

Oscar winners?

MCB Employees star in Winshare videotape

As just about every hourly and non-exempt employee in MCB knows by now, not only does this business have a solid Winshare Plan, it has some nominees for the Academy Award as well.

Nominated for Best Picture was "Edge of the Table, Take 1," starring "Oscar Nominees" Josie Harris, Darlene Burton, Earl McFadden, and Carlton Johnson. The videotape premiered here last week to standing-room-only audiences eager to learn the details of MCB's Winshare Plan.

Narrated with the resonant voice of Jim Edgemon, the Winshare

Development Task Force presentation was produced by John Bohannon and Jack Radgowski, and videotaped and edited by MCB Video/Audio Technician Herb Brown.

Filmed on location in the MVR South Cafeteria, the setting was a typical afternoon coffee break. Josie's opening line: "What do you do in the Winshare Development Task Force Meetings besides drink coffee and eat doughnuts?"

Darlene, Earl and Carlton were then challenged by Josie to answer (See "Oscar Winners?" Page 2)

MCB Far East (FEMO) employee receives management award

Seven million yen in cost improvements! In recognition of this achievement, Denise Dentici of MCB's Far East Mobile Operation is shown here receiving a management award from FEMO Managing Director Shosuke Ikemura.

Also on hand for the ceremony were Personnel Manager Murai (left), and Vice President Vereschagin (right) of General Electric Technical Services Company, Japan Branch.

The Far East Mobile Operation was established in January 1985 to enhance MCB'S cost, quality and delivery position on a worldwide basis.

Whether it's \$7 million yen or \$46,000 (the U.S. equivalent), cost improvements of this magnitude are significant in the Far East as well as here in the West.

Denise's citation, signed by Ikemura,



noted that the award was for her efficient cost improvement efforts in the office and her unselfish devotion to her work.

In addition to the 7 million yen cost improvement in the purchase of office

supplies, Ikemura wrote, "you have made outstanding contributions in improving the standard of English of all the staff. We are all proud to have you as part of the GE team."

"Oscar Winners?" (Continued)

a wide range of questions about what Winshare is, and how it's going to work.

"Winshare is both a business plan and a compensation plan," the viewers were told. "As a business plan, Winshare allows employees to help improve the profitability and competitiveness of the business by:

- o Increasing the amount of ideas that will improve productivity, cost effectiveness, efficiency, quality and customer service,

- o Speeding up the methods to fix problems,

- o Recognizing and encouraging employee leadership and contributions, and

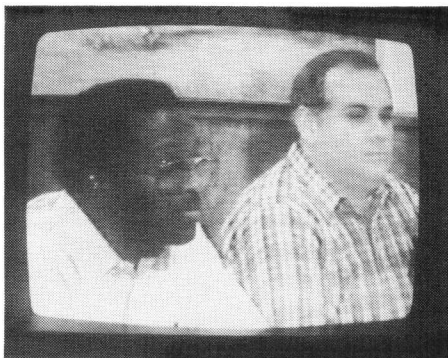
- o Improving communications and teamwork.

"As a compensation plan, Winshare allows employees to share in the rewards of a healthier business through bonuses: Share to win -- Win to Share."

BACKGROUND

The groundwork for Winshare was laid early in 1985 with the formation of an employee involvement program called Win Teams. These teams are similar to quality circles in which employees meet to brainstorm ways to improve the business.

The major accomplishment for the original Win Team was keeping



In response to Josie's question about what employees can do to make Winshare work, Carlton (left) said, "doing things like eliminating scrap and rework." Earl pointed out that it could be something as simple and obvious as coming to work every day.

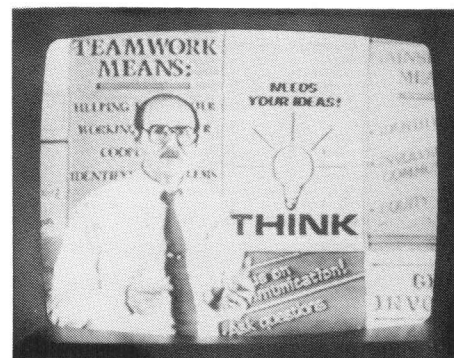
production of the MPI Personal Radio in Lynchburg instead of sending the product offshore.

This was accomplished by successfully reducing cost of the product, making production methods more effective and efficient . . . beating the competition at their own game "cost reduction."

The current plan is an expansion or upgrade of the original proven process.

