

UPDATE

News and Information for GE Information Services Employees

February 25, 1983

GE TO SPLIT STOCK

As Update went to press, the following announcement was made:

The Board of Directors of General Electric Company voted on February 18, to recommend for share owner approval at the share owner's annual meeting scheduled for April 27, 1983, a two for one split of General Electric Company's common stock, and an increase in the company's authorized common stock to 550,000,000 shares with a par value of \$1.25 per share.

The split and the share increase would become effective upon the filing of an amendment to the company's restated certificate of incorporation which is scheduled for April 28, 1983. Share owners of record at the close of business on that date would be entitled to receive an additional stock certificate representing one additional share for each share held.

'82 RESULTS IN

Preliminary, unaudited results indicate that net earnings of General Electric Company for the year 1982 were approximately \$1.817 billion, Chairman John F. Welch, Jr. has announced. This was an

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HENCH: THE COUNCIL'S CHALLENGES

"This is an appropriate time to talk about the wide variety of activities in our department," said Bob Hench, vice president and general manager, Engineering Department. "This year's theme for Engineers Week is 'Engineers turn ideas into reality' — and we do.

"Our engineers are active in many areas, not just the department's day-to-day activities. A good example is the participation by some of our key people, very busy people, too, in the Engineering Technology Council," he added.

Bob said that the Council is investigating areas having an impact on both the department and the business. The Council's members* are considering questions on the personal computer, including:

- What will happen to RCS in light of this technology?
- What impact would a large number of PCs have on the network and the files?
- Are there changes that will occur to the PC in the future, and what impact will that have on the business?

"The Council plans to investigate three other critical areas," said Bob. "First is the cluster technology, and whether it is the right technology over the long term. For 1985, even 1990? Second is



Bob Hench

the network. It will not survive as we know it today, but we will be involved in multiple networks. What will happen to local networks? What are the implications of a transition from homogeneous networks to large interface networks? What about voice? The third is what products and services could we design and provide if we were more end-user oriented?

"Those are some questions with serious implications for our business," he continued. "I believe that

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QUALITY, PRODUCTIVITY TOPICS OF DEPARTMENT MEETING

How do you improve productivity and product quality? The managers of the Engineering Department met for two days in Gettysburg to address themselves to that question.

The main event of the meeting was a series of breakout sessions with each group assigned an aspect of the topic to consider. The six groups considered: how tools, procedures, and environment could improve quality and managerial and individual contributor productivity; how the department can fulfill its

responsibility for delivered quality; how to define and measure quality through the lifecycle; how to instill a feeling of quality awareness and personal commitment; and how the department can stimulate quality improvement in other areas of the company.

Robert Zawacki, professor of management and organization at the University of Colorado, and author of *Motivating and Managing Computer Personnel*, was the keynote speaker.

After many hours of dis-



Garry Mueller talks quality.

cussions, the breakout groups presented reports from their sessions. The group leaders will also be presenting their recommendations to the Technology Operations staff.

The Engineering Department doesn't intend to allow the matter to rest there. They have appointed Gary Mueller to head up a Quality Council comprised of the group leaders to continue the investigation and pursue the solution to these quality related topics. The group leaders are: Ron Field, Lynn Gomilla, Henri Monnier, George Wedbord, Rafael Boza, and Kent Schwab.



Ernie's books have made the video-game craze pay off.

VIDEOGAME FANS PAY ERNIE

Though he claims not to be an arcade fan, Ernie Zavisca, a senior systems specialist in MARK III® Service, is the co-author of a recently published book on how to "Break a Million at Pac-Man." He wrote the book with a family friend, Gary Beltowski.

"Gary knew I'd been published before," Ernie said,

referring to a book he wrote on Fortran. "He told me he'd played the game so many times that he had it all figured out. He wanted me to help him write a book. I finally agreed to do it as a favor to a friend."

The first thing they did was to put together a table of contents to send to publishers.

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THE UNIVERSITY OF MARYLAND: INVESTING IN THE FUTURE

"We like to have a good relationship with the University of Maryland," said Mary Howard, manager, systems engineering, Engineering Department. "We have an interest in contributing to the development of good engineers, and we like to think of the engineering students as potential employees and future customers."

Mary was discussing the complex relationship between GE Information Services Company and the University of Maryland. She explained that GE Information Services is an active participant in a number of programs with the school.

"Last year, we awarded \$1,500 scholarships to five students, and this year we're doubling that number to ten."

VIDEOGAME

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"We sent letters to 50 to 100 publishers," Ernie said, "and, surprisingly, one of them was interested."

After many hours of watching Gary's technique and developing Pac-Man strategies, they were ready to go to press. Their book was published in early 1982.

"It won't be anything either of us will get rich with,

she said. We have also sponsored Maryland faculty members to participate in GE courses and we have attended job fairs at the school. GE has made grants for minority programs, as well as to the school's electrical power generating program."

"We pay heavy attention to recruiting there," said Mary, who is a team leader for recruiting at Maryland and is herself a graduate. "The interest, of course, is the fact that they have a strong engineering program and a strong computer science program."

Each spring and fall, Mary and a team of recruiters from throughout GE visit the University. "We usually average about 14 interviews each in one day, and during

but it's nice to be able to say you did it," Ernie said.

In a second collaboration, Ernie and Gary have a new book out called "Be a Home Videogame Superstar."

It provides general guidelines and specific techniques for optimal scoring on 25 of the most popular Atari home games.

—Lynette Griffin



Mary Howard

the course of a year, we see about 300 people."

The recruiting efforts have paid off, and last year six graduating students were hired into the Engineering Department from the University. They are Margaret Breslin, Scott Ramage, John Lancaster, Marie Dougherty, Sabrina Saunders, and David Nobile.

Mary pointed out that GE Information Services supports the University of Maryland because, "There has to be a strong university climate in order to train and educate the kind of people we will need in the years ahead."

—Lynette Griffin

SEVEN RECEIVE MANAGEMENT AWARDS

"It is a pleasure to be able to recognize the outstanding performance and contributions of these seven individuals," said Bob Hench, vice president and general manager, Engineering Department. "They have demonstrated the leadership abilities necessary to guide projects to successful completion. Their ingenuity in tackling problems and resolving them has led to substantially improved product quality. And their ability to recognize and use the resources available has contributed significantly to our own internal efficiencies," Bob said.

"As a result of their efforts, we are able to produce and deliver better products and services to our customers. The special efforts expended, and the profession-

alism and personal dedication they have shown, is outstanding and fully deserving of this recognition. My congratulations," he said.

The winners of the 1982 Management Awards are:

Jim Burns—manager, central systems unit, MARK III® Service. Jim was recognized for the outstanding



Jim Burns



Jan Gronski

leadership and contributions he made to the Foreground Systems Support unit's maintenance, testing, and documentation work while in his position as manager. Through diligent effort, the unit's work resulted in significant gains in the testing of new software releases. Among others, the projects released include ISR930, Weighted Instruction Center (WIC), DPS-8/70 software changes, and Database Unit (DBU).



Larry Patterson

Jan Gronski—senior systems specialist, communication systems. Jan was nominated by his manager for the consistently high quality of his work and for his sustained excellent level of performance on the projects to which he was assigned. Jan's specific accomplishments include the IBM 3270 Host Pad, the Remote Device Multiplexor, and the MiniRemote Concentrator. His contributions resulted in products of the highest quality and reliability.

Bette Ehrenberg—systems support specialist, MIMS® Systems. Bette received an award for her outstanding and successful efforts in assuring and controlling the quality of the 9.06 MIMS Systems release, which was the principal release of that System in 1982. Her testing work was instrumental in enhancing our cus-

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tomers' confidence in this software. Additionally, the beta testing she did on the 9.06 has proven to be an extremely useful and effective strategy for testing releases.

Bob Sparks—project manager, systems engineering. Bob received a management award for the key role he played in critical projects undertaken by GE Information Services Company. These included the STC 8650 disc, the DPS8/70-WIC, and the NSA-SR200 release. Bob was responsible for the complex and difficult job of predicting, benchmarking, analyzing, and evaluating performance-related concerns surrounding the new hardware and software being deployed, all with outstanding success.

