

GE For Me Print Summary

This is a consolidated view of your pay and benefits coverage information that can be used to keep in your records or for financial planning.

Tracking My Compensation

Your compensation is a key component of your GE job. From your pay to awards and reimbursements, you will find here the history of what you have earned over the past year.

Compensation

Available to you	Over the last 12 months	Your details
Compensation From: 01 May 2016 To: 30 Apr 2017		
Fixed pay		Your current salary is INR 12,48,000.00
	INR 0.00	* Your VIC target is 10% of base pay, as of 01 Jan 2018

Awards

Available to you	Over the last 12 months	Your details
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* If you have any questions, please connect with your HRM. The target bonus reflected in this statement is not a guarantee of your variable compensation. Actual payouts will vary based on business financial performance, your individual performance, are subject to satisfying the eligibility requirements as outlined in the plan document of the applicable bonus plan and are in the discretion of management.

DISCLAIMER: GE for Me describes your pay and certain benefits and programs for which you may be eligible. It also contains estimates of some of those benefits. The information is based on Company records and current benefit plan provisions. The Company reserves the right to terminate, amend, eliminate or replace its benefit plans and programs at its discretion and at any time. The Company also reserves the right to make corrections to this site and any applicable data. If a provision of this site differs from the provisions of the plan documents, the plan documents prevail. This site does not create a contract of employment between the Company and any individual.

Maximizing My Benefits

Your benefits package provides a range of plans to help you manage your personal and family needs at every stage of life.

Share Purchase Plan

GE International Share Purchase Plan (GE Shares) | Projections based on current elections and current annual rate of pay.

Available to you	Employee Contributions
Key features	Up to 25% of basic pay
Your details	INR 0.00 over last 12 months
Available to you	Company Matching Contributions
Key features	15% of the amount you contribute
Your details	INR 0.00 over last 12 months
Did you know?	If you contribute to the maximum percentage allowed, you could receive an additional company match of INR 18,720.00 each year!

Retirement

Available to you	Gratuity
Key features	15 days of last drawn basic salary for every year of completed service paid on separation, subject to defined minimum service duration as per the gratuity policy
Your details	You are enrolled
Did you know?	We do not have a ceiling on the gratuity benefit
Available to you	Provident Fund
Key features	12% of your basic salary is contributed by the Company every month. This is part of your fixed salary
Your details	Over the last 12 months GE has contributed Provident Fund - INR 7,100.00 Pension Fund - INR 2,500.00
Available to you	National Pension System
Key features	10% of your basic salary contributed annually
Your details	You have not yet contributed for NPS

Health Care

Available to you	Health Check Up
Key features	GE provided annual Health Check Up
Your details	You are enrolled
Did you know?	Packages are pre-selected based on age profile & gender. You can purchase check-ups for your family at discounted rates
Available to you	Medical Insurance
Key features	Medical insurance for you and your family (maximum of 5 dependents, permanent lock in for parents /parents in law)
Your details	Current: Max. cover INR 4 lacs; Self, Spouse, Children and Parents
Did you know?	You may choose to flex this cover up or down as per your needs!
Available to you	Critical Illness Cover
Key features	Additional option to buy Critical illness cover of INR 5 lacs for yourself
Your details	You are not enrolled
Available to you	Additional Parental Coverage
Key features	Option to purchase additional medical coverage for either your parents or parents-in-laws
Your details	You are not enrolled

Income Protection

For Myself

Available to you	Life Insurance
Key features	Financial aid for disability as a result of accidents and offer stability to employees' families in case of demise
Your details	Current: Max. sum assured 25 lacs, self only
Did you know?	You may choose to flex this cover up or down!
Available to you	Personal Accident Insurance
Key features	Indemnifies the employee in case of a death or disability caused due an accident. It covers Accidental Death, Permanent Total Disability and Permanent Partial Disability.
Your details	Sum insured 60 Times Monthly Basic (or Basic + DA, where applicable)

For Family

Available to you	Spouse Accident Insurance Cover
Key features	Option to purchase a Personal Accident Cover of INR 10 lacs for your spouse
Your details	You are not enrolled

Growing My 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.

Learning

Available to you	BrilliantYOU
Key features	GE's digital learning marketplace; register for Crotonville courses as well as Harvard, McKinsey, MIT, and others
Over the last 12 months	One-stop shop for leadership learning, including Crotonville classes
Available to you	Crotonville Leadership Development
Key features	GE's renowned leadership learning program
Over the last 12 months	44,750 courses taken Company-wide in 2015
Available to you	GE Learning
Key features	On-Demand and classroom learning experiences to grow your leadership, business and functional skills, as well as explore other learning topics based on your development goals and interests
Over the last 12 months	250,000+ courses taken monthly!
Available to you	Harvard Business Review
Key features	Search the text of more than 4,300 articles from the last 15+ years of Harvard Business Review; read and share with colleagues across GE
Over the last 12 months	26,000 articles viewed since debuted in 2015 - and climbing!
Available to you	Books 24x7
Key features	Over 20,000 "best in class" business leadership books and videos
Over the last 12 months	750,000 books downloaded in 2015!
Available to you	getAbstract
Key features	Over 10,000 book summaries featuring compressed knowledge that can be consumed within 10 minutes per summary
Over the last 12 months	12,000+ visits a month by GE employees