OWNERSHIP

In order to increase employee ownership of the plan, Mobile employees selected 50 fellow workers to serve on a Winshare



John Bohannon, Winshare Coordinator, conducted the informative meetings held last week to explain Winshare to all hourly and non-exempt employees. The backdrop refers to some of the things that will make Winshare a success here in Mobile Communications.

Task Force to refine the rules and regulations.

A 30-member Planning Committee, picked by the total Development Task Force to participate in the weekly sessions, completed the "Plan Document." The document sets down the basic rules and regulations for MCB's plan.

The Development Task Force will remain intact through 1987 to oversee progress, make any necessary changes, and find ways to enhance the program.

WHAT IT ALL MEANS

"Business as usual can mean no business at all," the viewers of the

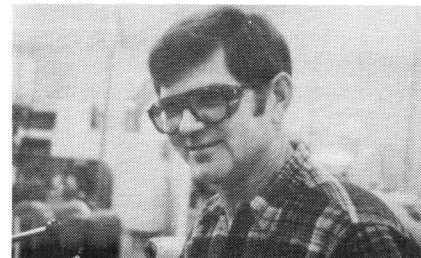
IN YOUR OPINION . . . What do you think Winshare will do for the business?



ROBERT ROSSER, Packer: "If all the employees participate 100 percent in it, it should help the business."



MARY SCRUGGS, Crystal Etcher: "It give me a more positive attitude toward our job because we're using our own ideas. It makes us try harder for better quality too."



LOUIS MOORE, Tool & Die Maker: "It should make the company come out if everyone does his share."

IN YOUR OPINION . . . What do you think Winshare will do for the business?



CHRISTINE REYNOLDS,
Assembler in Crystals: "It should
wake some of these people up!"



FLETCHER TAYLOR, Technician:
"I think it's a great idea if they use
the whole concept fairly. The only
thing I question is who decides if
the project is good or bad.
Winshare makes the lower rank
employees feel like they're making
a contribution."



ANN MOON, Stock Accumulator:
"It's going to help the business if
everyone will do their part. Every-
body's got to work together and
pull together if it's going to work.
I've got faith in it."

videotape were told. "Mobile Communications cannot exist using principles and philosophies set twenty or thirty years ago.

"You can affect the outcome of our business.

"Continuous Flow/Just In Time concepts must be incorporated.

"Making extra money through bonuses is great, but bonuses aren't the main objective."

RESPONSIBILITIES OF ALL EMPLOYEES

The "Oscar Nominees" (Darlene, Josie, Earl and Carlton) emphasized that all employees could help make the Plan a success. They pointed out that the new Winshare Plan is an unique opportunity for all employees to work as a team to build a strong, successful organization with greater job security, and to share the gains directly related to everyone's combined efforts.

It was suggested that success of the plan could be guaranteed by:

- o Being success oriented in the most positive way
- o Being cooperative and setting the right example
- o Helping other employees with their problems
- o Being alert for any inefficiencies, delays or other problems; solving those you can, and reporting those requiring additional assistance
- o Helping to educate present and new employees about our plan

- o Helping to combat such problems as: high absenteeism, tardiness, low productivity, high costs, and poor quality
- o Working efficiently at all times
- o Reporting problems and cost reduction opportunities

BONUS CALCULATION

MCB's bonus is based on the concept of employees sharing the financial gain which results from improved performance.

The calculation basis selected for the Plan is called ROA -- which means Return On Net Assets. ROA is a ratio (percent) of earnings to investment for the total business.



"There's an old adage," Darlene (at left) tells Josie, "a dollar saved is a dollar earned. So whatever we have to do to save money earns us money under the Winshare Program." Josie's provocative questions -- and the answers from the other three "performers" covered much of the information about the Winshare Plan.

The ROA measurement reflects operating performance and profitability. Employees have influence and control over the variables that affect ROA, which determines the Company's ability to pay additional monies to people.

MCB's Winshare bonus is based on improvement over a hurdle rate. To calculate MCB's bonus, take the ROA for the current year and subtract the ROA hurdle. Multiply this percent by the average assets for the current year. 35% of this amount will be divided equally among eligible employees.

Here's a **hypothetical** example for total year calculation:

$$14\% (1987 \text{ ROA}) \text{ minus } 12\% (1986 \text{ ROA hurdle}) = 2\%$$

$$2\% \times \$100\text{M (net assets)} = \$2\text{M}$$

$$35\% \text{ of } 2\text{M} = \$700,000$$

$$\$700,000 \div 1550 \text{ employees} = \$451.61 \text{ per emp.}$$

By the end of the "picture show" last week, the "Oscar Nominees" had successfully convinced Josie Harris -- and presumably the audience at large -- that MCB's Winshare Plan was a good one.