Linda Morris—project manager, applications systems, Nashville. Linda received her award for the substantial contributions she



Ishrat Sahasrabudhe

made to the Health Care System's National Uniform Bill project. Development of the project began nearly a year and a half ago and, as project manager, Linda's excellent leadership and technical abilities have carried it through to near completion. The system, which will provide hospitals with uniform insurance billing capabilities, is scheduled for release late this spring.

Larry Patterson—senior specialist, MARK 3000TM Service. Larry was recognized for his outstanding work on the MARK 3000 Operating System. He contributed significantly to improved product quality which allowed us to produce and deliver more products on the MARK 3000 Service line. In addition, his dedication to high quality enabled him to reduce the System's Defect Reports to zero, a first in the service's history.

Ishrat Sahasrabudhe—programmer analyst, applications systems. Ishrat was recognized for the excellent work she did in the Order Service Systems unit. She took on the mammoth task of sourcing a user's guide for documentation of the DISPATCH 1000TM Program, a transaction editing and processing system. Additionally, she made outstanding contributions to the design and implementation of the MARK-LINKTM terminal-based DISPATCH 2000TM Program.

—Lynette Griffin

HENCH

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asking and answering these and others as they arise will help shape our future.

"It's a great pleasure to note the contributions of the Council to the business, today and in the future."

*The members of the Council are: Chris Brook, manager, advanced communication systems, communication systems; Greg Cook, design engineer, MARK III[®] Systems; Tony Dwyer, consulting specialist, MARK III Systems; Jim Littrell, consulting specialist, MARK 3000TM Systems; Hal Moore, manager, data management systems, applications systems; A. Morgan-Voyce, senior consulting engineer, advanced engineering; Jacques Perron, hardware architect, advanced engineering; Terry Rockford, manager, research and development, MIMS[®] Systems; John Watson, manager, project planning and management, systems engineering; and Barbara Heffron, Employee Relations manager, Engineering Department.



Bob Sparks

GLOBAL LIMITS™ SYSTEM 'FOR SALE'

Last month, GE Information Services Company introduced its GLOBAL LIMITS System at the International Banking Fair in London.

The GLOBAL LIMITS System has been developed as a result of GE Information Services experience with several of the world's largest banks in designing custom software to manage an international bank's exposure to sovereign and bank credit risk.

"Recent events such as the drastic devaluation of the peso and the massive rescheduling of developing countries' debt have placed severe strains on the world's banking system," said Peter Barris, general manager, Fi-

nancial Services Products Department. "These and other events have underscored banks' needs to manage their worldwide exposure by maintaining and enforcing global trading limits."

HOW IT WORKS

"The system is designed to provide maximum profitability by allowing the best use of available funds at an acceptable level of risk," Peter explained. Banks can manage their exposure to sovereign and bank credit risk, interest rate risk, and exchange rate risk through the use of the system on MARK III® Service.

Dealers use video display terminals to access the GLOBAL LIMITS System database for availability of funds. They can make inquiries on specific limits or the proposed transaction can be entered on a trial basis to determine whether any limits will be exceeded.

The dealer can get up-to-the-minute information that reflects the bank's actual global position in relation to affected limit areas. The category closest to full use is highlighted. In addition, if any limits will be exceeded by the proposed deal, warning messages are displayed and will be recorded on the daily transaction journal if

the deal is completed. Any attempt at simultaneous trading with the same client is indicated.

When a deal has been completed, details are entered into the database on the spot, immediately updating limit use levels for the next inquiry. If a proposed deal exceeds any limits, further inquiries allow the rapid formation of alternative trading options.

The system also provides the information the bank's treasury management needs to monitor the bank's global dealing exposures. This includes daily reports of customers and countries exceeding their limits. The bank can then use this information to manage and control these exposures.

A FIRST SALE

That the GLOBAL LIMITS System was a tool that would help give them control of their dealing operations was the key to the recent sale of the system to Banca Nazionale del Lavoro by Daniela Taddei, account representative in Rome.

"I have been working on the deal since June 1981," Daniela said. She explained that BNL believed the GLOBAL LIMITS System would help them grow their business abroad.



Louise Lougen (left), Avril Munro, and Jim Cahill at the Banca Nazionale del Lavoro.



Daniela Taddei: she made the deal.

The bank plans to use the system in their dealing operations in Rome, Milan, Paris, London, New York, Chicago, and Hong Kong. "I was able to get a technical report to BNL's top management which convinced them that it was worth using our Network, since our GLOBAL LIMITS System was not expensive compared to the bank setting up their own network."

Jim Cahill, manager of SDC GLOBAL LIMITS, said, "Late in January, Avril Munro [London project manager] and Louise Lougen [project manager, Rockville] started the implementation work in Rome on the BNL system."

Jim explained that they have begun the process by documenting the needs of BNL. "That is scheduled to be complete in March," he explained. "It is planned that we will have the system operational in July, and the worldwide branches will be phased in in an orderly manner over the following month or so."

GE RESULTS

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increase of 10 percent from the \$1.652 billion reported for 1981. Earnings per share were \$8.00 for 1982 compared with \$7.26 for 1981.

Sales for 1982 were about \$26.50 billion, or 3 percent less than last year's \$27.24 billion.

Earnings for the fourth quarter of 1982 were about \$524 million, 16 percent more than last year's \$452 million. Earnings per share for the fourth quarter of 1982 were \$2.30 compared with \$1.99 a year ago.

Sales for the 1982 fourth quarter were about \$7.46 billion, or 1 percent less than the \$7.56 billion for the same quarter of 1981.

Commenting on the results, Mr. Welch said: "Two reasons for the relatively good 1982 performance, despite the distressed economic conditions, are GE's leadership position in a number of diverse businesses and the success of ongoing actions by people throughout the company to reduce overhead and improve operating efficiency."

Highlights of 1982 operations cited by Mr. Welch included the following:

- The earnings improvements in 1982 were achieved while GE continued programs aimed at future growth.
- Excellent growth continued throughout the year in

a number of GE's services and well established high technology businesses serving markets relatively unaffected by the current recessionary cycle. (General Electric Information Services is cited for contributing another year of sharply higher earnings and revenues.)

- The company's core businesses performed well and helped fund continuing investments in future-oriented segments dealing with factory automation and microelectronics.

- Although sales were down principally in shorter-cycle businesses resulting from a drop in physical volume and softness in selling prices throughout the year, operating margin as a percentage of sales improved slightly to 9.1 percent 9.0 percent last year.

- Research and Development expenditures again totaled about \$1.7 billion.

- Expenditures for plant and equipment at \$1.6 billion were down in the aggregate from 1981.

- GE's financial position strengthened even further. Cash and marketable securities increased over \$100 million from a year ago and stood at almost \$2.6 billion at December 31, 1982. The debt-to-capital ratio was 16.5 percent compared with 19.4 percent last year and was the lowest in many years.



A Welcome Surprise: GE Information Services President Greg Liemandt found this a welcome bonus from the integration of TIPO. Ray Marshall, senior vice president, Technology Operations, stood in for Joe Squarzini, vice president and manager, Telecommunications and Information Processing Operations, for the presentation of the check representing TIPO's \$730,000 contribution to net income for 1982. "This check is the result of a great deal of hard work on behalf of everyone at TIPO," said Greg. "It is a job very well done."

NEW PHONE BOOK SLATED FOR APRIL

Your changes to the phone book are needed right away—by March 4. If you want to change your listing, send this form to Sam Wenck (XFL FACL) in the Maryland Center (mail drop 058) right now!

NAME: _____ (Last) _____ (First) _____ (Initial)

TITLE: _____

COMPONENT: _____

DEPT/OPER: _____

LOCATION/POUCH #: _____

TELE. # _____ ALT. # _____

CHECK APPROPRIATE CORRECTION (CIRCLE)

Addition Deletion Change

Hq. Directory _____

Field Directory _____

Who, What, Where & How Sec. _____

ARE YOU A RUNNER?

