



ACKNOWLEDGMENT CONDITIONS OF EMPLOYMENT – ALL SALARIED OFFERS

This form is for GE and GE affiliates, which are separate and distinct legal entities, but will be referred to collectively as "GE" in this document for ease of reference purposes only.

Instructions: please read the contents of this **ACKNOWLEDGMENT** and the documents it references carefully. All documents referenced below are available for your review on the eOffer website provided in your offer letter. Your offer of employment is contingent upon your acceptance of the conditions of employment described below. If you accept these conditions, **please initial and date the bottom of each page, sign in the space provided at the end of this document, and return as instructed.** If you are completing your acceptance documents within GE Hire, this form must be printed, "wet" signed and uploaded within GE Hire.

If you are:

- A new hire or rehire with a break in service (Salaried non-exempt or Other Salaried Band), ALL sections (1 through 9) apply, except section 1.f. **Co-ops/Interns also exclude Section 8.**
- A new hire or rehire with a break in service (LTB, PB, LPB, SPB, EB and above exempt bands), ALL sections apply, unless otherwise specified.
- A rehire with no break in service or a transfer from another GE business, ALL sections apply except 1.a., 1.b. and, unless otherwise required, section 1.c.
- A transfer moving to a new role within the same GE business, ALL sections apply except sections 1.a. through 1.d.

Note: 1) for all categories above, section 6 does not apply if you are an exempt employee.
2) If you are being hired or transferred into an exempt position at LTB or PB level, exclude section 1.f.

1. I acknowledge that the offer of employment made to me is contingent upon meeting all employment requirements, including but not limited to the following:
 - a. The successful completion of a post-offer background investigation.
 - b. My full and accurate completion of the GE's Background Information form on the Carco portal.
 - c. The successful completion of a medical examination (as applicable), and a post-offer drug screening test that tests for five substances (marijuana, cocaine metabolites, opiate metabolites, phencyclidine [PCP] and amphetamines) or ten substances (the five previous, as well as benzodiazepines, methadone, propoxyphene, barbiturates, and methaqualone [quaaludes]), depending on my position and location; I hereby consent to submit to such test and authorize release and disclosure of the results to the company..
 - d. Proof of legal authorization to work in the United States. In that regard, within three business days of reporting to work, I will produce certain documents as provided in the "List of Acceptable Documents for I-9 form completion" that establish my identity and work eligibility, and, if applicable, meet the export control requirements of the job offered.
 - e. My review and agreement to the Employee Innovation and Proprietary Information Agreement, which must be signed by me and witnessed by another individual and returned to GE before my start date.
 - f. My review and agreement to the Employee Non-Solicitation Agreement provided on the eOffer website, which must be signed by me before my start date.
 - g. My review and agreement to "SOLUTIONS: An Alternative Dispute Resolution Procedure" (the "Solutions Procedure"). I agree to resolve disputes in accordance with the terms of the Solutions Procedure and, accordingly, I agree as a condition of employment, to waive the right to pursue Covered Claims (as defined in the Solutions Procedure) against the Company in Court (bench or jury trial) or on a class basis in Court or arbitration. I agree to accept an arbitrator's award as the final, binding, and exclusive determination of all Covered Claims. I understand that, to the extent any Covered Claim I may have is prohibited by applicable statute or regulation from being mandated to arbitration, I will have an option to, but will not be required to, submit my claim to binding arbitration. My signature on this form constitutes acknowledgment of my receipt and review of a copy of an agreement to the Solutions Procedure.
 - h. I am not currently debarred, suspended, or otherwise ineligible to work on any federally funded program.
 - i. My receiving a security clearance, if one is required for the position offered.
2. I acknowledge that I have received and reviewed the guide to GE and GE affiliate policies, *Integrity: The Spirit & the Letter of Our*

Initials: SS Date: 11/24/16
C-REV May2016