GE Benefits: Adding value beyond your paycheck

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

This booklet highlights benefits for new GE employees and new employees of certain GE affiliates. The Benefits Highlights is not an official summary plan description and is not intended to—and does not—provide full details of the plans described. Full details are contained in the official plan documents. If any representations made in this booklet or by GE Human Resources differ from the plan documents, the plan documents prevail. General Electric Company reserves the right to terminate, amend, eliminate or replace its benefit plans at its discretion and at any time.
Health Care Coverage

GE Health Choice — Options 1, 2 and 3

GE Health Choice provides you with three levels of benefit coverage, allowing you to find the right fit for your care. All three options offer preventive screenings, in-network, at no cost to you, lower contributions for non-tobacco users, savings accounts to help you pay for medical expenses, and financial protection against high medical expenses.

<table>
<thead>
<tr>
<th>Payroll Contributions</th>
<th>OPTION 1</th>
<th>OPTION 2</th>
<th>OPTION 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Highest</td>
<td>Lower</td>
<td>Lowest</td>
<td></td>
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</table>

<table>
<thead>
<tr>
<th>Deductible and Co-insurance Maximum</th>
<th>OPTION 1</th>
<th>OPTION 2</th>
<th>OPTION 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lowest</td>
<td>Higher</td>
<td>Highest</td>
<td></td>
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</table>

<table>
<thead>
<tr>
<th>Savings Accounts</th>
<th>OPTION 1</th>
<th>OPTION 2</th>
<th>OPTION 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>GE-funded HRA</td>
<td>GE-funded HRA</td>
<td>Employee-funded HSA</td>
<td></td>
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<tr>
<td>Employee-funded FSA</td>
<td>Employee-funded FSA</td>
<td>Employee-funded Limited Purpose FSA (dental and vision only)</td>
<td></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Attributes</th>
<th>OPTION 1</th>
<th>OPTION 2</th>
<th>OPTION 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>You pay the most in payroll contributions, but you have the lowest deductible.</td>
<td>You pay less in payroll contributions than Option 1, but your deductible is slightly higher.</td>
<td>You pay the least in payroll contributions, but you have the highest deductible.</td>
<td></td>
</tr>
</tbody>
</table>

If you meet the eligibility criteria and do not enroll or waive coverage during your health care enrollment period, you will automatically be enrolled in Option 1 at the Three or More coverage level, whether or not you have dependents. In addition, your smoking status will default to “nonsmoker” (see page 3 for more information on tobacco use).

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

Medical Coverage

GE Health Choice covers most medical services at 80% after you meet your deductible, if care is received from in-network providers. For out-of-network care, services are covered at 60% of allowed charges after you meet your deductible. For more information on medical and Behavioral Health coverage, please go to ge.com/healthahead/healthcaredecisions.

Prescription Drug Coverage

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

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

<table>
<thead>
<tr>
<th>PRESCRIPTION DRUG</th>
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<tbody>
<tr>
<td><strong>Generic Drugs</strong></td>
</tr>
<tr>
<td>RETAIL – $12 co-pay (up to a 30-day supply)</td>
</tr>
<tr>
<td>MAIL ORDER – $24 co-pay (up to a 90-day supply)</td>
</tr>
<tr>
<td><strong>Brand Name Drugs</strong></td>
</tr>
<tr>
<td>RETAIL – 30% co-insurance (up to a 30-day supply)</td>
</tr>
<tr>
<td>MAIL ORDER – 20% co-insurance (up to a 90-day supply)</td>
</tr>
</tbody>
</table>

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

All GE Health Choice options include access to accounts to help you pay your share of qualified medical expenses with pre-tax dollars. You can use the money in the savings accounts to help pay for eligible health care expenses, including prescriptions, medical, and behavioral health, vision, and dental expenses. All of the accounts permit you to pay several ways:

- Use a debit card to access funds;
- Pay online directly without submitting claim forms; or
- Pay with your own money and file a claim for reimbursement.

Health Care Flexible Spending Account (FSA)

This option is available to employees who choose GE Health Choice Option 1 or 2 only. Your Health Care FSA lets you set aside a portion of your earnings on a pre-tax basis to help pay for qualified medical expenses, including dental and vision expenses.

Limited Purpose Flexible Spending Account (LPFSA)

Option 3 participants can elect to open a Limited Purpose Flexible Spending Account (LPFSA). An LPFSA lets you set aside a portion of your earnings on a pre-tax basis to pay for dental and vision expenses in addition to the money you put in your HSA. You cannot use it for any other medical expenses.

Health Reimbursement Account (HRA)

This option is available to employees who choose GE Health Choice Option 1 or 2 only. GE will credit your HRA $500-1,000, depending on the number of persons covered. The amount in the account is provided tax free. If you don't use all of your HRA balance during the year, it will roll over to the following year. If you switch to Option 3 or leave GE, the balance in your account will be forfeited. You cannot use your HRA to pay for dental or vision expenses.