If you are a GE runner and are interested in finding out more about the "lean and agile" GE teams for the Corporate Cup Relays and other competitive events, please send your name and GE mailing address to:

Jack Berkery
GE Corporate Research
and Development
Building 37, Room 333
1 River Road
Schenectady,
New York 12345

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GENERAL ELECTRIC
U.S.A.

UPDATE

News and Information for GE Information Services Employees

March 11, 1983

MIS AND CAE: MAKING MANUFACTURING SUCCESSFUL

"Overall, our manufacturing strategy is to provide solutions in all phases of the manufacturing process, from product design to the factory floor," said Pat Horgan, manager, manufacturing programs. "Ideally, we would offer solutions to every manufacturing problem. Of course, this is an ambitious goal, but we believe that our customers

will increasingly want a single vendor for solutions."

To succeed in the future, Pat explained, a vendor must offer three things. "First, we must provide software, and we are continuing to increase our software offerings as fast as we can. Second, we must offer professional services—consulting, product expertise, systems design, pro-

gramming, and maintenance—and we have a growing depth of expertise in SDC and LTI.

"Finally, we must have flexible delivery—software and services must be available through more than one delivery method. We already offer in-house licenses, remote computing, or turnkeys."

In this highly competitive market, Pat and the members of the manufacturing program are working to leverage GE Information Services

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Key Managers Meet: Key managers from throughout GE Information Services gathered late in February to hear an update on the direction of our business. President Greg Liemandt (left) opened the session, and overviews of the operations were presented by Art Marks, senior vice president, Programs Management Operations, Mike Emmi, senior vice president, Sales and Services Operations, and Ray Marshall, senior vice president, Technology Operations. At the conclusion of the formal presentations, Greg presided over a question and answer session. The dialogue covered many issues, including our acquisition strategy, investment strategy and how to make the matrix more effective. Executive Vice President and Sector Executive Larry Bossidy spoke to the managers at dinner that evening.

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strengths. "One of our great advantages is our sales force. We can cover massive amounts of ground. So, as our offerings increase, we can be assured of effective distribution, and distribution has emerged as a key variable to success in the industry.

"Our author program helps us to fill holes in our product line and offer a broader product line. This not only generates revenue from sales of the author products and services themselves, it also pulls through sales of our other products and services and helps establish us as the single source for more manufacturing information products."

CAE AND MIS

The manufacturing program is divided into two sub-programs: computer aided engineering (CAE) and manufacturing information systems (MIS). CAE, under Dave Bruce, consists of product de-



Pat Horgan

sign and development. MIS, under Jim Macoice, covers the information needs of the production process itself.

"In CAE, GE Information Services offers application software used by manufacturers to assist them in the design and development of new products. We also provide numerical control language capability to assist in the automation of part production.

"This software comes from our own library and from several authors. We are constantly seeking new offer-

ings that the market wants and needs. We are expanding our NC product line, a business we have been in for fifteen years. In addition, we are also looking at technologies such as process planning, networking, and group technology. These will enable us to offer such functions as parts classification and electronic transmission of engineering drawings.

"A major advantage of CAE is the reduction of the need to build prototypes. For our customer, generally a Fortune 500 discrete manufacturer, that means lower costs, faster product introductions, and increased market share.

"CAE is also a successful door-opener. It gets us in at high levels of the company and we have good pull through," Dave continued. "We have

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SOFTWARE ENGINEERING ON OLOS

The Engineering Department, continuing its efforts to improve productivity and quality, has released the Software Engineering

Standards in handbook form. The repackaged standards manual is easier to use and less costly to maintain. It can now be ordered through OLOS (# 0000.43).

Undergoing review for approval is a Standard for Project Management Plans, the last standard to be included in the manual.

THE MIMS SYSTEM—NEW OFFERINGS AND ENHANCEMENTS

MIMS LANGUAGE UPDATE—VERSION 9.07 (License Only) (available 1-1-83)

- ENHANCEMENTS:**
- Request compilation added
 - Database Integrity
 - Storage Utilization Improved
 - MRP Capacity Increased
 - Multi-User Read Only Capability Added
 - 3270 Color Control Added
 - Rescheduling Portion of MRP Module Improved

MIMS-MFG MATERIAL MANAGEMENT SYSTEM

(available 1-1-83)
Plans and schedules the flow of materials through the factory

ENHANCEMENTS: • Enhanced Screens • Multi-User Capability • Menu Driven Option

MIMS-MFG SALES ORDER MANAGEMENT (SOM) (available 3-1-83)

Monitors and controls sales orders from order entry through shipping

FEATURES • Customer File Maintenance • Sales Order Entry • Tie-In to Master Schedule/MRP • Shipping Control • Performance History

MIMS-MFG SHOP FLOOR CONTROL (SFC) (available 3-1-83)

Those subsystems necessary to plan and control the resources on the shop floor

FEATURES • Work Center Control • Routing Control • Production Activity Control • Capacity Planning • Expanded Product Costing Subsystem

MIMS APPLICATION DEVELOPMENT FACILITY (ADF) (available 3-1-83)

Designed to improve the quality and productivity of every phase of the process of developing MIMS System applications

FEATURES • Maintains extensive documentation and reports it by subsystem • Automatically loads definitions for an existing application • Generates the DBDEF code for a defined application

- Establishes naming conventions and documentation standards
- Supports Design, Release, and Obsolete stages of data items
- Easy-to-use, menu-driven system

HOST LANGUAGE INTERFACE

(to be announced)

Allows procedural programming languages such as COBOL, PL/I, Assembler, FORTRAN, etc., to access a MIMS database directly without using the MIMS non-procedural language

FEATURES

- Initial version supports COBOL
- Full database access capability: read - write - navigate
- Full external file I/O capability (through COBOL)
- Batch Only

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had MIMS® Systems opportunities because of CAE."

THE MIMS SYSTEM

"The cornerstone of our MIS strategy is the MIMS System," said Rollin Stanton, MIMS product manager. "The MIMS System had a tremendous year in 1982, growing by 77 percent. In 1983, we want to continue its growth and penetration."

Plans for 1983 call for extending and improving MIMS®-MFG, the manufac-

turing package written in the MIMS language. More modules will be released during the year both to enhance the attractiveness of MIMS-MFG to prospective customers and sell to the existing MIMS System user base. The basic language capabilities will also be expanded. (See accompanying article.)

The development of MIMS-MFG illustrates how the manufacturing program and MIMS Systems respond to changing customer needs. "Initially," said Pat, "the MIMS System was a cus-

mized solution. As the market shifted to packages, we introduced the MIMS-MFG package. With MIMS-MFG, a customer receives all the benefits of a package, such as lower cost and fast implementation, as well as the technology of the MIMS System.

"Today, we can successfully compete in the package market by emphasizing MIMS-MFG. SDC provides the implementation expertise and customizes MIMS-MFG as necessary for each customer," Pat said.

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MANUFACTURING

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It has been a few years in the making, but the MIMS System is taking off. "The MIMS System is a fundamentally new software technology, a fourth generation language," explained Pat. "There were a lot of questions about it when we started. Did it have a market niche? Could it coexist with other languages?

"Our success has answered those questions. The technology is becoming accepted in the data processing community. People are realizing the power of a product like the MIMS System.

"We have found that the MIMS System has an attractive market. About 20 percent of all IBM mainframe installations are license candidates and RCS candidates are everywhere. That's a pretty large niche, and it will keep us busy. We have solved the technical problems with the multiuser MIMS System, and the sales force is now more at ease with the product than when we started.

"We are also stressing the importance of RCS to the MIMS System," continued Pat. It offers impressive productivity gains, but has a long lead time. To enjoy those benefits earlier, customers can start with MIMS-MFG on RCS and later have the option to convert to a license.



MIS makes manufacturing data meaningful.

They get to know the MIMS System sooner and become comfortable with it. Many users stay on RCS indefinitely.

"A quick look at some of our customers: Hughes Aircraft, Lockheed Missile and Aerospace, TRW, Ford Aerospace, and Fairchild Aerospace indicates that the technological leaders in defense electronics and manufacturing technology have recognized the MIMS System as a state of the art manufacturing information system. Their license purchases and continued RCS use confirms that GE Information Services has a product that has an excellent fit with the requirements of a specific segment of the manufacturing marketplace.

