

Benefit Highlights

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Benefits Highlights

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.

For more information

This booklet highlights benefits for GE employees and employees of certain GE affiliates. It is not an official summary plan description and is not intended to provide full details of the plans described. Complete details can be found in the official plan documents, which govern in all cases. For employees covered by a collective bargaining agreement, participation in programs or plans described in this document shall only occur upon agreement by the employees' union representative. Participation in programs or plans incorporated by reference into the agreement is only to the extent provided through the incorporation. The Board of Directors of General Electric Company reserves the right to terminate, amend, eliminate or replace any program, plan or benefit at its discretion and at any time to the extent permitted by law.



As used in this booklet, the Company refers to General Electric Company and its affiliates that participate in the applicable GE benefit plan. Benefits described in this booklet apply to eligible employees who are on the active payroll unless expressly stated otherwise.

Benefits Highlights

Your Health Care Options

GE's health benefits provide valuable medical, dental, vision, and disability coverage — including preventive care to help your family maintain good health. In most cases you contribute through pre-tax payroll deductions. In addition, you can save money by participating in a GE Health Care Flexible Spending Account.

GE Health Care Preferred

(available in most locations)

GE Health Care Preferred provides comprehensive medical coverage through a network of health care providers. When you see your primary care physician* and are referred to other providers within the GE Health Care Preferred network, your care is covered at 100% after you pay a co-pay. There is no deductible for services obtained through network providers.

Other GE Health Care Preferred network advantages include:

- Coordinated care through your primary care physician
- Low out-of-pocket costs for covered services
- Full coverage for preventive care
- No claim forms to file

You always have the option to go out of network for care, although you'll have to pay a greater share of the cost and, in general, file claim forms if you do.

** Not all Health Care Preferred administrators require that you choose a primary care physician.*

GE Medical Benefits

(available in all locations)

GE Medical Benefits provides comprehensive medical coverage, up to reasonable, necessary and customary amounts. In general, services are covered at 80% after you meet the annual deductible. Advance approval is required for certain services. In general, you file claim forms for reimbursement.

You can save on costs by using a network of doctors, hospitals and other providers who have agreed to provide services to you and your family at discounted rates.

In some cases, other coverage options, such as HMOs, may be available.



▶ **If you meet the eligibility criteria and do not enroll or waive coverage during the health care enrollment period, you will automatically be enrolled in GE Medical Benefits at the Three or More coverage level, whether or not you have dependents.**

Benefits Highlights

Your GE Medical Care Options at a Glance – Plan Basics

	GE Health Care Preferred		GE Medical Benefits
	Network	Out-of-Network	
Annual deductible (based on salary level)	None.	\$250 to \$850 per person. \$500 to \$1,700 per family.	\$150 to \$600 per person. \$300 to \$1,200 per family.
Annual out-of-pocket limit* (based on salary level)	None.	\$1,250 to \$2,750 per person. \$2,500 to \$5,500 per family.	\$1,100 to \$2,350 per family.
Annual prescription drug co-pay maximum	\$2,000 per person. \$4,000 per family.	N/A	\$2,000 per person; \$4,000 per family. (Does not apply to non-network pharmacies.)
Lifetime maximum (per covered individual)	\$2.5 million.		

* Excluding expenses for prescription drugs.

Value to you...

► In most locations, you have a choice of two medical care options. Both are designed to protect you and your family from the high costs of major illness and injuries, to help meet the costs of routine care and to encourage the appropriate use of medical services. You and your covered family members are each eligible for up to \$2.5 million in total lifetime benefits under the option you elect.



Benefits Highlights

GE Dental Care

There are two dental options available to eligible employees. You and your eligible dependents will be automatically enrolled in the GE Dental Schedule Option, or you may choose to enroll in the GE Dental Premium Option. Both options provide similar coverage, but by paying an additional premium certain expenses will be covered at a higher rate under the GE Dental Premium Option.



Value to you...

▶ GE Dental Care is designed to encourage good preventive care to help you maintain healthy teeth and gums. The plan also provides for a broad range of other dental services.

Most dental expenses are paid according to a schedule of benefits, with the highest level of benefits for preventive and diagnostic services, such as routine exams, cleanings and x-rays. Benefits also are available for major services, such as root canals, crowns and bridges. Each dependent child under age 19 is covered for orthodontic care — 50% reimbursement up to a \$2,000 lifetime benefit.

Other dental services, such as periodontal and surgery expenses, are paid at 80% of reasonable, necessary and customary charges. In many areas, you have the option to save on the cost of dental care by using network dentists who have agreed to discounted rates.