Health Savings Account (HSA)

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

Tobacco Certification

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

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

Through GE Vision Care, eligible employees and their family members can save on certain vision expenses, such as covered eye exams, prescription lenses and eyeglass frames — as part of GE Health Choice. GE Vision Care is included in your medical coverage under GE Health Choice Plan options, but is administered separately by Davis Vision. No additional contributions are required through the GE Vision Basic Option. The GE Vision Plus Option can be elected for additional benefits and contributions will apply.

The **GE Vision Basic Option** pays benefits, according to a schedule, for routine eye exams, new lenses, frames or new contact lenses. Eligible expenses are covered every other calendar year for participants age 19 and over (every calendar year for participants under age 19).

Under the **GE Vision Plus Option**, routine eye exams, new lenses, frames or new contact lenses are covered every calendar year. Additionally, this option provides higher reimbursements for certain allowances and a lifetime maximum allowance of $250 per eye for laser vision surgery.

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.

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**Preventive screenings and services**

**All three options offer preventive care screenings at no cost to you in-network**

Preventive care screenings as defined by the U.S. Preventive Services Task Force, a government agency, are covered 100% in-network, not subject to the deductible. In other words, they cost you nothing.

Preventive care screenings include, but are not limited to:

- Cancer screenings: cervical, breast, prostate and colon
- Adult wellness physicals, well-child care, and immunizations
- Counseling for tobacco use and prescribed generic (including OTC) tobacco cessation products for adults (Chantix included – *new for 2014*)

Women’s preventive screenings:
- Breast Cancer Susceptibility Gene (BRCA) Genetic Testing, when medically appropriate (*new for 2014*)
- Routine gynecological visits
- Prescribed generic contraceptives (including OTC) and contraceptives counseling (*new for 2014*)
- Sterilization for women

There is no out-of-network coverage for preventive care.

View a more detailed list of covered preventive care at [ge.com/healthahead/healthcaredecisions](http://ge.com/healthahead/healthcaredecisions).
GE Dental Care

The Company offers you a choice between two options for your dental coverage—the GE Dental Schedule Option and the GE Dental Premium Option. Both options provide similar coverage for preventive care, diagnostic care, fillings, orthodontia, oral surgery and more.

The key difference is that the GE Dental Schedule Option covers certain services, such as diagnostic, preventive, restorative and prosthodontic care, only up to an amount based on a benefit schedule. In contrast, the GE Dental Premium Option bases its coverage for all services on the dentist’s reasonable, necessary and customary charges.

Under both options, you or your dentist submit claim forms. In addition, under both options, you can reduce your out-of-pocket expenses by using dentists and other dental providers who participate in the dental care network.

Your GE Dental Care Options at a Glance—Covered Services

<table>
<thead>
<tr>
<th>Benefit</th>
<th>GE Dental Schedule Option</th>
<th>GE Dental Premium Option</th>
</tr>
</thead>
<tbody>
<tr>
<td>Diagnostic and preventive coverage</td>
<td>Paid up to scheduled amounts.</td>
<td>100% of reasonable, necessary and customary charges.</td>
</tr>
<tr>
<td>Fillings, crowns and inlays</td>
<td>Paid up to scheduled amounts.</td>
<td>80% of reasonable, necessary and customary charges.</td>
</tr>
<tr>
<td>Dentures and fixed bridges</td>
<td>Paid up to scheduled amounts.</td>
<td>50% of reasonable, necessary and customary charges.</td>
</tr>
<tr>
<td>Implants</td>
<td>50% of reasonable, necessary and customary charges.</td>
<td>50% of reasonable, necessary and customary charges.</td>
</tr>
<tr>
<td>Benefit maximum for fillings, crowns, inlays, dentures, fixed bridges, and implants</td>
<td>$2,500 over two consecutive calendar years.</td>
<td>$2,500 annually.</td>
</tr>
<tr>
<td>Root canals, gum treatment, and oral surgery</td>
<td>80% of reasonable, necessary and customary charges.</td>
<td>80% of reasonable, necessary and customary charges.</td>
</tr>
<tr>
<td>Orthodontia (for children under age 19)</td>
<td>50% of reasonable, necessary and customary charges, up to a lifetime maximum of $2,500 under both GE Dental Care Options combined.</td>
<td>50% of reasonable, necessary and customary charges, up to a lifetime maximum of $2,500 under both GE Dental Care Options combined.</td>
</tr>
<tr>
<td>Contributions through payroll deductions</td>
<td>None.</td>
<td>Required.</td>
</tr>
</tbody>
</table>

Reasonable, necessary and customary

Depending on your GE Dental Care option and the specific dental service you receive, benefits are paid according to a schedule of benefits or are based on reasonable, necessary and customary amounts as determined by the Claims Administrator.

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

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

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

**GE Salary Continuation Program**

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

**Personal Illness Payments**

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

**Extended Illness Payments**

You will receive, for up to 26 weeks, the greatest of:
- 50% of your pay;
- 60% of your pay up to $800 per week for disabilities beginning on or after January 1, 2014;
- Any state-mandated benefit.

