



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, and continued 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 fax it to the number specified in your offer letter.**

If you are a:

- *New Hire or Rehire with a Break in Service*, **ALL** sections (1, 2, 3, 4, 5, 6, 7, 8 and 9) apply.
- *Rehire with no Break in Service or Transfer from another GE Business*, exclude section 1-a and, unless otherwise required, section 1-b, 1-f and 1-g.
- *Transfer within a business* exclude sections 1-a, 1-b, 1-f and 1-g.
- *Being hired or promoted into a salaried non-exempt, or exempt role below Executive Band*, exclude section 1-e.

1. I acknowledge that the offer of employment made to me, and continued employment, is contingent upon meeting all employment requirements, including but not limited to the following:
 - a. The successful completion of a pre-employment background investigation;
 - b. The successful completion of a pre-employment drug screening test that tests for five substances: marijuana, cocaine metabolites, opiate metabolites, phencyclidine (PCP) and amphetamines; I acknowledge that I have received and agree with the terms of the Pre-Employment Drug Screen Test Form that was provided with my offer letter, and hereby consent to submit to such test and authorize release and disclosure of the results to the company.
 - c. 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 will establish my identity and work eligibility, and, if applicable, meet the export control requirements of the job offered;
 - d. My review and agreement to the Employee Innovation and Proprietary Information Agreement, which must be signed by me and witnessed by a GE Representative on or before my start date;
 - e. My review and agreement to the Employee Non-Solicitation Agreement provided with my offer letter, which must be signed by me on or before my start date;
 - f. My full and accurate completion of the GE Employment Application.
 - g. My full and accurate completion of the Criminal Convictions Questionnaire.
 - h. 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 (see Appendix C to the Solutions Procedure for more information). My signature on this form constitutes acknowledgment of my receipt and review of a copy of and agreement to the Solutions Procedure.
 - i. My receiving a security clearance if one is required for the position offered.

Initials: _____ Date: _____

2. I acknowledge that I have received and reviewed the guide to GE and GE affiliate policies, *Integrity: The Spirit & the Letter of Our Commitment*. I understand that every employee is required to comply with the policies described in the guide. My signature on this form acknowledges my personal commitment to comply with the policies described in that guide. When I have a concern about a possible violation of GE or GE affiliate policy, I will report the concern to a manager, a compliance resource within my business, company legal counsel, an ombudsperson or another contact listed in the employee guide.
3. I affirm that either (A)(1) I am not currently subject to a non-compete or employment agreement that would interfere with my ability to work for GE and (A)(2) neither I nor any members of my household or business partners are currently or were formerly employed by or service providers to any local, municipal, state, national, or federal agency, military branch or other governmental authority, where I (or they) have or had responsibility or involvement in any matter affecting GE; **OR** (B) If (A)(1) and/or (A)(2) apply to me, I have disclosed the appropriate details to the Company and have received permission to proceed with the hiring process.
4. I acknowledge that GE is not interested in obtaining from me any confidential or proprietary information concerning my current or previous employer(s) or its business. I affirm I have not disclosed any such information during the course of my interviews or other discussions with GE. In addition, upon acceptance of the offer of employment from GE, I will not use or disclose any such information to GE at any time, including during the course of such employment.
5. I acknowledge that the statement of an annual salary in the offer letter is for convenience of computation only and does not imply a guarantee of employment for any specific period, and that as indicated in the Company's employment application, all employment with the Company is at will.
6. I understand and agree that if I use more vacation or other paid time-off benefits than the amount to which I am entitled, the Company may seek reimbursement through payroll deductions or other means to the extent permitted by law.
7. I understand that the provision of any false or misleading information or the omission of relevant information during the hiring process or at any time during my employment with the Company will be sufficient grounds for immediate discharge and will render me ineligible for Company benefits, as allowed by law.
8. In the event I voluntarily terminate employment within 12 months of the expiration date of my relocation, I agree to reimburse the Company for any relocation funds paid or reimbursed under the GE Relocation Program. I further authorize the Company, to the extent permitted by law, to deduct and offset any such relocation monies owed from any payments the company owes me, e.g. wages, bonuses, expenses, or vacation pay. If these deductions are insufficient, I agree to reimburse the Company for the balance.
9. I agree, that in the event I voluntarily terminate employment within 12 months of my start date or transfer date (as identified below), I will reimburse the Company for any hiring bonuses received. I also agree to reimburse the Company for any outstanding monies owed the Company that have not been repaid by the time employment is terminated. I further authorize the Company, to the extent permitted by law, to deduct and offset any such hiring bonus or monies owed from any payments the company owes me, e.g. wages, bonuses, expenses, or vacation pay. If these deductions are insufficient, I agree to reimburse the Company for the balance.

By signing below, I accept the conditions of employment described above and as outlined in my Offer Letter, and I accept the offer to work for GE.

Offer Letter Date: _____ Position Title: _____

Print Name: _____

First day of work determined by myself and Hiring Managers: _____

Signature: _____ Date: _____

Initials: _____ Date: _____