there will be a reduction in benefits after age 65
- If you become disabled after age 60, additional restrictions apply

GE Life Insurance

- GE offers Life Insurance plans for you and your dependents; some available at no cost to you
- Some plans are portable should you leave the Company
- You purchase at group rates

Insurance to cover yourself

Plan	Coverage	Enrollment	Cost
GE Life Insurance	2 times pay (minimum coverage - \$50,000; maximum - \$5 M)	Automatic	Provided at no cost to you
GE Accidental Death or Dismemberment	1 times pay (non-occupational) (2 times pay if); \$5M maximum benefit (when combined with the company's Basic Life Insurance coverage)	Automatic	Provided at no cost to you
A Plus Group Universal Life	Up to 10 times pay (maximum \$10M)	Enroll as an active employee within 63 days of your hire date*	Varies based on age and coverage amount
Additional feature: A Plus Group Universal Life Cash Fund	Cash Fund: Contribute on an after-tax basis (contribution minimum of \$10)/month		
A Plus Term Life Insurance	Up to 10 times pay (maximum \$10M)		Varies based on age and coverage amount
Personal Accident Insurance	Up to 5 times pay (maximum \$2M)		Varies based on the amount of coverage
Personal Excess Liability Insurance	5 options: \$1M to \$5M	Enroll at any time	Varies based on coverage amount and state of residence

Insurance and other benefits for your dependents

Plan	Coverage	Enrollment	Cost
Dependent Life Insurance (spouse)	Up to \$100K	Enroll as an active employee within 63 days of your hire date*	Varies based on age and amount of coverage chosen
GE Dependent Life Insurance (child)	Up to \$10K		
Personal Accident Insurance (spouse)	Up to \$250K		
Personal Accident Insurance (child)	Up to \$50K		

* May enroll at a later date due to a qualifying event or at any time with proof of good health.

Learning

At GE we believe in developing our talent. We significantly invest in a wide variety of learning programs and formats to help you build skills that are crucial for your long-term success.

GE was recognized by the Brandon Hall Group with two “Excellence in Technology Awards” for our work in advancing and enhancing employee development through personalized learning recommendations. With a catalogue of over 30,000 different learning opportunities of various shapes and sizes– we give employees the ability to choose learning that fits their time and need in ways that promote learning as a daily habit.



BrilliantYOU™ is the heart of our learning and development. It’s a mobile platform designed to help you pursue your highest career aspirations with GE.

BrilliantYOU gives you access to the best in learning:

- Courses from the world’s most recognized universities such as Harvard Business School (HBS), MIT, Stanford, Columbia, and other respected providers like McKinsey.
- World-famous Crotonville, GE’s global leadership institute, which serves at the forefront of thinking in leadership, strategy, culture, and innovation.

Founded in 1956, Crotonville is the first corporate university in the United States and the epicenter of GE’s culture and investment in learning. Crotonville is both a place and an idea, and a testament to our belief that we can be better tomorrow than we are today.

- Conversations, podcasts, and videos from leaders across GE via our award-winning platform.

Listen to our podcast:



SCAN ME

Your Career

At GE, we are committed to investing in our people. We believe that learning happens everywhere, so we provide you with diverse opportunities to learn and grow in a variety of settings.

Career

GE is your partner to explore the possibilities and grow in your career, through dynamic roles that create impact for customers and diverse opportunities for your ongoing development.

Flexibility

GE supports flexible working arrangements that are aligned to business goals and needs, overall team achievement and an employee's duties, performance and career aspirations.

Performance

People Performance & Growth (PPG) is our personalized, real-time, and flexible approach to performance and development. It emphasizes intense focus on knowing what is most important to your customers, so you work on what matters most and builds your ability to get to better outcomes for them, faster. It includes dialogue and coaching between you and your manager, and candid feedback shared among colleagues to increase your effectiveness and impact.



Through the **Career Opportunity System**, employees have access to thousands of job openings across GE globally. Receive notification of new job openings and explore your career options with GE!

GE's **career navigation** approach recognizes that the world around us is changing more quickly than ever before, and it offers support and resources to learn about the possibilities and influence the direction of your career.

*I have been at GE for seventeen years. The Company continues to evolve to meet business and market needs; several of the jobs I have had did not even exist when I first joined! I have used GE's Career Navigation approach to define what success means to me, and I **take advantage of the support and various tools and resources** GE offers to find that 'sweet spot' where my interests and talents match with what GE needs at that time. **I never thought in my wildest dreams I would have been with one company for so long, learned so much, and have had so many diverse and interesting opportunities.***

Almost every employee I talk to has a unique career story - the common theme is the incredible range of possibilities that GE offers.

-Jennifer B

Supporting My Work and Life

Programs that support the way you live and work today

We are at our best when all aspects of our life are aligned. GE provides technology, tools and programs to help you integrate career, family and community commitments.

Wellbeing

At GE, we use our imagination to improve the world we live in, and for us, this starts with fostering a healthy environment at work. With our global wellbeing program, HealthAhead, we aim to inspire our employees to achieve their best health possible through a culture that empowers and supports living a healthy well-balanced life.

Our HealthAhead programs support employees and their families to enhance their physical, emotional, personal, and social wellbeing, leading to a healthier and stronger GE.

