

Employee/Former Employee Name: _____

SSO: _____

2. GE benefits plans – REQUIRED. Check only for plans for which you want designation to apply.

- | | |
|--|---|
| <input type="checkbox"/> GE Life Insurance/Leadership Life | <input type="checkbox"/> GE A Plus (Term or Group Universal) Life Insurance |
| <input type="checkbox"/> GE Personal Accident Insurance | <input type="checkbox"/> GE Accidental Death and Dismemberment Insurance |
| <input type="checkbox"/> GE Pension Plan* | <input type="checkbox"/> GE Retirement Savings Plan (RSP)* |

You may not be eligible for all plans. You may verify eligibility at OneHR.ge.com or by calling the GE Benefits Center.

* If you are married and designate anyone other than your spouse as the sole beneficiary of these plans, you must use the "Spousal Consent Required" GE Beneficiary Designation Form.

3. Primary Beneficiary(ies) – REQUIRED

If you name more than one primary beneficiary, indicate the percentage each is to receive. The total must equal 100%. If you have more than three beneficiaries, please complete a second form.		Must total 100%	OR <input type="checkbox"/> Equal Split
Name: _____ Address: _____ Soc. Sec. No.: _____ Date of Birth: ____/____/____ Relationship: _____ Phone: _____		%	
Name: _____ Address: _____ Soc. Sec. No.: _____ Date of Birth: ____/____/____ Relationship: _____ Phone: _____		%	
Name: _____ Address: _____ Soc. Sec. No.: _____ Date of Birth: ____/____/____ Relationship: _____ Phone: _____		%	

4. Contingent Beneficiary(ies) – This section is OPTIONAL, but recommended

Contingent beneficiary(ies) may receive benefits only if all of your primary beneficiary(ies) die before you do. The total must equal 100%. If you have more than three contingent beneficiaries, please complete a second form. Contingent beneficiaries cannot be the same as primary beneficiaries.		Must total 100%	OR <input type="checkbox"/> Equal Split
Name: _____ Address: _____ Soc. Sec. No.: _____ Date of Birth: ____/____/____ Relationship: _____ Phone: _____		%	
Name: _____ Address: _____ Soc. Sec. No.: _____ Date of Birth: ____/____/____ Relationship: _____ Phone: _____		%	
Name: _____ Address: _____ Soc. Sec. No.: _____ Date of Birth: ____/____/____ Relationship: _____ Phone: _____		%	

5. Signature and date – REQUIRED

Sign and date this form to validate your designation, and to acknowledge that you understand the following:

- This form will go into effect when determined to be in good order by the GE Benefits Center. This form replaces all previous designations I may have made.
- It is my responsibility to review carefully the beneficiary confirmation I will receive and confirm that it represents my intentions.
- Benefits will be paid in accordance with GE plan terms if no primary or contingent beneficiary is living at my death.

Signature: _____

Date: ____/____/____

Frequently asked questions about beneficiary designations

Q If I am divorced, how will my beneficiary designation(s) be affected?

A divorce will not automatically change your beneficiary designation. If your marital status changes and you wish to change beneficiaries, you must submit a new form. Be sure the form implements any obligations imposed by your divorce decree.

Q Can I designate one set of beneficiaries for some GE benefit plans and a different set of beneficiaries for other benefit plans?

Yes, however you must submit a separate form for each different set of beneficiaries. Be sure to indicate what plan(s) the beneficiaries apply to, and each form must be fully completed.

Q If I am the guardian/conservator or have been appointed power of attorney for the GE employee/retiree/vestee, how do I change the beneficiary designation(s) on behalf of this individual?

If you have not previously submitted the documents to GE, you must attach a copy of the document granting you authority to change beneficiary designation(s) for the GE employee/retiree/vestee. If you do not submit this documentation, your beneficiary designation will not be valid.

Q Can I name a beneficiary after I have “assigned” my rights regarding life insurance benefits?

If you previously made an “irrevocable assignment” of your rights regarding any benefits for a life insurance plan, you may not designate a beneficiary for the assigned benefit. If you do, the designation will not be honored. If the assignee wishes to change the beneficiary designation, he/she may call the GE Benefits Center for the appropriate forms.

Q What if I don’t specify percentages for the multiple beneficiaries I name?

If no percentages are indicated, plan benefits will be divided equally among your named beneficiaries.

Q What if I named a beneficiary for a life insurance benefit for which I had previously set up a trust?

The beneficiary designated on the beneficiary designation form will receive the insurance proceeds.

Q Example: designating a Trust as a beneficiary

Name: [Your Name] Family Trust, Dated [Month Day, Year].

Address: [Trustee Name], Trustee, [Street, City, State, Zip Code]

Soc. Sec. No.: Leave this section blank unless there is a Tax ID Available. Place in SSN field.

Fill in %
or check
Equal
Split

Q Example: designating an Estate as a beneficiary

Name: Estate of [Your Name]

Address: [Executor Name], Executor, [Street, City, State, Zip Code]

Soc. Sec. No.: Leave this section blank.

Fill in %
or check
Equal
Split

Q What if one or more of my primary beneficiaries dies before I do?

If no percentages are specified, then the value of the benefits will be shared equally among your surviving primary beneficiaries. If percentages are specified, the value of the benefits will be payable to those beneficiaries based on their proportional interest. If at your death there is only one surviving primary beneficiary, all benefits will be paid to that beneficiary. If no primary beneficiary survives you and contingent beneficiaries are named, this process will also apply to contingent beneficiaries.

Q Which takes precedence: this form or a will?