Available to you	GlobeSmart
Key features	Ready access to detailed information about how to conduct business effectively with people from over 80 countries around the world
Over the last 12 months	20,358 GE employees using it, and rising!
Available to you	Skillsoft Courses
Key features	Access to over 2,000 self-paced e-learning courses focusing on a wide range of relevant strategic business topics
Over the last 12 months	GE is the #1 user in the world of the Skillsoft app. Check it out for yourself!
Available to you	Harvard ManageMentor
Key features	44 self-paced e-learning courses that focus on critical management skills
Over the last 12 months	Over last 15 years, GE is the #1 user in world of HMM's eight languages!
Career	
Available to you	Career Navigation
Key features	Career Navigation is a way to help you explore your career possibilities at GE
Available to you	Performance
Key features	GE supports you in your ongoing development to maximize your performance and help you achieve your career aspirations
Available to you	Career Opportunity System
Key features	Choose from over 5,000 jobs available in GE globally. Search COS, GE's Career Opportunity System, for your next career move
Available to you	Leadership programs
Key features	GE offers a variety of entry-level, experienced and accelerated leadership development programs
Available to you	Who Do You Know?
Key features	You have an opportunity to help bring great talent to GE. Refer a friend or colleague and give them a chance to help solve the world's toughest challenges

Supporting My Work and Life

Life happens daily. That's why GE offers many programs to help support you and your family, because we believe you do your best work when you have the time and resources to keep your life in balance.

Wellness

Available to you	HealthAhead
Key features	Our mission is to inspire GE employees and your families across the world to achieve your best health and wellbeing. HealthAhead provides you resources, tools and support to be your healthiest you
Available to you	Enterprise Standard for Healthy Sites
Key features	We've established an Enterprise Standard that offers guidance to your site on how to ensure a healthy and safe environment for you and your colleagues
Available to you	Return to Work
Key features	To encourage return to work after an illness or injury in a safe manner

Leave

Available to you	Public Holidays
Key features	As per your location
Available to you	Annual Leave
Key features	25 working days leave per year, calculated on a pro- rata basis for new joiners
Available to you	Maternity Leave
Key features	182 days of paid leave for birth child + 1 months' paid leave for illness due to pregnancy
Available to you	Adoption Leave
Key features	4 - 26 weeks' paid leave for female employees depending on age of child (within 1 month of adoption)
Available to you	Paternity Leave
Key features	10 days of paid leave
Available to you	Long-term Illness Leave
Key features	Up to 4 weeks at full pay + 4 weeks at 50% pay subject to approval

Self and Family

Available to you	Employee Assistance Program (EAP)
Key features	Employee Assistance Programs can help you and your family cope with a wide variety of concerns such as stress, family conflicts, substance abuse and depression

Available to you	Adoption Assistance
Key features	Provides financial assistance to reimburse eligible domestic and international adoption expenses
Available to you	Advance Education Policy
Key features	Reimburses you for courses that may help improve performance in your current job or prepare for career advancement
Over the last 12 months	You have not participated in this program in the past 12 months

Staying Connected

We work for a company that can change the world.
With our focus on doing business ethically and building things that matter, working at GE is rewarding on many levels beyond your pay.

GE's Culture

Available to you	GE Beliefs
Key features	The world is challenging us to think and act in new ways to create a simpler, faster GE. The GE Beliefs guide our path
Available to you	Integrity
Key features	GE's commitment to perform with integrity is instilled in every employee as a nonnegotiable expectation of behavior. Our goal is to conduct business in an open and transparent manner that respects the law in every country in which we operate
Available to you	Diversity
Key features	Diversity and inclusiveness are essential parts of our productivity, creativity, innovation and competitive advantage
Available to you	Affinity Networks
Key features	In all, over 75,000 GE employees participate in GE Affinity Networks and Business employee groups in 45 countries
Available to you	GE Volunteers
Key features	GE is proud to encourage and support employee and retiree volunteerism globally that improve our communities and help establish GE employees as community leaders throughout our 269 volunteer councils in 66 countries, comprised of GE employees and retirees. In 2016, volunteers donated 455 million hours on 5,768 projects in communities where they live and work
Over the last 12 months	Volunteer today and don't forget to log your GE Volunteer hours here
Available to you	Sustainability
Key features	Sustainability is embedded in core initiatives such as ecomagination, healthymagination and our governance processes. GE is committed to reducing our greenhouse gas emissions and freshwater use

GE Foundation

Available to you	Developing Health
Key features	The GE Foundation committed \$170 million to improving access to health care in the US and 16 countries globally
Available to you	Developing Skills
Key features	The Developing Skills Program seeks to strengthen the economy by narrowing the gap between skills acquisition and the needs of the labor market

Available to you	Developing Futures
Key features	The GE Foundation invested more than \$300 million and thousands of hours to support education and scholarship programs
Available to you	Matching Gifts*
Key features	The GE Foundation supports employees in their personal philanthropy by providing a 1:1 match for their charitable donations; the total matched in 2015 was more than \$43 million
Over the last 12 months	Donated lately? Don't forget to register so the GE Foundation can match your donation!
Available to you	Public Policy
Key features	The GE Foundation funds initiatives that enhance public policy dialogue and drive constructive conversations with key stakeholders. Together, we can work toward effective solutions for significant policy dilemmas

* The Matching Gifts Program is not part of the GE employee/retiree benefits program, but is offered as a service by the GE Foundation, the charitable foundation established by GE.