



Health Care Benefits Highlights

GE Health Benefits

(Medical, Dental & Vision)

First day of work coverage for you and your eligible dependents, if enrolled within 63 days of start date. Note, you may be required to provide documentation to confirm your eligible dependents for enrollment in GE benefits.

3 medical options for you to choose from – costs vary by option for payroll contributions and what you pay when receiving care.

Savings accounts for future eligible expenses. You may contribute to certain accounts tax-free (e.g., Health Savings and Flexible Spending Accounts) and you may be eligible for a company credited Health Reimbursement Account.

No cost preventive screenings (i.e. select annual exams, screenings and immunizations) are fully covered when provided in-network.

80% coverage for most in-network medical services once you meet your annual deductible.

Pharmacy costs vary based on the type of medication and where you fill your prescription. In some instances, you pay a lower cost for generic medications and for select medications for certain chronic conditions.

Dental and Vision benefits that you may enroll in. Contributions may be required, and you share in eligible costs under the plan when you seek care. Certain preventive services are also covered at no cost to you. To enroll in dental and/or vision, you must be enrolled in a medical option.

Emotional Wellbeing/Behavioral Health access to a large network of psychiatrists, psychologists, certified addiction counselors, social workers, hospitals, and treatment centers. Virtual visits are available.

Health Coach from GE

Available 24/7, a nurse-based resource for the following services and more:

- Find a provider
- Understand a diagnosis
- Manage a condition
- Get help with billing and claim questions

Employee Assistance Program (EAP)

24/7, confidential assessment, counseling and referral services for you and members of your household via phone, in person or virtual for these needs and more:

- Stress
- Substance use
- Family conflicts
- Depression
- Childcare

HealthAhead Wellbeing at GE

Aimed at inspiring our employees to achieve their best health possible through a culture that empowers and supports living a healthy, well-balanced life.

Visit ge-healthahead.com to learn more about the tools and resources to support your physical, emotional, financial and social health. (Employee log-in required to access certain content.)

Select Health Care Resources



Health Care Hub – A one-stop shop for GE health care tools and resources including employee costs, visit gehealthcarehub.com.



2nd.MD. - Connect with board-certified, leading doctors across the country for an expert second opinion via video or phone within 3 to 5 days, at no cost for those enrolled in a GE medical plan.



Centers of Excellence - Access to nationally recognized facilities and providers specializing in specific conditions or procedures such as hip and knee replacement, organ transplant, bariatric surgery, certain types of cancer and more.



Baby Portal - 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.



Dedicated team of Care Coaches - to help navigate challenges with backup child/adult home care, elder care planning, special needs support, homeschooling or distance learning



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Retirement Benefits

An important piece of GE Benefits. GE provides Company contributions to help you save for retirement, while also providing useful tools and resources.

GE Retirement Savings Plan (RSP)

Tax-advantaged 401(k) savings opportunity with pre-tax, Roth, after-tax and catch up contributions available.

Investment options choose from 13 mix-your-own options or pick a pre-mixed option from a series of Target Retirement Date Funds.

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.
- You can save more with catch-up contributions starting in the year you turn 50.
- Immediately vested.

Company Matching Contributions

- The Company will match 50% of your own contributions up to the first 8% of eligible pay you save.
- Immediately vested.

Company Retirement Contributions (CRC)

- A CRC of 3% of eligible pay will be automatically credited to your RSP account.
- 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.*

Access to Fidelity Resources and Planning Consultants



Website (NetBenefits) for checking RSP account balance, transacting and retirement education.



Planning and Guidance Center to get a detailed analysis to see if you're on track for retirement.



Customer service representatives are available at the GE RSP Service Center.



Retirement Planning- Free 1:1 sessions available through Fidelity Investments.



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Other Benefits and Programs

Work and Life

- **Paid time off** from 2 to 6 weeks, depending on years of service with the Company.
- Up to 3 weeks **paid bonding time** 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.
- **Voluntary Benefits** paid for with after-tax dollars, including Group Legal, ID Theft, Pet Insurance, Auto, Homeowners and Umbrella Liability Insurance. Contributions are required.

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.

Disability Insurance

GE disability benefits can provide income when a medical condition prevents you from working.

- Coverage under the **GE Short Term Disability Program** begins on your first day of work and provides income replacement in case of a disability for up to 26 weeks.
- The **GE Long Term Disability Income Plan** is available and provides 50% of your pay based on your election. Contributions are required.

GE Life Insurance

- **Life Insurance plans** for you and your eligible dependents. Contributions may be required.
- Some plans are portable should you leave the Company.



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