The Development Task Force had been doing a lot more than "drinking coffee and eating doughnuts"!

"Dear Shirley"

QUESTION: *I understand that the Seniority Waiver is still open and I may have an opportunity to take Lack of Work if I so desire.*

I would like to be eligible for the special \$200 bonus employees get for retiring at age 60 with 25 years of Pension Qualification Service.

My 60th birthday is May 1 of this year and my Personal Share Statement dated December 1985 showed my Pension Qualification Service as 23 years.

If I take Lack of Work under the Waiver, when can I retire and still get the special \$200 bonus?

SHIRLEY: July 1, 1987.

You would be eligible for Optional Retirement on June 1, 1987; however, you would have to wait until July 1, 1987 to be eligible for the \$200 a month bonus as this is the date you would acquire your 25 years PQS.

Your PQS is updated after 1000 hours of service in a year.

Anyone interested in taking the Seniority Waiver be sure and look at your December 31 Personal

EMPLOYMENT OPPORTUNITIES

NON-EXEMPT

LGO7 (MG13) Secretary B, G.K. Walker, Materials & Mfg. Programs, 1st shift, MVR.

All forms should be in by Tuesday, February 24, 1987. Information on non-exempt jobs can be obtained from the weekly postings or by contacting C. deBernard at Ext. 7601.

GE NEWS

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for the exclusive use of the employees and families of General Electric Company's Mobile Communications Business.

An Equal Opportunity Employer

Salute to Service -- February 1987

5 years

Dan Cochlin
Charles Ottoson

15 years

Joyce Fore
Dave Wright

20 years

Jean Cardwell
Dianne Mitchell
Ruby Parrish
Ruth Sandidge

25 years

Audrey Campbell
Wayne Cash
Bill Gray
Joe Hendrick
Carroll Marstin
R. T. Megginson, Jr.
Frank Millner
Joe Shercell
Robert Wood
Shelvie Wood

30 years

Paul Coleman
Bob Spencer, Jr.

Share Statement; this will show your PQS at the end of the year. If, after looking at your Personal Share Statement, you still have

questions, please call Jean Hamlett on Ext. 7521. Exempt employees should call Herb Quick on Ext. 7353.

1986 Monthly Prices for S&SP Investments

Here is the update of 1986's monthly prices of available investments in GE's Savings & Security Program. These are the prices at which S&SP participants "bought" shares and units with their paycheck deductions and the Company's matching payments.

The Long Term Fund price for the last day of each month is also shown,

as well as year-to-date annual income rates for the Holding Period, LT, and Money Market Funds.

These figures should not be used for income-tax purposes. S&SP participants receive individualized tax information statements which provide data needed for tax returns.

'86	GE Stock Price	Mutual Fund Price	Holding Period Fund (Constant \$10 price)				Long Term Fund		Money Market (\$10 price)
			YTD Annual Income Rate				Price	YTD Rate	YTD Income Rate
			1983	1984	1985	1986			
Jan.	\$69.818	\$35.929	13.7%	13.2%	12.8%	10.5%	\$11.57	10.1%	8.3%
Feb.	\$75.013	\$38.019	13.7%	13.2%	12.8%	10.5%	\$11.96	10.4%	8.2%
Mar.	\$76.769	\$40.169	13.7%	13.2%	12.9%	10.5%	\$12.46	10.3%	8.1%
Apr.	\$77.403	\$40.995	13.7%	13.2%	12.9%	10.5%	\$12.53	10.2%	8.0%
May	\$77.744	\$41.184	13.7%	13.2%	12.9%	10.6%	\$12.23	10.2%	7.8%
Jun.	\$80.923	\$42.452	13.7%	13.2%	12.9%	10.6%	\$12.36	10.1%	7.7%
Jul.	\$75.915	\$41.625	13.7%	13.2%	12.9%	10.6%	\$12.34	10.0%	7.6%
Aug.	\$75.583	\$42.362	13.7%	13.2%	12.9%	10.7%	\$12.60	10.0%	7.5%
Sep.	\$74.107	\$41.552	13.7%	13.2%	12.9%	10.7%	\$12.35	9.9%	7.3%
Oct.	\$74.943	\$41.498	13.6%	13.2%	12.9%	10.7%	\$12.47	9.8%	7.2%
Nov.	\$78.664	\$42.819	13.6%	13.2%	12.9%	10.7%	\$12.58	9.8%	7.1%
Dec.	\$86.648	\$36.627	13.6%	13.2%	12.9%	10.7%	\$12.42	9.9%	7.0%