Your GE Dental Care Options at a Glance — Covered Services

	GE Dental Schedule Option	GE Dental Premium Option
Diagnostic and preventive care	Paid up to scheduled amounts.	100% of reasonable, necessary and customary charges.
Fillings, crowns and inlays	Paid up to scheduled amounts, up to a combined maximum of \$2,000 over two consecutive calendar years for these services and for fillings and crowns.	80% of reasonable, necessary and customary charges, up to a combined maximum of \$2,000 per year for these services and for dentures and bridges.
Dentures and fixed bridges	Paid up to scheduled amounts, up to a combined maximum of \$2,000 over two consecutive calendar years for these services and for fillings and crowns.	50% of reasonable, necessary and customary charges, up to a combined maximum of \$2,000 per year for these services and for fillings and crowns.
Root canals, gum treatment and oral surgery	80% of reasonable, necessary and customary charges.	
Orthodontia (for children under age 19)	50% of charges, up to a lifetime maximum of \$2,000 under both GE Dental Care Options combined.	
Dental care network	Available.	

Benefits Highlights

GE Vision Care

GE Vision Care pays benefits according to a schedule of benefits. In many areas, you have the option to save on the cost of vision care by using network providers who have agreed to discounted rates.

GE Health Care Flexible Spending Account (FSA)

You can contribute from \$100 to \$5,000 each year. 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 medical expense, most GE health plans will submit claims for you automatically, and you'll be reimbursed from your account with tax-free dollars. Otherwise, you'll simply need to file a claim for reimbursement.

Eligible expenses include out-of-pocket medical, dental and vision care expenses, like deductibles and co-pays — as well as items your plans don't cover, like certain over-the-counter medications, extra eyeglasses and the cost of transportation for health care. 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.



Value to you...

You can save money on federal — and in most cases, state and local — income taxes by contributing to a GE Health Care FSA.



Benefits Highlights

GE Disability Programs

GE's disability programs are designed to help replace a portion of your income if an injury or illness keeps you from working. The Company pays the cost of short-term disability coverage and personal illness days. (In a few states, employees pay the cost for extra coverage mandated by state law.) The GE Disability Benefits Center helps you manage your care by coordinating your benefits and working with you, your doctor and your business to assist your return to work.

GE Salary Continuation Program

(for salaried employees)

The program has two components:

Personal Illness Payments

- Continue 100% of your pay during a brief illness for up to 20 days in a 12-month period, subject to your manager's approval.

Extended Illness Payments

- Continue the greater of 50% of your pay or 60% of your pay up to \$600 a week, for up to 26 weeks for disabilities that begin on or after January 1, 2006, provided you remain disabled.
- You may be eligible for payments up to 100% of your pay, with your manager's approval, based on your performance and length of service.

GE Short-Term Disability Benefits

(for hourly employees)

The program has two components:

Hourly Sick and Personal Pay Program

- Continue 100% of your pay during a brief illness for up to 40 hours in a year, subject to your manager's approval.

STD Payments

- Continue 60% of your pay, up to \$600 a week, for up to 26 weeks for disabilities that begin on or after January 1, 2006, provided that you remain disabled.

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 when you can no longer work because of an illness, injury or other serious medical condition. LTDI is designed to provide you with income after your Salary Continuation or Short-Term Disability benefits have been exhausted. You can enroll within 63 days after you become eligible and you pay the full cost of coverage through payroll deductions. If you make no election at the time of your hire — to enroll or waive coverage — by the end of the 63-day deadline, you will be automatically enrolled for coverage.



Value to you...

- ▶ GE's disability benefits provide income replacement in case an illness or injury prevents you from working.

Benefits Highlights

Savings & Security Program (S&SP)

S&SP is a powerful tool to help you save for your future. Valuable tax benefits and Company matching contributions work together with your own savings to help bring you closer to your financial goals. You are eligible to enroll immediately when you join the Company.

You choose how much to save, from 1% up to 30% of your pay through payroll deductions, on a pre-tax basis, an after-tax basis or a combination of the two.* When you participate in S&SP, you'll receive a Company match on your savings. The match you receive will either be 50% on the first 8% you contribute, or 50% on the first 7% of pay you contribute, depending on your business, job and certain other factors. You are vested immediately for the full amount in your account, including Company-matching contributions. Earnings are tax-free until paid out.

You choose how to invest your savings among a number of investment options, including:

- Vanguard® Institutional Index Fund;
- GE S&S Program Mutual Fund;
- GE Institutional International Equity Fund;
- GE Institutional Small-Cap Value Equity Fund;
- GE Institutional Strategic Investment Fund;
- GE Common Stock;
- GE S&S Income Fund;
- GE S&S Short-Term Interest Fund;
- GE S&S Money Market Fund; and
- U.S. Savings Bonds (after-tax contributions only).

