

GE NEWS

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OCTOBER 28, 1986

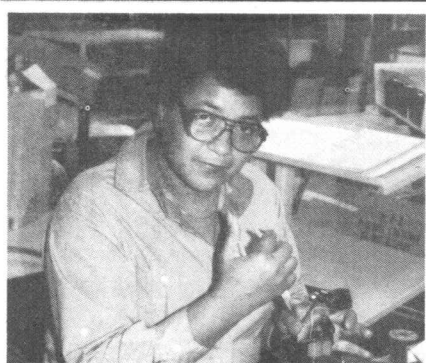
'Supercharged' volunteers needed to work on Winshare task force

In a rigorous schedule of informative meetings last week, MCB's Winshare coordinator John Bohannon met with all hourly and non-exempt employees to update them on the new "Winshare" program scheduled to go into effect in January 1987.

With "Winshare," hourly and non-exempt employees will be able to earn bonuses for increased productivity and improved business results.

SEVERAL SPEAKERS FEATURED

Joining John at the meetings were Manufacturing/Engineering Manager Paul Avant and Employee Relations Manager Alex Newmark and, via videotape, MCB's new General Manager, Jim McNerney, and Dr. Tim Ross, a consultant who is helping develop a custom-



*"Winshare should give people some incentive to get involved."
--Alice P. Scott, assembler.*

made program for Mobile Communications.

In his opening remarks, Paul Avant said: "I believe in Winshare . . . and how all of us can benefit from it. Not just building toward bonuses for hourly and non-exempt employees, but helping increase job security by helping our business grow and gain market share."

Alex Newmark described Winshare as "the most exciting thing that has happened in industry in a long time. What is being developed for MCB is not a Relations plan but your plan. The steering committee has just laid the groundwork."

JIM MCNERNEY ENTHUSIASTIC

"Winshare! I like that name!" said Jim McNerney. "I'm very

impressed with what the people have done for this business, but I must remind you -- Mobile Communications isn't out of the woods yet. We need the best efforts of everyone. What I like about Winshare is that it will enable employees -- hourly and non-exempt -- to share in the success of the business."

VOLUNTEERS NEEDED

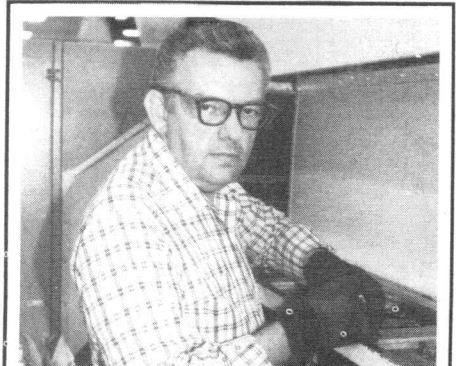
John Bohannon concluded the meeting asking for volunteers to serve on the Development Task Force.

"The type of people we need on the team should be like a battery -- supercharged! The team's function will be to plan, set up, and fine tune the program."

He said that the Development
(Continued on Page 4)



"I think the program is fair. I didn't know what to expect, but it was a good meeting." --Christine Bryant, assembler.



"Should improve the quality of our products. Winshare uses everybody's ideas." -- Frank A. Smith, assembler.

INTRODUCING . . .

"Dear Shirley"

THAT'S THE NAME OF A NEW GE NEWS COLUMN --
FEATURING SHIRLEY MONTGOMERY OF PAYROLL



You've heard of the "Dear Abby" column...right? Well, GE Mobile is going to have it's own "Dear . . ." column, but this time it will be "Dear Shirley" -- written by Personnel Accounting Supervisor Shirley Montgomery.

You're invited to write and ask her any questions you may have on Insurance, Payroll Practices, Time Cards, Benefits, Employee Purchase Discounts, etc., and she'll answer them in the GE News for the benefit of others who might like to know the answers to the same questions.

To launch the new column, Shirley is today answering a question that many people are asking:

"Dear Shirley: What impact will the new Federal

Tax Law have on our next S&SP distribution?"

Here's Shirley's answer, based on information provided by Tom Burns, manager of GE Corporate Employee Benefits:

The tax law changes recently passed by Congress will affect employee savings plans, like GE's Savings & Security Program in a number of ways.

Perhaps of greatest immediate concern to GE employees is the impact they will have on the distribution of 1983 S&SP credits scheduled for January 1987. Employees eligible for the January payout received distribution notice forms in early September.

Mr. Burns says January distribution recipients need to be aware of important tax law changes

which could affect the taxes owed on the payout.

EXTRA 10% INCOME TAX

The new tax law will change 1987 tax rate tables. And beginning next year, there will be an additional income tax of 10% on taxable income from most distributions and withdrawals received by plan participants who are active employees or are on layoff with protected service.

