

U.S. Military Support

GE currently employs more than 11,000 U.S. veterans, meaning approximately one in every 14 U.S. employees is a veteran. GE works to recruit and retain more veterans and reservists 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.

Army Reserve Partnership

In 2009, GE signed a memorandum of agreement with the U.S. Army Reserve to guarantee priority consideration for job interviews for all qualified participating soldiers no later than 30 days after completing military occupational specialty training. This partnership is a great opportunity for GE to interview qualified candidates with leadership, integrity and hard work experience.

GE Veterans Network

The GE Veterans Network (GEVN) is part of GE's group of affinity networks and employee groups that allow employees with common backgrounds and interests to get to know colleagues inside and outside of their businesses, broaden personal and professional networks and give back to others.



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The GEVN creates a community to support, develop and promote the unique characteristics of military veterans throughout GE's businesses and local communities. It focuses on fostering a culture inside the company that recruits, transitions, develops and retains veterans as an essential leadership pipeline at GE.

American Corporate Partners

GE is a founding member of American Corporate Partners (ACP), a national mentoring program dedicated to helping veterans transition from the armed services to private enterprise through career counseling and networking with professionals. To learn more about ACP please visit <http://www.acp-usa.org>

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.

Donation to Disabled American Veterans

Since 2007, in total GE and the GE Foundation have given \$2 million dollars to Disabled American Veterans (DAV), an organization that focuses on building better lives for disabled veterans and their families.

The GE Foundation, GE's philanthropic organization, made a two-year \$1.5 million grant to Disabled American Veterans. 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.

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.

Recognition

GE has been named a top Military Friendly Employer for seven consecutive years by *GI Jobs Magazine*.

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: www.ge.com/military