"We expect the MIMS System to continue growing at a very aggressive pace over the next several years," said Pat.

PLANS

"The key strategic issue is to determine where the market is going in the mid to late 80's and be positioned for it. There is a trend toward integrated systems, not just stand alone applications, but applications that work with each other," said Pat.

"In manufacturing there is also a trend towards dispensing and collecting information directly to and from the factory floor," continued Pat. "This area, which we call factory data collection, is the greatest opportunity for productivity improvement in the factory today."

The manufacturing program is also studying the factory data collection system's marketplace. "We are looking at a variety of ways to develop that system, internally or with others," said Pat. "The theory is to develop

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MANUFACTURING INFORMATION FILES ON-LINE

To provide quick answers to common manufacturing questions or a schedule of manufacturing courses or a copy of a customer account qualification, etc., a set of files has been set up on the DY28 catalog. The files can be easily listed by using "EDI PAG xxxxxxxx" where xxxxxxxx is the name of the file. The files are as follows:

CAE—Computer Aided Engineering

1. CAEINFO - Q & A's on the CAE Product Line
2. NCINFO - Q & A's on the NC Product area

3. CIPINFO - Q & A's on the CAE-In-Plastics program
4. CAECLASS - Chronological schedule of upcoming CAE, NC, and CAE-In-Plastics training courses
5. CAECOURS - Brief description of CAE training courses
6. MCAPINFO - Description of Mold Cooling Analysis Program (MCAP)
7. TMCINFO - Description of Tooling & Molding Cost Analysis Program
8. MFINFO - Description of Computer-Aided Plastic Mold and Part Design program (MOLDFLOW)

MIS—Manufacturing Information Systems

1. MIMSINFO - Q & A's on the MIMSSystem Line
2. MIMSPROD - Description of 1983 additions and enhancements to the MIMS System line
3. MISPRICE - Complete price list of MIS offerings
4. MISQUEST - Copy of MIS Account Qualification Questionnaire
5. MISCLASS - Chronological schedule of upcoming MIS courses
6. MISCURS - Description of MIS

- training courses
7. PICINFO - Detailed description of Production and Inventory Control Seminar (PICS)
 8. MFGCOMP - Detailed analysis of MIMS competitors, their products, key features, and the competitors' strengths and weaknesses
- NOTE: This 'MFGCOMP' is a menu driven program that a DY28 user can use to select which competitor he wishes to view. To access this program type "RUN MFGCOMP." You will then be prompted for your selection.

MANUFACTURING

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a factory data system that will integrate either the MIMS System or other manufacturing systems. It will also connect to many data collection devices and feed the information it collects into the manufacturing system.

"This is a major project and will not be ready until at least 1984. In the meantime, we will continue to exploit other growth opportunities, such as authors and acquisitions.

"We would be interested in looking at companies with IBM-based COBOL, manu-

facturing-specific products," said Pat. "Those whose products have both a license and RCS component. We are particularly interested in products that integrate with financial and order service applications.

"We are also starting to focus on authors who have manufacturing software packages that we do not offer. We are looking for authors who fill out our product line."

In the CAE area, the emphasis will be on implementation. "We are building momentum, and in '83 we will continue to improve," said Pat. "We already have a tre-

mendous set of products—mechanical design and numerical control software, consulting expertise at CAE-I and multiple delivery. We're years ahead of our competitors. We just have to get better at capitalizing on the opportunity and sell what we have more efficiently."

The manufacturing program is working to become the single source vendor for manufacturing solutions. "We have not solved all the problems," concluded Pat, "but we've put a big dent in them and will continue to make great strides." △

FOUR FROM FINANCE RECOGNIZED

The Finance Operation recently recognized the outstanding achievements of four employees. Al Blackburn, vice president, Finance, and Leo Ramer, vice president and comptroller, presented the awards to Charlie Harp, manager, credit and collection—affiliates, Din Kurawadwala, senior specialist, corporate reporting and administration, Marilyn Stewart, manager, disbursements accounting, and Janet Whitcomb, specialist, revenue adjustments.

CHARLIE HARP

Among his many accomplishments in 1982, Charlie was recognized for his development, with Al Ertel, of an international direct sales billing system for customers located outside of the U.S. but not serviced by and affiliate or distributor. He established an escrow account in Mexico, with the assistance of Corporate Foreign Finance, which has helped meet General Electric's peso requirements. He also coordinated the transfer of the administration of the government accounts to credit and collection and was the project leader in establishing automated drafting from our customers' bank accounts.

DIN KURAWADWALA

Din was recognized for implementing several improvements to general and tax accounting routines last year. His revised procedures for updating the plant and equipment subledger resulted in two and one-half days saved each month. He worked with the Systems Operation Department to establish a new shipping notice routine that resulted in both the timely updating of plant records and the elimination of a substantial backlog.

MARILYN STEWART

Marilyn's contributions to implementing the use of microfilm equipment in accounts payable has brought her recognition. She has responsibility for setting up the system, and has obtained the equipment and insured that it was installed and working properly. She developed the paperwork flow, designed the error recovery routines, and produced an instruction manual for users of the system. In addition, she established procedures to ensure quality images from the processed film.

JANET WHITCOMB

Her contributions have allowed revenue recording to respond to unusual demands. Because of personnel changes, the group found itself shorthanded, and Janet took on a tremendous work-



From left: Marilyn Stewart, Al Blackburn, Din Kurawadwala, Leo Ramer, and Janet Whitcomb.

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load while maintaining her accuracy and timeliness. She also made major contributions to the stepped-up efforts to clear customer disputes and resolve customer payment problems by processing customer credits and rebills on very short notice.



Charlie Harp (left) and Al Blackburn.

1982 S&SP PRICES

Here is the report on average prices used in the Savings and Security Program for GE Stock, Mutual Fund, and Holding Period Interest Fund to credit participants' accounts each month in 1982. The Long Term Interest Fund price for the last day of each month is also shown, as well as year-to-date annual income rates for both the HP and LT Funds.

The prices listed in this report are used for crediting accounts, but should not be used as the cost of shares or units for income tax purposes. "Tax cost" for securities acquired under S&SP is calculated for employees according to Internal Revenue Service regulations. The figures are furnished on the annual "tax information statement" issued shortly after each S&SP payout.

Employees should read their Prospectus before making any change in investments.

Month	Stock Price	Mutual Fund Price	Price	Holding Period Fund			Long Term Fund	
				1980	1981	1982	Price	YTD Annual Reinvestment Income Rate
Announced HP Fund Rate				10.75%	13.00%	16.25%		
January	\$58.075	\$24.957	\$10.00	11.0%	13.2%	16.5%	\$ 8.95	14.7%
February	\$61.434	\$24.794	\$10.00	11.0%	13.2%	16.5%	\$ 9.05	14.8%
March	\$61.011	\$24.397	\$10.00	10.9%	13.2%	16.5%	\$ 9.04	14.9%
April	\$64.321	\$25.404	\$10.00	10.9%	13.2%	16.5%	\$ 9.19	15.0%
May	\$63.269	\$25.377	\$10.00	10.9%	13.2%	16.6%	\$ 9.24	15.0%
June	\$61.688	\$24.212	\$10.00	10.9%	13.2%	16.6%	\$ 9.00	15.1%
July	\$66.607	\$24.286	\$10.00	10.9%	13.2%	16.6%	\$ 9.29	15.1%
August	\$67.938	\$24.563	\$10.00	10.9%	13.2%	16.6%	\$ 9.79	15.0%
September	\$76.089	\$27.194	\$10.00	10.9%	13.2%	16.6%	\$10.18	15.0%
October	\$82.357	\$29.401	\$10.00	10.9%	13.2%	16.7%	\$10.59	14.9%
November	\$89.798	\$30.840	\$10.00	10.9%	13.2%	16.7%	\$10.69	14.9%
December	\$94.864	\$31.167	\$10.00	10.9%	13.2%	16.7%	\$10.86	14.8%-a)

(a-At December 31, 1982, the net current yield of the long term investment portion of the fund was 11.1%)



"MODCON" receives its charter: Jack Mulford, vice president and manager, Employee Relations Operation, recently presented MODCON's Junior Achievement Charter to the company's officers: (from left) Pat Young, Bob Graham, Jack, Chuck Cosson, president, Galit Goldstein, and Christine Levin. The company is just setting up production of its product, a cork board for messages. Each semester JA companies are sponsored by GE Information Services to promote the entrepreneurial spirit among high school students from this area.