You can borrow from your S&SP account through REDILOANS and you can also withdraw money from your S&SP account while you're still working for the Company.

** IRS restrictions may apply, including restrictions on the amount that highly compensated individuals may contribute to the S&SP.*



Benefits Highlights

GE Pension Plan

The GE Pension Plan is designed to be an important and reliable source of retirement income. Although participation is voluntary, you will be automatically enrolled in the Plan, with participation beginning on the January 1 following your first day of work at the Company for most new hires, or on your benefits start date for acquired employees.

While the Company pays the major portion of your pension benefits, you contribute 3% of your annual pay over \$60,000 to a Personal Pension Account. You are vested in your Company-provided pension benefits when you complete five years of service, as defined by the Plan. You can also add to your retirement income by voluntarily contributing 3% of the first \$60,000 of your annual pay to a Voluntary Pension Account. You are always vested in your own contributions, plus interest.



Benefits Highlights

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 excellent group rates.

GE Life Insurance

- Provides a benefit equal to 2½ times annual pay to your survivors in case of your death.

GE Accidental Death or Dismemberment Insurance

- Provides a payment equal to 1 times annual pay to your survivors in case of your accidental death, with an additional 1 times annual pay for a work-related injury that results in death.
- Provides payments up to 1 times annual pay in case of accidental dismemberment or loss of sight.

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 \$12,000 to eligible children of employees who died after June 26, 2000.

GE A Plus Life Insurance

- Provides greater financial security for your family and a valuable opportunity to build long-term, tax-deferred savings.
- Coverage available: 1, 2 or 3 times annual pay in life insurance; and additional value through a cash fund, if elected.

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.
- Coverage available for yourself: 1, 2, 3, 4, or 5 times your annual pay, depending on the benefit option you select (\$2 million maximum).
- Coverage available for your spouse: In \$10,000 units (\$250,000 maximum).
- Coverage for each of your children: \$2,000 automatically for each \$10,000 of spouse coverage you purchase (\$50,000 maximum).



Benefits Highlights

GE Security Life Insurance

- Provides significant financial protection for your family in case of your death. Up to 12 times annual pay, depending on the benefit option you select and your age at death.

GE Dependent Life Insurance

- Provides financial protection for you in the event of the death of an eligible family member.
- 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 Long-Term Care Insurance

- Offers a choice of two coverage options and five benefit options, ranging from \$50 to \$250 a day to help pay for the high cost of a long-term or chronic illness that prevents individuals from caring for themselves. You can elect to cover nursing home and homecare expenses, or nursing home expenses only.
- Plan is available to you and your eligible family members (spouse, parents and parents-in-law).
- Premiums are determined by the participant's age at enrollment. Employee and spouse contributions are paid through payroll deduction. The younger you are when you sign up, the lower your cost.

GE Personal Excess Liability Insurance

- Provides extra liability protection beyond the protection provided by your basic auto, homeowner's and other insurance coverage.
- Coverage available: \$1 million, \$2 million, \$3 million, \$4 million or \$5 million.

Benefits Highlights

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 number of vacation days you are eligible to take each year depends on when you joined the Company and the length of your continuous service.

Holidays

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

Personal Time Off

You may be eligible for paid time off to take care of important personal business that cannot be handled outside normal work hours. Management approval is required for personal business time off. In addition, paid time off is available for a death in the family and jury duty; differential pay is available for certain military training or disaster relief duty.

Family and Medical Leaves of Absence

In addition to disability coverage, your business may provide unpaid leaves of absence to allow you to attend to personal, medical and certain family care needs.

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.



Benefits Highlights

GE Work/Life Connections

GE Work/Life Connections gives you access to professional counselors with a broad range of experience and expertise, as well as valuable information and resources on a variety of topics.

Services include:

Adoption Assistance

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

Parenting Assistance

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

Child Care Assistance

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

Counseling on Education & Careers

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

Elder Care Assistance

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

Legal & Financial Information Services

Provides legal and financial information.

GE Emergency & Family Aid Plan

Loans and grants are 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 enrolled in a Company-sponsored health plan.



Benefits Highlights

Other Benefits & Programs

Education Benefits

The Company offers several tuition assistance and loan programs to help you improve the skills you need to succeed in your job and develop your career. Benefits include tuition reimbursement for courses related to your current or potential field of work at the Company, and educational loans to finance education for you and your eligible family members.



Job-Loss Benefits

Your business may offer benefits to help employees affected by a layoff. Benefit coverage continuation options may be available for health care and life insurance. You may also be eligible for job transition assistance.

GE Employee Product Purchase Plan

You can receive substantial discounts on a variety of GE and Hotpoint 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 the SmartWater™ 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. With GET-a-PASS, you can save as much as 40% of your eligible commuting costs!