Available onsite at many GE locations:

- Tobacco free campuses
- Fitness centers, walking/running trails
- Medical centers
- Healthy food offerings in cafes
- Prevention and health promotion programs
- Ability to participate on GE sports teams or other GE-sponsored fitness events
- Opportunities to volunteer on local HealthAhead teams to inspire others

Available online at [HealthAhead](#):

- Access to health and wellbeing programs, information, resources and tools
- Discounts on wellness related apps and wearable fitness devices

Self and Family

GE offers a variety of benefits and programs designed to help support the way you live and work today.

Support for everyday life

GE Work/Life Connections gives you access to counselors and resources covering topics such as parenting, pets, emotional health, finance, travel, and home improvement to help you both personally and professionally, at no cost.

You'll also have access to an online marketplace offering GE employees savings of up to 40% on more than 4 million products and services, such as cell phone providers, electronics, travel, hotels, car rentals, entertainment, restaurants, tickets, and more.

Continuing education

The tuition program reimburses you for certain courses that may help improve performance in your current job or prepare for career advancement.

And more...

Additional programs to help you and your family:

- Adoption assistance program reimburses you for certain eligible adoption expenses.
- Emergency aid program makes financial hardship grants available to help employees with immediate financial needs cause by a declared natural disaster.
- Transit & Parking account Services allows for pre-tax benefits for commuter expenses.
- Support for flexible work arrangements.



Paid Time Off

GE supports time away from work to relax, rejuvenate, care for yourself and family, or to manage family and community obligations.

A GE employee on paid parental leave

"We both knew ahead of time that I'd be taking 6 weeks of paid family leave after the boys were born. What we didn't know was how critical that time was for me to be home supporting her recovery and keeping the wheels on the bus as we were trying to figure out our new lives, with two new lives.."

Paid time off benefits

- The permissive approach empowers you to take the time off you need to relax and rejuvenate
- May also be used for incidental illness or injury lasting less than 7 calendar days, or to manage responsibilities that cannot be attended to outside normal work hours
- No pre-defined amount of time
- Time off coordinated with your manager

GE Parental Leave benefits

- After one year of service, up to 10 weeks paid leave following the birth or placement for adoption of a new child
- This is in addition to paid salary continuation for mothers unable to work due to pregnancy or childbirth

Other paid time benefits

- Upon hire eligible for Holidays, Death in Family, Jury Duty and paid military leaves

"I can say that not only do I love my job, but I love what the company stands for and one of those things is FAMILY, which has always been most important to me."

Employee comments on the permissive approach to paid time off:

"The permissive approach is a great method for keeping employees motivated, which means, allowing them to maintain their personal matters. I am pursuing a CPA certification and this will allow me to take time off as needed to study for examination."

"A simple and easy way for employees to feel empowered to manage their much needed time to de-stress and reconnect physically, mentally and spiritually."

Parental leave

"As the wife of a GE engineer, and a first time mother, I wanted to write to say thank you, thank you, thank you for the incredible opportunity of being able to have my husband at home with me for 6 weeks on parental leave. Being first time parents our journey certainly was a daunting one and as you can imagine, full of many surprises and of course, a new routine for all of us. Having him at home with me was such a tremendous help and such a blessing. Not only was he able to help care for me and our daughter Annie, but we had the ability to really bond and grow as a family. Annie got a chance to really know who her Daddy is and it was a wonderful time for my husband and I to reconnect in a new way. Not many companies offer parental leave, let alone 6 weeks of it. And for this I am incredibly grateful. All of the benefits you provide your employees and their families truly are special and unique. Thanks again for granting us this opportunity – it means so very much.."



Candid. Transparent. Humble. Customer driven. Outcome focused. Connected. This is the way we work.

At GE, our culture is centered on providing employees with opportunities to exercise their responsibility, integrity and creativity, while connecting us to each other and the community.

“Diversity of all kinds is critical and diversity of thought tops my list. We need to hire and work with people who look, sound and think differently than we do. A company that is changing the world needs to reflect the world.”

Linda Boff
Vice President
Chief Marketing Officer



Inclusion & Diversity

At GE, we believe in the value of your unique identity, background, and experiences. We are committed to fostering an inclusive culture, where everyone feels empowered to do their best work because they feel accepted, respected, and that they belong.

By embracing diverse teams and perspectives, we are better equipped to build a world that works.

GE Affinity Networks

Communities built on common backgrounds and experiences that are open to all employees to learn, connect and further our inclusion efforts.

- African American Forum
- Asian Pacific American Forum
- Gay, Lesbian, Bisexual, Transgender and Ally Alliance
- Hispanic Forum
- People with Disabilities Network
- Veterans Network
- GE Volunteers
- Women’s Network

Learn more [here](#).

GE Foundation, the philanthropic organization of GE, is committed to **transforming** our communities and **shaping** the diverse workforce of tomorrow by leveraging the **power** of GE.



We are **developing skills** by bringing innovative learning in community health and STEM education, scaling what works, and building sustainable solutions.



We are **inspiring others** to act by connecting GE people with communities through matching gifts and United Way, leading on emerging issues such as the opiate crisis, and convening community leaders to maximize our impact.

The **GE Foundation** is powered by the spirit and talent of our employees, who have strong commitment to their communities.

Visit us at GEFoundation.com

Volunteerism and philanthropy are a vibrant part of GE's culture

The GE Foundation and GE employees and retirees have given more than \$1 billion through the **Matching Gifts Program**.

GE Foundation's **Matching Gifts Program** supports the personal philanthropy and charitable giving of GE employees and retirees with a dollar-for-dollar match.

Our employees consistently **volunteer** thousands of hours of community service annually.

GE employees and retirees support hundreds of **United Ways** and many other charities through the annual giving campaigns.

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