NEW MARKLINK® TERMINAL HARDWARE

"We will be adding a new series of MARKLINK Terminal hardware to our current offering," said Cathy Michalak, marketing manager, distributed processing products. "They are based on TI's recently announced series of minicomputers—the business systems 300, 600, and 800.

"These new systems offer improved price/performance characteristics and cover the range from a \$12,000 single-station device to a very large and powerful system with up to 16 stations, 1.0 megabytes of memory, and 384 megabytes of disk storage," she explained.

In addition they have

printers and a high and low-speed communications capability, including remote stations. "The software," she noted, "is designed to be fully compatible with the entire range of offerings including the current MARKLINK Terminal 990s."

The new models are:

- The Model 300—This is the low-end model and competes very well with personal computers if the customer needs two or more workstations and shared local data base. Each system can support up to six CRTs—local and remote. Each CRT can support a serial printer and there will be one high-speed communications port in a

configuration. The memory range is 128-515 MB and storage (Winchester only) is 5-172 MB plus the back-up media.

- The Model 600—This is an almost exact replacement of the current MARKLINK Terminal configuration (990/10). It can handle up to 16 CRTs, 4 printers, 6 communications ports now. The memory range is 256-1024 KB, and the storage consisting of Winchesters and CD 1400s is almost unlimited. (For practical purposes, a maximum of 384 MB is suggested.)

- The Model 800—This will replace the Model 990/12. This high-capacity system, offering greater processing speed, will support up to 16 CRTs, 4 printers, 6 communications ports, and its memory range is 512-1024 KB, with storage of 43 MB to 384 MB.

Cathy's group is currently taking orders for all the new systems. The Models 600 and 800 are ready to be installed, and the Model 300 in the second quarter of 1983.

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Editor: G.C. Barnes

General Electric Information Services Company

GENERAL ELECTRIC
U.S.A.

UPDATE

News and Information for GE Information Services Employees
November 15, 1983

NEW DIAL COMM SERVICE OFFERS COST SAVINGS, BETTER QUALITY

When it happens, you probably won't notice anything different, except that DIAL COMM will be easier to use, cheaper, and will get you connected to anywhere in the U.S. And that's a lot!

The new DIAL COMM, serving all of General Electric, has been in the works since early this year and most of the work of laying new lines, converting to a new switching system, and adding satellites is nearly complete. The cutover will

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TIME TO GIVE A HELPING HAND

"My personal goal is to get everyone to participate and to do a little better than they did last year," said Zigi Quastler, 1983 United Way Chairman for GE Information Services Company.

The annual drive at GE Information Services began on November 10 and will continue through December 2. "This year's theme is 'join hands in helping,'" said Zigi. "To me this means that in this one opportunity, all of us together can help all the members of this community."

Zigi pointed out that one gift to the United Way goes to help support the services of over 200 human care agencies. "The agencies include everything from the American Red Cross to the Boy Scouts, Girl Scouts and boys and girls clubs. United Way agencies provide a full range of services to all of us and our neighbors."

General Electric Company strongly supports the United Way. Donations are actively solicited, and GE In-

cont'd. on p. 2



Getting ready for the campaign: (from left) Bettye Wolfe, Jim Burns, Zigi Quastler and Rick Walsh winding up last minute details.

UNITED WAY

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formation Services people have always been leaders among the GE components in the Washington area in supporting the campaign.

"For the last few years," Zigi went on, "GE Information Services people have pushed the 90 percent participation rate. I would like to see that go even higher. Since nearly one in every three people in the National Capital area—nearly one million people—were helped by one or more of the United Way agencies, this campaign makes it a very effective way of supporting this effort."

Nearly 75 volunteers at

GE Information Services in Rockville are soliciting for this year's campaign. They join over 70,000 others in the National Capital area, who annually volunteer to help the United Way Campaign, the United Black Fund, and their agencies. This campaign is the largest single fund-raising effort in the Washington area.

This year's department coordinators helping with the campaign are: Mark Asel, Finance; Jim Burns, Engineering Department; Phil Fabrizio, Marketing Operation; Jean Jolkovski, Information Processing Department; Christine Morgan, Sales & Marketing Services; Judi Myers, Inter-

national Sales & Services; Barbara Nutt, Employee Relations Operation; Katie Shea, Software Products Operation; Rick Walsh, Communications Department and Project Integration Office; and Bettye Wolfe, Legal Operation.

It is important to know that three years ago, the procedures for contributing were changed to make giving a personal private commitment. Envelopes are returned with no marking indicating whether there is a contribution or not. Please take the first opportunity to return your pledge card with your contribution.

SALES, EARNINGS RISE AS RECOVERY BROADENS IN 3RD QUARTER

Sales of General Electric in the third quarter of 1983 were \$6.55 billion, compared with the \$6.39 billion reported for the third quarter of last year, Chairman Jack Welch reported on October 11.

GE earnings in 1983's third quarter were \$499 million, compared with \$451 million in the third quarter of 1982.

For the first nine months of 1983, sales were \$19.37 billion. For the same period

of 1982, sales were \$19.04 billion.

Earnings for the first nine months of 1983 were \$1.445 billion, compared with \$1.293 billion for the first three quarters of 1982. During the first nine months of 1983 the company achieved a profit rate of 7.5 cents on each dollar of sales.

Commenting on the outlook for GE, Welch stated:

"During the third quarter, the recovery broadened from consumer durables and related components as incoming orders increased for general purpose industrial equipment and factory automation products. Markets that traditionally lag a recovery, such as heavy capital and non-residential construction equipment, remained soft, and export orders are hampered by the strong dollar. The extension of the domestic economic recovery, together with the ongoing excellent performance in consumer and high technology and services businesses, will continue to sustain GE's earnings growth through the rest of the year."

DIAL COMM

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occur during the weekend prior to December 12, so that everything will be ready to go on that Monday morning.

This effort has been managed by Bill Pomeroy, manager, corporate telecommunications operation, Communications Department. The new DIAL COMM will be able to accommodate 250 million call minutes per year, as opposed to the 170 million call minutes per year currently available.

"Another very important change," said Sam Wenck, facilities specialist, Informa-

tion Processing Department, who is working on the change-over in Rockville, "is that the entire U.S.—including Alaska, Hawaii, and Puerto Rico—will be covered by DIAL COMM." Sam also noted that the quality of service will be improved, and additional lines will be available to ease access.

Along with improved service quality, the new DIAL COMM may make possible savings up to \$6 or \$7 million for all of GE per year. "But that will only happen if everything uses DIAL COMM all the time. With easier access, better quality, and blanket



U.S. coverage, using it will be easier to do."

New DIAL COMM Directories, dialing instructions, and stickers will be distributed prior to the cutover next month.

Everyone said it couldn't be done, but Frank Cornell, senior systems specialist (right), looked at the problem a little bit differently and found a legitimate solution. The problem was that the weekend maintenance window is used to free up large blocks of storage, and no one could find a way to do this on-line, thereby doing away with the need for file system downtime on weekends. Frank developed an on-line capacity that is used during the week and has reduced the weekend maintenance window. Larry Rollins, manager, file system performance, Engineering Department, presented Frank with an Engineering award for his solution and is looking around for other things that 'can't be done' for Frank to take on.



MAKE THE REFERRAL LOOP



GET IN THE REFERRAL LOOP

Beginning this month, employees of GE Information Services Company and its affiliates will be eligible for a \$1000 net award for the referral of any exempt level employee candidate that results in a hiring.