While 1987's tax rates will be lower for many people, most recipients with taxable income from the S&SP distribution will have to pay the extra 10% tax. This extra tax will be in addition to regular taxes owed on any taxable income received in January's distribution.

WAIVERS TO BE ACCEPTED UNTIL NOVEMBER 3

**PRE-RETIREMENT PLANNING
SESSION SIGN-UP ALSO
POSSIBLE THROUGH NOV. 3**

The Personnel Office will continue to accept seniority waivers (which allow people to volunteer to be considered as having "zero seniority" and be "first to leave" in event of a reduction) until Nov. 3.

In addition, interested employees have until November 3 to sign up for a Pre-Retirement Planning Session, conducted by Hank Loughran.

The one-day pre-retirement workshop is scheduled for

Saturday, November 8, at the Hilton, beginning at 8:30 AM. If there is sufficient interest another one-day workshop may be scheduled for Nov. 15. (Anyone interested should see Dottie Tegnalia in Personnel to sign up, or for more information.)

Emphasizing that the workshop is valuable for anyone, Employee Relations Manager Alex Newmark says that employees can attend even if they have done so previously -- or -- even though they are NOT considering a waiver.

Following are some of the questions which were raised at the seniority waiver informative meetings held recently:

Q. What's the difference between "normal" or "early" retirement, and a seniority waiver

leading to a layoff?

A. With a layoff you get layoff benefits (Income Extension Aid). There is very little difference otherwise. It depends partly on whether you go onto pension right away or stay on layoff for awhile first.

Q. Shouldn't I wait so I can get my 1987 vacation and then perhaps take advantage of the seniority waiver program the next time it's offered?

A. You'll get your 1987 vacation if you take advantage of the current year-end seniority waiver program being offered. Whether or not there will be a "next time" when the program will be offered is unknown at this point.

The decision is up to you, really.

Taxes owed on January's distribution will be paid when calendar year 1987 tax returns are filed in early 1988. The extra tax does not apply to those receiving retirement distributions and to participants over age 59-1/2.

EXAMPLE OF THE EFFECT OF TAX LAW CHANGES

An illustration of the effect of the tax law changes is provided in an example of an S&SP participant receiving a January 1987 distribution worth \$3000.

If the individual's unrecovered investment -- the amount eligible for "tax-free" recovery -- is \$1000,

the taxable income from the distribution would be \$2000.

On \$2000 of taxable income, a participant in a 15% tax bracket would pay regular taxes of \$300 ($\$2000 \times .15$), plus a 10% additional income tax of \$200 ($\$2000 \times .10$). The result: a total tax of \$500 on the distribution.

AVOIDING 1988 TAX

Mr. Burns emphasizes that S&SP participants anticipating taxable income on the January 1987 distribution can avoid having to pay taxes in 1988 by electing to use the program's Retirement Option Account (ROA). Three of the

alternatives shown on the distribution notice form allow participants to place part or all of the distribution in the ROA.

Participants can change their distribution election by completing Part 2 of the distribution notice form and returning it to Payroll.

Change forms must be signed and mailed to reach Payroll by Nov. 1.

If you're interested in electing the ROA, be sure to read the article, "Retirement Option Accounts: Here's how they work," which appeared in last week's GE News (Oct. 21) or call me (Shirley Montgomery) in Payroll at Ext. 7332.

TO: "DEAR SHIRLEY"
PAYROLL OFFICE
ROOM 2400, MVR

QUESTION: _____

Your name: _____

(You don't have to sign unless you want Shirley to get an answer back to you personally.)

REX COX SAYS "THANKS GE -- FOR HELPING ME HELP THE ALAV"

Helping those in need -- in the plant, and in the community -- has long been characteristic of Lynchburg GE people. Rex Cox, a technical leader in Systems Engineering, recently demonstrated that willingness to help others ... by riding in the 1st Annual 100-mile Bike Trek to benefit the American Lung Association of Virginia (ALAV).

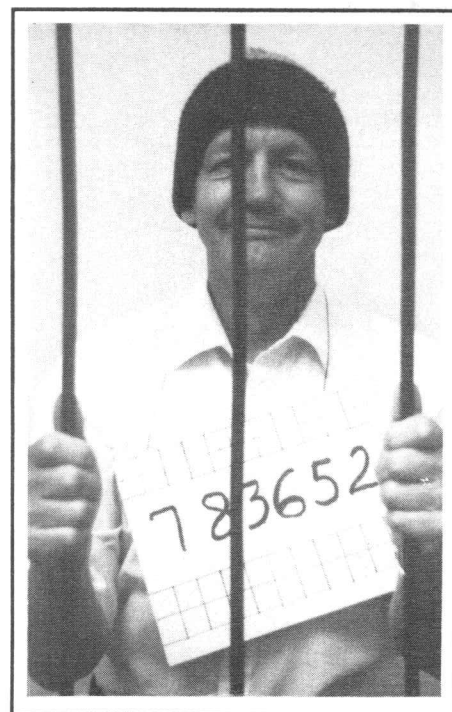
One of 135 participants in the event, Rex says: "It was quite successful -- the total intake was about \$37,000.

