

U.S. Military Support

GE currently employs more than 11,000 U.S. veterans and works to recruit more enlisted military and veterans by:

- Guaranteeing healthcare benefits for families while the employee is deployed
- Offering salary differential support for families of deployed employees
- Holding career fairs at military bases across the United States
- Providing special recognition and support for employees and families during and before deployment through company initiatives
- Creating a renowned GE leadership development program tailored specifically for military officers and reservists
- Creating a military-specific GE Careers recruiting website



Details

Benefits

Salary differential ensures GE employees called to active duty maintain the same salary level as when they were working at GE for 36 months of deployment.

Dependents keep health benefits — by allowing GE employees' families our continued healthcare coverage they can keep the doctors that they know and are most comfortable with.

Special Programs

Through the **Operation Homefront** and **Operation Yellow Ribbon** program, we provide special recognition and support for our employees and their families before and during deployments and when the employee returns to service at GE.

Operation Yellow Ribbon provides a welcome home package of benefits for our military heroes returning from extended periods of active duty.

Military Employment Programs

GE offers an entry-level leadership program, Junior Officer Leadership Program, designed specifically for military officers as well as supporting specialized programs for reservists and guardsmen called to active duty.

The program is a unique opportunity to work in three 8-month rotations with different GE businesses. Qualified candidates are selected to start their careers in a two-year cross-functional rotational training program, which includes both on-the-job and formal classroom training.

Awards

In 2004, GE was a recipient of the Freedom Award from the Department of Defense for the support we have given our employees in the National Guard and Reserves who have been called to active duty. With the continuing hostilities in Iraq and Afghanistan, these brave men and women increasingly have been the front line of our national defense with long and repeated deployments.

In 2008, GE and GE Healthcare received honorable mention for the Freedom Award after being nominated by current GE employees serving overseas.



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Donation to Disabled American Veterans

In October 2007, the GE Foundation, GE's philanthropic organization, announced a two-year \$1.5 million grant to Disabled American Veterans (DAV), an organization that focuses on building better lives for disabled veterans and their families.

The GE Foundation followed up with a \$250,000 donation to the Disabled American Veterans in December 2007.

The grant and donation will allow the DAV Transition Service Program to be significantly expanded. This program offers free benefits, counseling and claim filing assistance to troops about to transition into civilian life. DAV will have the ability to hire additional staff, provide outreach into medium-size military and naval bases and offer additional resources at bases already covered by the program.

Donations to Memorials and Museums

In addition, GE businesses have given support to the armed services through the GE Foundation. In the past few years, GE has donated more than \$1.5M to the Intrepid Fallen Heroes Fund, Medal of Honor Foundation, Air Force Memorial Foundation, Air Force Museum, Marine Corps Museum, the Pearl Harbor Memorial Fund and the Vietnam Vets Wives.

Careers Website

GE has dedicated a careers webpage to U.S. Military Veterans Careers. The page provides information on GE's Junior Officer Leadership Program as well as profiles of employees who have successfully made the transition from the military to GE.

Visit the site at: <http://www.ge.com/careers/veterans>

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