"We have revised the program to include the affiliates," said Don O'Grady, staffing specialist, Employee Relations Operation. "We're interested in your referrals and have made the process easier and more rewarding."

Don noted that brochures on the revised program, which replaces any existing program, are being sent to each office. "The posters have a pocket with a referral form and a return envelope so that it will be easy to make the referral."

All active GE Information Services and affiliate employees may refer as many candidates as they like, with the following exceptions: Level 15 and above; all exempt Relations personnel;

managers with direct reports; and individuals with recruiting responsibilities in their job descriptions.

Any qualified candidate may be referred provided the candidate has not been contacted through any source within the previous six months and is not a GE employee on any authorized absence status.

A complete description of the referral program, which will run through December 1984, is in the brochures that are being sent to all employees.

ORION PROJECT UPDATE

During the last eighteen months, the Engineering Department has been evaluating two mainframe systems as a replacement for the currently installed Honeywell DPS 8/70 system. In March, the NEC S-1000 system was installed in the Engineering Development Facility, and this was followed by the installation of the Honeywell DPS 88 system in June. The DPS 88 system was the first such system installed outside of the manufacturer's plant in Phoenix.

Dave Rupley, Honeywell's project manager for the DPS 88 project, visited the Maryland Center recently to see the DPS 88 environment. Dave explained that the DPS 88 has used advance circuiting, packaging, and architecture design.

Current Mode Logic (CML) circuitry, which has been extensively used throughout the system, is typically five times faster than the

conventional TTL circuitry used in the DPS 8/70. The circuits are housed in a three inch square micro package that can contain up to seventy chips.

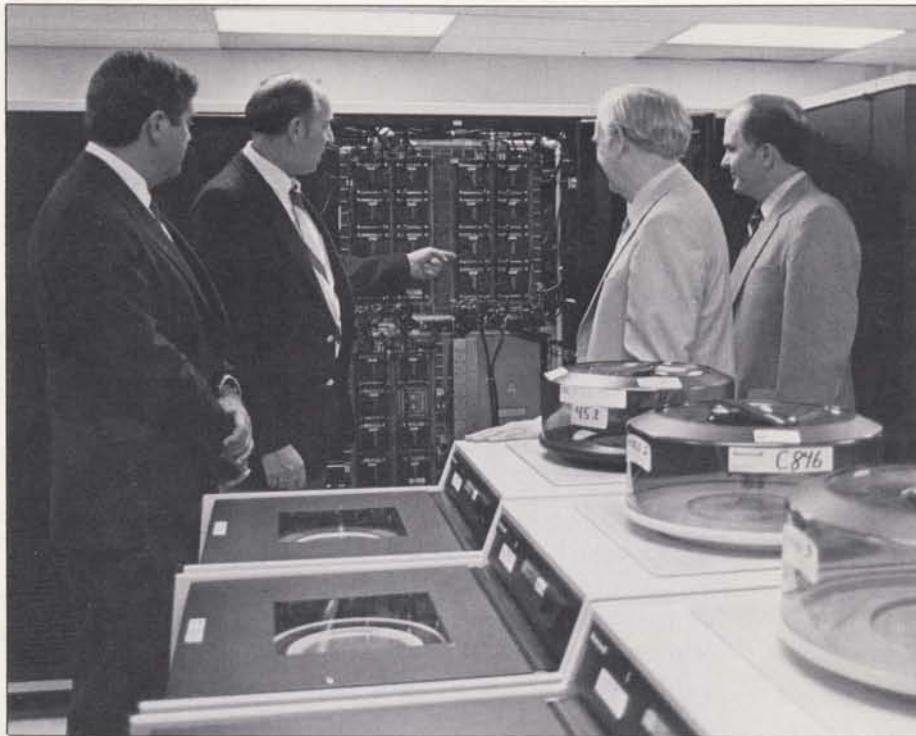
This micro package can contain the same amount of circuitry that is currently placed on two 12-inch square printed circuit boards using TTL logic. Sixty-four of these micro packages are located on a module that is visible within the cabinet. Liquid cooling has been used to remove the heat from the hardware components. This meth-

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od of cooling is more efficient and faster than air cooling and it also permits higher density of micro packaging.

Since June, this DPS 88 system has been undergoing intensive testing by Engineering personnel in order to evaluate its performance potential in MARK III® Service commercial environment. The evaluation period concluded in October, and a final selection of the next mainframe system that GE Information Services will use in its Super-centers is expected by the end of the year.

—Jim Porter



Dave Rupley (second from left) points out the packaging of the new circuit technology to George Fiske, Honeywell Branch Manager (left), Jim Porter, ORION project manager (second from right), and Gary McIrvin, MARK III Systems manager (right).

Impressive savings: Warner Sinback (left), manager, telecommunications public affairs, and Dick Fazzone, specialist, telecommunications affairs, were recently honored by Ray Marshall (left), senior vice president, Technology Operation, for their outstanding efforts in getting nearly \$30 million in FCC access charges reduced to a few million. Both were presented with management awards that were, as GE Information Services President Walt Williams said, "the largest I have ever had the pleasure to give out." Both Dave Sherman, Associate General Counsel, and Bill Pomeroy, manager, corporate telecommunications operation, were cited for their contributions to this achievement.



MILESTONES

Congratulations to the following employees who have celebrated service anniversaries in August, September, October, and November.

AUGUST

Robert Newbold <i>(Schenectady)</i>	40
Martin Drabek <i>(Brook Park)</i>	35
Joseph Adams <i>(Brook Park)</i>	30
Jack Fowlkes <i>(Schenectady)</i>	25
Panos Galidas	25
Janice Urbanek	25
Norm Otis	20
Rasph Stotz	20
Rod Smith	20
Robert Rittenberry <i>(Nashville)</i>	20
Floyd DeAndrade	15
James Rossini	15
Seymour Witcoff	15
John Wood	15
Nels Balwit <i>(Schenectady)</i>	10
Carol Bretagne <i>(Nashville)</i>	10
Richard Bretagne <i>(Nashville)</i>	10
Ron Manzi <i>(Brook Park)</i>	10
James O'Sullivan	10
Susan Payne	10
Russell Ryan	10
William Ryder	10
Patricia Tallman	10
Joan Bennett	5
Sue Ellen Burdette	5

Rochelle Cohen	5
Priscilla Foreman	5
William Garrett	5
Tina Jones	5
Joanna Jordan <i>(Schenectady)</i>	5
Robert Mayberry <i>(Nashville)</i>	5
Joseph Loughry	5
Robert Paskvan <i>(Brook Park)</i>	5
Jeffrey Porterfield	5
SEPTEMBER	
Lenore Schermerhorn <i>(Schenectady)</i>	40
James H. Wylie, Jr.	35
Donald S. Munger <i>(Schenectady)</i>	25
Kenneth J. Barnes	25
David O. Bratlie <i>(Schenectady)</i>	20
Frank G. Cornell	20
Winnie DuVall	20
David F. Foster	20
Harry Haraseyko	15
Patrick J. Horgan	15
Gabriel R. Yateem	15
William J. Delaney <i>(Schenectady)</i>	15
Morris D. Patterson	10
Mannie Roberts, Jr.	10
William R. Terry <i>(Schenectady)</i>	10
Frank A. Upshur <i>(Schenectady)</i>	10
Alexander Virgilio <i>(Schenectady)</i>	10
Gary L. Bennett	5
Leslie H. Brown	5
James K. Cudjoe	5
Peter J. Culican	5
Joseph M. DuJack	5
George K. Falwell	5
Chris E. Hansen <i>(Brook Park)</i>	5