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

**GE Long Term Disability Income Plan**

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

You are eligible to enroll in LTDI on your first day of work if you are:
- A full-time Company employee; or
- A part-time Company employee who is part of a special classification of employees eligible for LTDI.

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

**Workers’ Compensation**

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

You must notify your manager if you believe that your illness, injury or other serious medical condition is work-related. Your business will contact the GE Disability Benefits Center, which will then contact you to apply for benefits.
Retirement

GE Retirement Savings Plan (RSP)

The RSP has a number of important features that can help you prepare for retirement. The program includes valuable tax benefits that help accelerate the growth of both your own savings and the Company contributions. You are eligible to enroll immediately when you join the Company and may be eligible to contribute 1%-30% of your eligible pay.*

You choose how to invest your savings and the Company contributions among various investment options. The plan offers you three different kinds of contributions*—pre-tax, Roth and after-tax savings—to help you fine-tune your tax and savings strategy.

GE is focused on helping you manage a significant financial goal, your retirement savings, through the RSP. The RSP includes an auto-enrollment feature at 8% for certain eligible employees. You will be notified if you are eligible.

There are various online educational and retirement planning tools that can help you make your RSP investment elections and other financial decisions.

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

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

Company Retirement Contributions**

If you qualify, a Company Retirement Contribution (CRC) equal to 3% of your eligible pay will automatically be credited to your RSP account for each payroll period that you receive pay and during which you are eligible for the plan. You do not need to make any contributions in order to receive the CRC. You generally become vested in your CRCs when you meet one of the following three requirements: (1) you earn three years of RSP Service***, (2) you reach age 65 while you are still employed with the Company or an affiliate, or (3) your service with the Company or an affiliate ends because you are transferred directly to a successor employer in connection with a business disposition and certain other requirements are met. This means that you may forfeit your CRCs if you leave the Company and its affiliates before meeting one of these criteria.

You pay no taxes on CRCs when they are added to your account. Instead, taxes are deferred until you terminate and receive a distribution of this money from the plan.

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

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

Company Matching Contribution

In addition to providing the CRC, the Company will match 50% of your own contributions up to the first 8% of pay you save (excluding any catch-up contributions). So, for every $1 of your regular pre-tax savings, regular Roth savings and after-tax savings, up to 8% of your eligible pay, the Company adds 50 cents. The Company’s Matching Contributions can be as much as 4% of your pay, and you pay no taxes on Company Matching Contributions when they are added to your account. Your contributions and the Company Match are vested immediately. Vesting means that you have earned the right to receive these amounts, even if you leave the Company.
Life & Other Insurance Programs

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

GE Life Insurance

- Provides a company paid benefit equal to $12.5 million maximum, combined for GE Life Insurance and GE Accidental Death or Dismemberment Insurance.

GE Accidental Death or Dismemberment Insurance

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

GE Survivor Support Program

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

GE Scholarship Program for Surviving Children

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

GE A Plus Life Insurance

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

GE Personal Accident Insurance

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

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

GE Personal Excess Liability Insurance

• Provides extra liability protection beyond the protection provided by your basic auto, homeowner’s and other insurance.
• Coverage is available in $1 million increments up to $5 million. Premium payments are required.

GE Dependent Day Care Flexible Spending Account (FSA)

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

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

The annual amount you elect will be deducted from your paycheck in equal installments during the year. Because your contributions are deducted before federal—and in most locations, state and local—income taxes are calculated, you’ll reduce your current year taxable income. When you incur an eligible expense, simply file a claim for reimbursement and you’ll be reimbursed from your account with tax-free dollars.

You’ll need to carefully estimate how much you want to contribute because federal law requires you to forfeit any money you deposit but don’t use during the plan year.
Work & Family Programs
The Company offers a variety of benefits and programs designed to help you balance your work and personal life. These include paid vacation, family care, education programs and adoption assistance.

Time Off Options

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

Holidays
The holiday schedule is determined by your business and will be announced each year.

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

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

GE Paid Parental Leave
Eligible employees receive up to 2 weeks of paid time off when you become a parent as a result of the birth or placement for adoption of a child or children. Employees must file a Paid Parental Leave request with GE’s Leave Administrator to take advantage of this benefit.

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

GE Work/Life Connections

GE Work/Life Connections gives you access to counselors and online services covering a variety of topics.

Topics include:

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

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

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

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

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

Legal and Financial
Provides legal and financial information, and referrals to professionals.
GE Emergency Aid Family 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. Eligibility begins after 30 days of continuous service if you are eligible to participate in a Company-sponsored health plan.

GE Adoption Assistance Program

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

Education Benefits

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

GE Employee Product Purchase Plan

You can receive discounts on a variety of GE products. Discounts vary by product and model, and apply to items such as refrigerators, clothes washers and dryers, ranges and ovens, dishwashers, air conditioners and water filtration and softening systems.

GE Transit and Parking Account Services

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