"I was pleased that I was able to raise \$364 -- well over the \$200 minimum. GE people put us over the \$200 mark, and the company added a check for another \$100.

"Thanks to everyone who pitched in! The ALAV does educational and research work which helps the entire state of Virginia.

"THANK YOU!"

To kick off his campaign to raise funds for the ALAV, Rex posed for this gag shot, with the note in the *GE News* that he had agreed to "spend a weekend behind bars ... handlebars, that is," and that he needed help from GE people in order to participate in the Bike Trek through Colonial Virginia.



'Supercharged' volunteers needed to work on Winshare task force (Continued from Page 1)

Task Force would require some 6--8 sessions, 2 or 3 hours per session. "Each area should get together and select the person you think you want to represent you on the team," said John.

"You should choose a person who has 'earned his way' -- a person who is respected in your area."

SOME QUESTIONS AND ANSWERS

Following the formal presentations the meetings were opened up for questions and answers. Some of the questions answered were as follows:

Q. When will the first payout be?

A. That's one of the questions the Development Task Force will be deciding.

Q. Is Winshare another Japanese idea like Quality Circles?

A. No, it's strictly an American plan.

EMPLOYMENT OPPORTUNITIES

NONEXEMPT

LG10(MG19), Drafter Temp., Engrng., H. A. Schaefer, 1st shift, MVR. (Temporary assignment to last approx. 2 months). All forms should be in by Thurs., Oct. 30, 1986. Information on non-exempt jobs can be obtained from the weekly postings or by contacting C. deBernard at X7601.

EXEMPT

Technical Publications Specialist, Mktg. Communications, C. F. Sensabaugh, 1st shift, CSC Bldg., 20.7-27.6. All forms should be in by Tuesday, November 4, 1986. Information on exempt openings can be obtained from the weekly postings or by contacting Margaret Dinkle at Ext. 7786.

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Q. What happens to Win Teams?

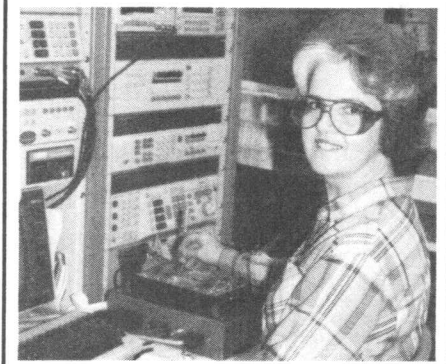
A. They will become Winshare Teams.

Q. Please explain the bonus payment. Will it be made to small areas as well as large areas?

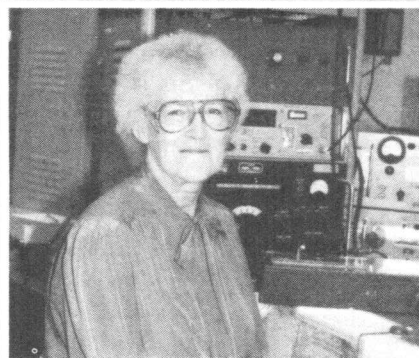
A. All non-exempt and hourly employees will participate. All details will be communicated regularly. There'll be a lot of publicity.

Q. What if you come up with an idea that involves another function, and they don't have the manpower to implement it?

A. The Winshare program has another level -- a review team -- that will deal with matters of this nature.



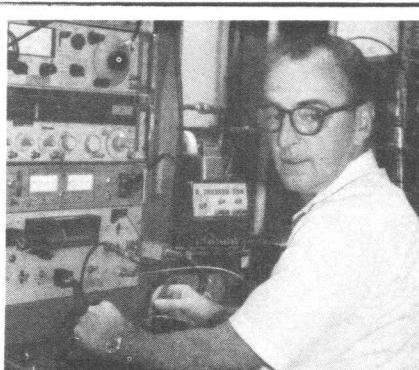
*"We saved a lot of money with our Win Team. Winshare should help us do our jobs more efficiently."
-- Joyce Eagle, car phone tester.*



*"I think it's a good thing. Most people accomplish what they set out to do -- they reach their goals," —
Josephine Lewis, crystal calibrator.*



*"I'm not sure how Winshare works. Who's going to determine which people get what percentage?"
-- Cindy Johnson, customer service.*



"Winshare will make people more conscious of what they're doing. I think we'll get a better quality radio out." -- Robert Shepard, technician.



*"Gives us something to look forward to, to earn some extra money. Gives incentive to work together."
-- Ann Hudson, tester.*