Diane Y. Harris	5
Carol L. Herrick	5
Leroy R. Hodge	5
James M. Lapointe <i>(Schenectady)</i>	5
Charles H. Leighton, IV <i>(Brook Park)</i>	5
Stanley M. Masterson <i>(Schenectady)</i>	5
Francis X. Splane	5
Hin Szeto	5
David C. Tocus	5
Charles A. Turpin	5
Lowell T. VonEgger	5
OCTOBER	
Karl H. Timmerman <i>(Schenectady)</i>	35
George Heath	25
(Schenectady)	15
Elizabeth M. Wadsworth <i>(Schenectady)</i>	30
Robert Penny	15
Nancy Cheng	15
Douglas C. DeRidder <i>(Schenectady)</i>	15
Jean Kmiecik	15
(Schenectady)	15
Alton Palmer <i>(Albany)</i>	10
John H. Voss	10
(Brook Park)	10
Marie Erkes	10
(Schenectady)	10
Mark Roache	10
Paul Wang	10
Cheryl Witt	10
Thomas Barczyk <i>(Brook Park)</i>	10
Richard Burich	5
Linda Burton	5
Martha Mostovych	5

Leonard Costa
 (Burlington)
 Leon Deaderick
 (Nashville)
 John Ebaugh
 George Ewing
 Hillary Gobert
 (Brook Park)
 Denise Johnson
 Michele Kerr
 Pauline Kwan
 Elaine Lee
 Evelyn Lifset
 Carol Moriarty
 Gary Muetzel
 (Brook Park)
 Steve Nelson
 Joseph Saur
 Diane Serabian
 Saul Taylor
NOVEMBER
 Edward Magnusson
 (Albany)
 Dick Erdmann
 Jesse L. Garrett
 (Brook Park)
 Charles M. Harp
 Richard R. Skinner
 (Erie)
 Linda Woodard
 Martha Adgerson
 Emil F. Dietsch
 William Codrington
 (Brook Park)
 Marshall R. Field
 Donald Fox
 Roseann A. Grupenhoff
 John M. Kondo
 D. Thomas Mack
 Michael Melas
 Leon A. Molye
 Amara Peterson
 James M. Rowley
 Gail M. Swartz
 (Brook Park)
 Barbara Thompson

SENSING SESSION ACTION PLANS ON TRACK

The following are the action plans that came out of the sensing sessions last spring and how they are progressing:

	Short Term Plans	Status
5	Revised Delegation of Authority	In process; release targeted before year end.
5	Announce Variable Compensation Study	Completed
5	Share Strategic Plans	Completed July 1983
5	Walt Williams Philosophy Statement on Employee and Management Development	Completed November 1983
5	Walt Williams Roundtable	First session set for November 18, 1983
	Long Term Plans	Status
35	Reinstate Employee Development Studies Program	Completed
10	Publish Who's Who	On hold
10	Develop new self-nomination system	Targeted December test and January 1 release
10	Communicate new organization	Completed
10	Develop management communication system	On hold
10	Continuing strategy/results communication	Continuing program
5	Implement new Variable Compensation Plan	In process: on track for meeting 1-1-84 implementation.
5	Address career paths	On hold until first quarter '84
5	Office automation investigation	In process
5	Calibration/improvement measurement mechanism	Slated for first quarter '84
5	Measure feedback given by managers	Slated for first quarter '84

NEW BENEFIT TO BRING SPECIAL TAX 'BREAK' SOON

All GE employees will soon have the opportunity to reduce the income tax withheld from their paychecks while, at the same time, accumulating a sizable amount of savings and investments.

General Electric has added a "deferred pay account" to the Savings & Security Program. This new option will permit employees for the first time to take advantage of a special tax shelter approved by the federal government and still receive the 50 percent S&SP matching contributions from GE.

Dick LeFebvre, compensation and benefits manager, Employee Relations Operation, said this option will go into effect on March 1, 1984. "This is good news for everyone who's been trying to save more money," he added, "because Uncle Sam is making it easier to legally reduce our current taxes if the primary purpose of the savings is for retirement."

In brief, here's how the deferred pay option will work.

- You decide how much of your GE earnings you want to "shelter" from current income taxes. It can be as much as 7 percent of your pay.

- You decide how you want to invest this tax-sheltered, deferred pay. You can pick from three of the Savings & Security Program's regular investment media—the Holding Period Fund (currently paying about 13 percent interest), the S&SP Mutual Fund, and GE stock. HP Fund units in this account are converted to Long-Term Fund units after the equivalent three-year holding period.

- Each payday GE contributes the amount you defer to a special account in your name within the Savings & Security Program. That amount doesn't count in your taxable income for that pay period so less money is withheld from your paycheck for federal income tax.

- Your investments accumulate and grow in your account. You receive them when you retire from GE, or

if you leave the company before retirement.

- You get another tax "break" when you receive your payout because of favorable tax laws covering such payouts. You'll probably pay less taxes in total than if you had not been in this deferred pay option.

Dick emphasized an employee doesn't have to be a current participant in the Savings & Security Program to take advantage of this new option.

"A regular S&SP account can be started for you at any time," he explained. "This will entitle you immediately to the 50 percent matching payment, and by being in S&SP when the new option begins next March, it's likely that selection of a Deferred Pay Account will increase your take-home pay at that time."

Complete details on this latest improvement in GE employee benefits will be provided before the start of the enrollment period which will be early in 1984. (See following article for more information.)

DEFERRED PAY ACCOUNT: HOW IT FITS INTO S&SP

The chart on the next page shows how the new De-

ferred Pay Account fits into the nearly 25-year-old S&SP

program. The increased flexibility of S&SP is apparent in this chart. You'll have more choices than ever before to select the financial invest-
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ments you feel best meet your needs.

Depending upon a participant's choice, monthly credits to an individual's S&SP portfolio will go into two or three separate accounts—Employee Contributions, Deferred Pay, and Matching GE Payments. These are shown as boxes at the top of this chart.

EMPLOYEE CONTRIBUTIONS

Deferred Pay is the newcomer to GE's Savings & Security Program. You'll be able to authorize GE to de-

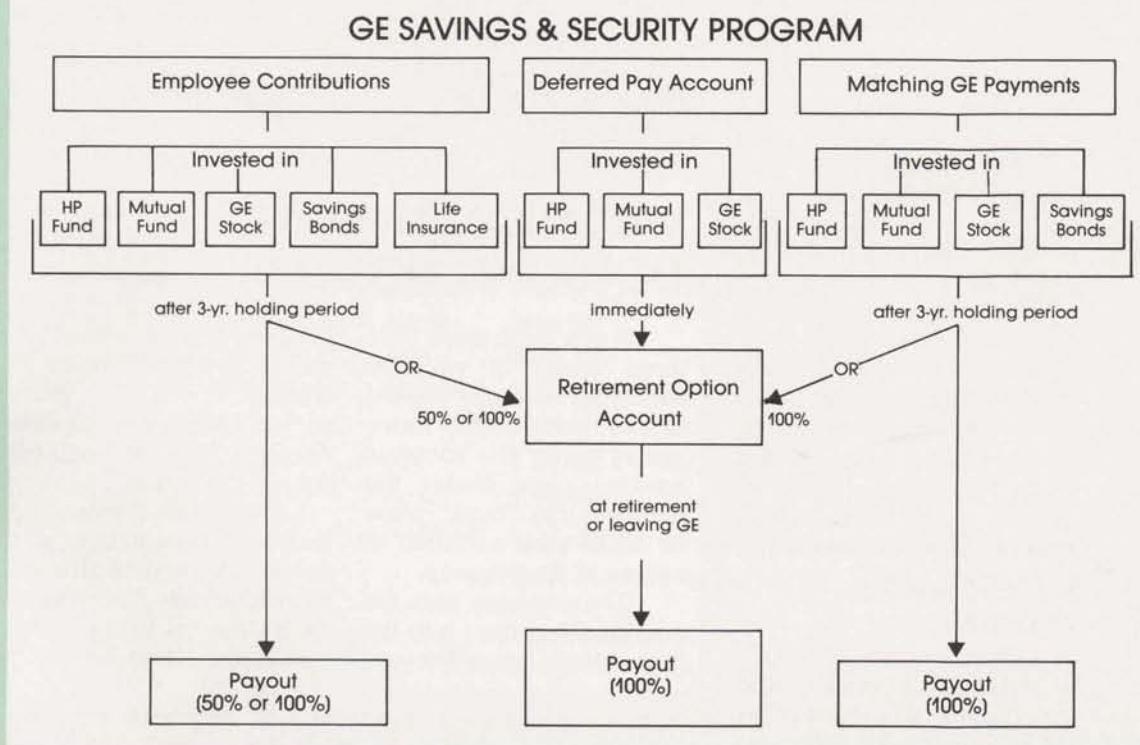
posit up to 7 percent of your pre-tax earnings into this account in your name.