This form. A will or other third-party document will not be considered for purposes of determining your beneficiary for RSP benefits. If you do not designate a beneficiary on an RSP beneficiary designation form, the RSP’s default beneficiary provisions will apply, without regard to any contrary instructions in your will. If you want your will to take precedence, you should designate your estate as beneficiary.

Q Can I designate “all of my descendants” as a beneficiary?

You may not make a designation (such as a “per stirpes” designation) to broadly apply to all of your descendants without specifically identifying them, nor may you write “children” or “unborn children” as a beneficiary.

Q What happens if none of my beneficiaries survive me, or if I never file a beneficiary designation form?

If you never name a beneficiary or die with no surviving beneficiaries, benefits will be payable in accordance with the default beneficiary provision, which is described in your handbook.

If your beneficiary form is invalid — for example, because you do not complete all of the required sections or your spouse’s consent is not valid, if required — you will be treated as if you died with no beneficiaries.

Money Purchase Plan Overview and FAQs

This section only applies to those who have “money purchase contributions” that merged into the RSP from another plan. This section does not apply to most participants.

Q What Are Money Purchase Plan amounts?

Certain amounts transferred from the prior plans listed under the last question of the Frequently Asked Questions About Beneficiary. Designations are attributable to “money purchase” contributions. We refer to these amounts as “money purchase amounts.”

Q What is a Qualified Preretirement Survivor Annuity (QPSA)?

Certain balances in the RSP are attributable to contributions under a “money purchase” plan, which is a type of defined contribution plan; those balances are sometimes referred to as the “money purchase amount.” The money purchase amount is payable in the form of an annuity purchased from an insurance company. If the participant dies before starting to receive “money purchase amounts,” you are entitled to receive this annuity (often called a “qualified pre-retirement survivor annuity” or “QPSA” benefit), provided that the participant has not designated a different beneficiary (which would require your consent). The rest of the participant’s account is payable in a lump sum or partial distributions. Under the RSP’s rules, the participant’s beneficiary designation applies to the participant’s entire RSP account, including any money purchase amounts. References in this package to the death benefit or account include both the QPSA benefit and the rest of the account.

Q Can the participant choose other beneficiaries to receive the account?

Your right to be the beneficiary for 100% of the participant’s RSP account (including the QPSA benefit) is provided by federal law and cannot be taken away unless you agree to give up that benefit. If you agree, the participant can choose to have all or a part of the death benefits paid to a different beneficiary. For example, if you agree, the participant can have the death benefits paid to his or her children instead of you.

Q Do I have to give up my rights as beneficiary or my right to the QPSA benefit?

No. Your choice must be voluntary. It is your decision whether you want to give up your rights as beneficiary or to the QPSA benefit.

Q Can I change my mind after I sign this agreement?

As a spouse, you cannot change this agreement after you sign it. However, any designation of someone other than you as beneficiary for the money purchase amount (if any) will become invalid on January 1 of the year of the participant’s 35th birthday. After that time, you will need to execute a new spousal consent form if you want to allow the participant to designate someone other than you as beneficiary for any part of the money purchase amount. This special rule applies only for money purchase amounts: your consent will continue to apply with respect to the rest of the participant’s RSP account.

Q What happens to this agreement if I become separated or divorced?

You may lose your rights as beneficiary and to the QPSA benefit if you and the participant become legally separated or divorced even if you do not sign the consent form. However, if you become legally separated with a court order or divorced, you might be able to get a special court order (which is called a qualified domestic relations order or “QDRO”) that protects your rights as beneficiary (including for the QPSA benefit) or that gives you other benefits under the RSP. If you are thinking about separating or getting a divorce, you should get legal advice on your rights to benefits from the RSP.

Q When will death benefits be paid?

Death before distributions are required to start.

If the participant dies before the participant’s minimum distribution payments are required to start (generally April 1 of the year following either the year in which the participant reaches age 70½ or the year in which the participant terminates service, whichever is later), the participant’s RSP account balance may be distributed to you in partial distributions, at least annually, that satisfy the following requirements:

Payment must start by December 31 of the year in which the participant would have reached age 70½; if you are not the participant’s sole beneficiary, however, payment must start by December 31 of the year after the year of the participant’s death.

You must receive a minimum amount each year, calculated based on your life expectancy.

Death on or after the date distributions are required to start.

If the participant dies on or after the date the participant’s minimum distribution payments are required to start (as described above), you must receive a minimum amount each year after the participant’s death based on applicable life expectancies. You will be notified of your options before any minimum payments begin.

Q What special rules apply for money purchase amounts?

Special rules apply for amounts attributable to “money purchase” contributions from the following plans, which previously merged into the RSP: 401(k) Retirement and Profit Sharing Plan for the Employees of the U.S. Affiliates of Spirent, PLC, but only amounts derived from the Retirement Plan for Hourly Employees of Keystone Thermistor Corporation Druck, Inc. 401(k) Profit Sharing Plan, but only amounts from a prior plan that included a money purchase pension contribution GE Railcar Services Investment Retirement Program for Salaried Employees PK AirFinance Money Purchase Plan Telemundo Group, Inc. Retirement and Savings Plan, but only amounts derived from the WSNS-TV Salaried Employees Money Purchase Pension Plan Whatman Employee Retirement and Savings Plan, but only amounts from a prior plan that included a money purchase pension contribution WSNS-TV Union Employees Savings Plan, but only amounts derived from the WSNS-TV Salaried Employees Money Purchase Pension Plan.

We refer to these amounts as “money purchase amounts.” A designation of someone other than your spouse will cease to apply for money purchase amounts as of January 1 of the year in which you turn 35. If you do not execute a new beneficiary designation after that date, your spouse—and not your designated beneficiary—will be the beneficiary for 100% of any money purchase amounts in your account. Your beneficiary designation will continue to apply with respect to other amounts.