

3135 Easton Turnpike  
Fairfield, CT 06828  
www.ge.com/careers

## LOCATIONS

100 countries

## DIVERSITY LEADERSHIP

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## EMPLOYMENT CONTACT

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## THE STATS

	Total in the U.S.		Total outside the U.S.		Total worldwide	
	2008	2007	2008	2007	2008	2007
Number of employees					323,000	327,000
Revenue (billions)					\$183	\$172
Percentage of minorities					24	24
Percentage of women					35	35

## RECRUITING

Please list the schools/types of schools at which you recruit.

- Ivy League schools
- Other private schools
- Public state schools
- Historically Black colleges and universities (HBCUs)
- Hispanic-serving institutions (HSIs)
- Other predominantly minority and/or women's colleges

GE actively recruits from over 100 schools across the U.S. with a focus on 40 executive schools. GE hires approximately 1,000 undergraduate, masters and doctoral students each year.

Do you have any special outreach efforts directed to encourage minority students and graduates to consider your firm?

- Hold targeted receptions for minority students.
- **Conferences:** AISES, INROADS, NSBE, SHPE, NMBBAA, NSHMBA, SWE
- Advertise in minority student publication(s) or other minority-focused publications.

- Participate in/host minority student job fair(s) or other minority-focused job events.
- Sponsor minority student association events
- Firm's leaders participate on career panels at school
- Outreach to leadership of minority student organizations
- Scholarships or intern/fellowships for minority students
- **Other:** Jackie Robinson Foundation, National Action Council for Minorities in Engineering; Black Greek letter Sororities and Fraternities

What activities does the firm undertake to attract minority and women employees?

- Partner programs with women and minority associations
- **Conferences:** AISES, INROADS, NSBE, SHPE, NMBBAA, SHMBA, SWE
- Participate at minority job fairs
- Seek referrals from other employees
- Utilize online job services
- **Other:** GE is a founding member of many of the organizations listed above. GE actively strives to recruit the best and brightest college students from all ethnic backgrounds.

**Do you use executive recruiting/search firms to seek to identify new diversity hires?**

Occasionally.

**ENGINEERING INTERNSHIPS & CO-OPS****GE Early Identification (EID)**

*Deadline for application:* Continuous

*Number of interns in the program in summer 2008:* 2,400

*Pay:* Varies by degree and college year

*Length of the program:* Typically 10 to 12 weeks for interns, four to six months for co-ops

*Percentage of interns/co-ops in the program who receive offers of full-time employment:* 50 percent of those eligible (graduating seniors)

*Website for internship/co-op information:* [www.gecareers.com/internship](http://www.gecareers.com/internship)

In addition to the appropriate degree and major, there are three additional qualifications you must meet to be considered for a GE internship or co-op:

- You must be a full-time student enrolled in a four-year college or university.
- You must maintain a minimum of a 3.0 out of 4.0 overall grade point average; or for master's students, a 3.2 out of 4.0 overall grade point average.
- You must be authorized to work in your country full-time and without restriction during your internship.

**ENGINEERING SCHOLARSHIPS**

All scholarship inquiries should be directed to the GE Foundation ([www.ge.com/foundation](http://www.ge.com/foundation)). The foundation provides scholarships to NSBE, Jackie Robinson, SWE, NBMBA and Consortium scholars, to name a few.

**AFFINITY NETWORKS****African-American Forum**

The AAF provides employees with mentors, seminars, networking and career discussion. The forum also contributes to the development of local African-American communities.

**Asian Pacific American Forum**

The APAF supports the Asian Pacific American community with a career development network while promoting broader awareness of differences in Asian and American cultures.

**Women's Network**

The rapidly growing Women's Network supports the professional development of women around the world by sharing the wisdom of successful women role models.

**Hispanic Forum**

The Hispanic Forum supports coaching, mentoring, role modeling and the recruitment of Hispanic talent. It also reaches out to Hispanic communities with service and corporate sponsorships.

**GLBT Alliance**

GE's commitment to the gay, lesbian, bisexual, and transgender communities is supported by the GLBT Alliance, as well as our offering of benefits for domestic partners.

**ENTRY-LEVEL/TRAINING PROGRAMS LEADING TO FULL-TIME OPPORTUNITIES & ROTATIONAL PROGRAMS****Edison Engineering Development Program (EEDP)**

The Edison Engineering Development Program (EEDP) is a two-year year program committed to growing GE's entry-level, high-potential resources—people with a passion for technology, a drive for technical excellence, business skills and GE values—by accelerating their development through intense technical training and a variety of business-critical assignments. Edison graduates have the technical and business foundation to proactively and continually make innovative contributions to GE's future.