This is the S&SP account which will enable you to reduce the amount of federal income tax withheld from your paycheck. The higher the percentage of your earnings you elect to have deferred, the more your current taxes will be reduced.

As shown on the chart, you'll be able to direct the company to invest your deferred earnings in the HP Fund, the mutual fund, and GE stock in any combination

that adds up to the percentage of earnings you wish to have deferred.

To the extent you make use of this Deferred Pay Account, you'll be able to use the Employee Contributions account less. For example, suppose you have 7 percent of your earnings deferred. That 7 percent would be subtracted from the total of 17 percent that might have gone into Employee Contributions, and you'd have a limit of 10 percent in Employee Contributions.



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It's important to understand that you can get the 50 percent Matching GE Payment when you defer pay. You'll get that from GE regardless of which of these two accounts (Employee Contributions or Deferred Pay) you use. Your maximum matching payment from whatever combinations you choose will still be 3.5 percent of your earnings (half of 7 percent).

Chances are that many S&SP participants will have both Deferred Pay and Employee Contributions credited to their accounts. That's because the purchase of S&SP life insurance and U.S. Savings Bonds can be made only through Employee Contributions—not through the Deferred Pay Account.

For example, if you wanted to have 7 percent of your pay deferred and still have life insurance coverage under S&SP, you'd designate 7 percent of your earnings for the Deferred Pay Account and 1 percent as an Employee Contribution for the insurance. The company would give you the 50 percent match on 6 percent or 7 percent depending upon how long you'd been an S&SP participant.

MATCHING GE PAYMENTS

This is the account (shown at the top right of the chart) where you accumulate your "bonus" for being in

S&SP. It's the 50 percent Matching GE Payment.

For every dollar up to 7 percent of your earnings (6 percent if you haven't yet qualified for a S&SP holding-period payout) you put into either the Employee Contributions or Deferred Pay, you'll get a credit of 50 cents in this Matching GE Payments account.

For example, if you have 7 percent of your pay deferred and that amounts to \$30 a week, you'd get another \$15. This would be in addition to having less federal income tax withheld from your paycheck.

You have the choice of directing your Matching GE Payments into one of four investments—the HP Fund, S&SP Mutual Fund, GE stock,

or U.S. Savings Bonds. Each month you can change that choice if you wish.

THREE-YEAR HOLDING PERIOD

When the three-year holding period is over, the investments in Employee Contributions and Matching GE Payments have similar arrangements in terms of the options you have. The Deferred Pay Account, by the federal tax law that provides you the tax shelter, must be administered differently.

DEFERRED PAY

To gain the tax-shelter advantage of this account, you must leave all your investments in this account until you retire or leave the company. The only thing that

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VACATION BANKING DEADLINE NOVEMBER 30

If you have more than three weeks of vacation each year, you are eligible to put aside some extra money under the vacation banking plan. Under the plan you can "bank" some or all of your vacation in excess of three weeks.

The company puts the pay for those days into the Retirement Option Account

in the form of securities you choose from the S&SP choices. If you don't have an S&SP Retirement Option Account, then one will be opened for you.

Personnel Accounting has sent information and necessary forms to all eligible employees. Make your decision quickly—the deadline is November 30.

changes at the expiration of the three-year holding period is any HP Fund units in this account are converted automatically to Long-Term Interest Fund units.

Essentially what happens to your deferred pay is that it passes immediately into your Retirement Option Account as a special Deferred Pay Account within the ROA.

YOUR ROA

Through the years your Retirement Option Account will share in the investment

results of the media you have chosen. When you retire or leave the company, you will receive your total account balance in whichever of several ways you select. You'll probably have taxable income on this payout, but the amount of taxes you pay should be considerably less than you would have paid if you hadn't used the Retirement Option Account.

ANY QUESTIONS?

This is a simplified explanation of how the new De-

ferred Pay Account fits into the Savings & Security Program.

There are many details we haven't mentioned—such as the provisions for withdrawing funds from your accounts to meet specified financial needs.

In the weeks ahead before enrollment begins for the Deferred Pay Account, you'll get much more information about this newest GE employee benefit.

SEPTEMBER S&SP PRICES

Here is the report on the average prices for GE Stock, Mutual Fund, and Holding Period Interest Fund used under the Savings and Security Program to credit participants' accounts.

The Long Term Interest Fund price for the last day of the month is also shown, as well as year-to-date annual income rates for both the HP and LT Funds.

Month	Stock Price	Mutual Fund Price	Holding Period Fund				Long Term Fund		
							YTD Annual Income Rate (a)		
			1980	1981	1982	1983	Price	Income Rate	
Announced HP Fund Rate									
January	\$ 95.821	\$30.329	\$10.00	10.9%	13.2%	16.6%	13.3%	\$10.73	11.9%
February	\$103.375	\$30.967	\$10.00	10.9%	13.2%	16.7%	13.4%	\$10.91	11.6%
March	\$104.902	\$32.103	\$10.00	11.0%	13.2%	16.7%	13.5%	\$10.84(c)	11.6%
April	\$108.319	\$33.347	\$10.00	10.9%	13.2%	16.6%	13.4%	\$11.09	11.6%
May	\$ 53.968 (b)	\$34.671	\$10.00	11.0%	13.2%	16.6%	13.5%	\$10.91	11.6%
June	\$ 55.210	\$35.141	\$10.00	11.0%	13.2%	16.6%	13.5%	\$10.75	11.5%
July	\$ 52.588	\$35.346	\$10.00	11.0%	13.2%	16.6%	13.5%	\$10.45	11.5%
August	\$ 48.543	\$34.604	\$10.00	11.0%	13.2%	16.6%	13.6%	\$10.38	11.5%
September	\$ 51.042	\$35.674	\$10.00	11.0%	13.2%	16.6%	13.6%	\$10.53	11.4% (d)

(a) The "announced" HP Fund Rate was 10.75% for 1980, 13.00% for 1981, 16.25% for 1982, and 13.25% for 1983.

(b) Price reflects 2-for-1 split.

(c) After \$.09 Capital Gains distribution.

(d) At September 30, 1983 the net current yield of the long term investment portion of the fund was 11.2%.



Here's a sampling of the large collection of service-recognition awards becoming available in January. From left to right, they are pewter hurricane lamps (at 35 years' service), desk pen set (10 years), mantel clock (25), pewter tankards (20), pewter bowl (10), walnut dual weather system (45), brass carriage clock (15), walnut bookends (15), and pewter vase (25). Shown in inserts are (left to right) four-diamond bracelet (50-year anniversary), men's and women's wristwatches (25), silver bracelet (5), pocket knife (30), and belt buckle (5). Although none are shown for 40 years' service, there will also be a selection of awards for that anniversary. The awards will be on display in the Employee Store when they become available.

NEW AWARDS HONOR SERVICE ANNIVERSARIES

There will soon be a new look in the commemorative awards which GE employees receive in recognition of their anniversaries of continuous service with the company. The GE Service Recognition Program, beginning January 1, will give employees a choice of specially designed awards.

At every five-year interval starting with five years' service, an employee will be able to select the award he or she prefers from a collection of high-quality gifts and contemporary-style jewelry designed exclusively for General Electric.

The custom-made jewel-

ry is handcrafted, using precious metals and, at certain anniversaries, diamonds. Awards for use and display in home or office are made from solid hand-rubbed walnut or New England pewter. At selected anniversaries, the collection includes time-pieces with precision quartz movements. (See photo.)

Several months before a "milestone" service anniversary (5th, 10th, 15th, 20th, etc.), the employee will receive a brochure showing the various items available at that particular anniversary.

The employee then makes the choice by filling out a form which accompanies the brochure. The award will be delivered in time for presentation on the service anniversary."

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