**Program summary**

- A two-year, entry-level program providing three or more rotational assignments
- Assignments are engineering projects driven by real GE business priorities
- Diverse experiences may include: systems, analysis, design, quality, reliability, integration and test
- Technical problem-solving skills developed via advanced engineering coursework, formal reports and presentations to senior leadership
- Business skills developed in corporate leadership courses
- Opportunity to earn credit towards an MS degree in engineering and real world application technology

**Candidate criteria**

- Four-year technical degree in engineering
- GPA greater than or equal to 3.0 in major
- Knowledge of advanced mathematics, including calculus and differential equations
- Prior intern, co-op or research experience in design engineering or manufacturing
- Experience writing technical reports
- Must be willing to relocate
- Analytical approach to problem solving
- Unrestricted authorization to work in the U.S.
- Excellent interpersonal and communication skills
- Committed to a career in technology

**Operations Management Leadership Program (OMLP)**

The Operations Management Leadership Program (OMLP) accelerates development of entry-level talent and produces leaders capable of meeting the challenges facing the operations function at GE. OMLP is a two-year program that allows members to build leadership and functional skills through challenging rotational assignments and world-class training. Through these job assignments and training, program members are involved in GE's strategic initiatives, including GE's drive for LEAN Six Sigma.

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- Opportunity to earn credit toward an MS degree in engineering and in real-world application technology

**Candidate criteria**

- Degree in engineering, science or operations management
- GPA greater than or equal to 3.0 in major
- Understanding of business strategy and concepts
- Analytical approach to problem-solving
- Strong interpersonal and communications skills
- Intern, prior research or co-op experience in engineering or manufacturing
- Demonstrated leadership experience
- Rotation locations vary, thus candidate must be geographically mobile
- Strong commitment to a career in operations management
- Unrestricted work authorization in the U.S.

**STRATEGIC PLAN AND DIVERSITY LEADERSHIP****How does the firm's leadership communicate the importance of diversity to everyone at the firm?**

The firm's leadership communicates diversity initiatives through emails, the website, newsletters, meetings, etc.

**Has the firm undertaken a formal or informal diversity program or set of initiatives aimed at increasing the diversity of the firm?**

Diversity is managed proactively via a number of vehicles across GE. We have a corporate diversity council, which is co-chaired by the chairman, CEO and the chief diversity officer. The council is comprised of senior leaders (including three vice chairmen) and meets to review progress quarterly. This model has been replicated in business units across GE. In addition diversity progress is reviewed by the board of directors annually.

**How often does the firm's management review the firm's diversity progress/results?**

Annually.

**RETENTION & PROFESSIONAL DEVELOPMENT****Please identify the specific steps you are taking to reduce the attrition rate of minority and women employees.**

The economic climate of 2008 and beyond has prompted GE to explore new and different ways of retaining diverse talent in a challenging business environment.

GE has increased its virtual touch time with its high potential diverse talent. The focus of "virtual engagement" of key talent is in the forefront of GE's efforts to retain talent. The idea is to utilize existing and emerging technologies to engage talent in staying with, contributing to and being successful at GE.

Many industries are being restructured, and strategic engagement of key diverse talent will become more essential. GE's business leaders understand the need to increase communication with employees and to connect with employees without the resource of travel budgets. GE's affinity networks are actively utilizing alternatives to conference format gatherings and looking to engage and connect via technology.

**DIVERSITY MISSION STATEMENT**

Diversity and inclusiveness

People are GE's greatest asset. With more than 300,000 people with jobs that range from biochemist to finance specialist to wind energy engineer, GE's employees are passionate about making life better with new ideas and technologies. They're also diverse, giving back to communities in more than 140 countries. With operations all over the world, diversity is

not just an ideal. It is our heritage and our mandate for success in the future. GE nurtures its diverse culture with inclusion and cross-cultural collaboration. We accomplish this through a series of forums that provide opportunity for networking, support, learning and opportunity.

## ADDITIONAL INFORMATION

- World's Most Admired Companies: *Fortune*, 2009
- Best Companies for Leaders: *Chief Executive*, 2009
- Top Companies for Minority Engineers: *Minority Engineer* magazine, 2009
- Top Companies for the Disabled: *CAREERS & disABLED* magazine, 2009
- Top Companies for Women Engineers: *Woman Engineer* magazine, 2009
- Workforce Diversity for Engineering and IT Professionals: EOP.com, 2009
- Top Entry-Level Employer: *Black Collegian* magazine, 2009