



New GE Women's Network Initiative "myConnections" Rolled Out to Four Hubs in Greater China



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- "Women in Commercial" - Roundtable with Agnes Berzsényi
- "myConnections" Roll-out

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- Inclusive Leadership Workshop
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Something Useful

Healthier Diet, Healthier Life in Winter

What's Coming

Hong Kong Hub

"Thank You" Event

Taiwan Hub

Hub lunch meeting for 08 review and 09 planning

South China

Tea-break Gathering



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In Q4, with the strong support from the HR team, this new initiative was rolled out to four WN Hubs in Shanghai, Beijing, Hong Kong and Taipei, bringing "myConnections" to life among GE female employees in Greater China. WN members at all four hubs got together to celebrate the launch of the "myConnections" initiative, and go full steam ahead to build the new platform for them to learn, share and grow together at GE.

Shanghai Hub — Hosting the Greater China "myConnections" Roll Out + "Congruency" Workshop



On December 5th, after a networking lunch among over 50 local business leaders, coaches and team members, Li Liu, WN China/Korea Hub Leader, kicked off the Greater China "myConnections" roll out meeting at the GE China Technology Park. Beijing, and Taipei Hub were also connected to the Roll-out meeting via teleconference. "myConnections" Champions, Bo Liu, Albert Xie, Diana Tang and Peter Li and coaches, Yommei Yanagiba, Joy Han, Rena Bai and Jacqueline He also participated in the roll-out together with their team members.

"The 'myConnections' program is designed to help female employees connect with mentors and other colleagues at GE. It is launched at the business level, sponsored and led by senior GE business leaders. Each group has a program champion position taken by a business leader, one to two senior level female employees as coaches and 10-15 team members nominated by the business," explained Li during her kick-off speech, "It has an inclusive and flexible program structure that enables our female employees to learn more about the business and share and grow together with their fellow colleagues at GE." One of the program Coaches, Helen He, GE China O&S HR Manager, gave an introduction of the program format and topics - the champion and coach lead kickoff meetings for their assigned groups; then the groups hold six to eight events over the next 12 months covering both professional development and work-life balance activities, "such as GE Values sharing, career planning, social activities and community service activities", she added.

After the kick-off meeting, in the sunny afternoon, Shanghai Hub held a forum called "Congruency: Personal & Professional Growth Tool for Women" as their first "myConnections" activity for the group. An expert in psychology from the Satir Learning and Development Center was invited to the event to host the workshop to help the members discover themselves with a psychological insight. Based on the belief that people are capable of continuing growth, changing and having new understanding of life, the practice helps people learn to accept and acknowledge themselves before taking an action, and learn how to deal with the three key factors, self, others and context, properly. All participants were very impressed and showed great interest in both the concept and the practice.



Hong Kong Hub — Kicking off "myConnections" While Tasting Wines



On November 7th, WN HK Hub organized a Wine Tasting event to kick off the "myConnections" program with the pilot network group. The purpose of making the first "myConnections" gathering a wine tasting event was to create a relaxed environment for the group to mingle and provide them with the wine knowledge that makes ordering wine an effortless and enjoyable experience, rather than an overwhelming ordeal that they would rather avoid at business dinners.

In the 3-hour event on a Friday afternoon, a wine consultant provided an introduction to wine and the techniques for tasting wine. Under the guidance of the consultant, the group tasted 5 types of wines including 2 red wines, 2 white wines, and 1 dessert wine. While enjoying their wine, the ladies mingled and began to build connections with one another.

"Wine these days is a huge business in itself; the key is - don't let the list intimidate you", said the wine consultant, "You're in charge, so take charge!" With that encouragement in mind, the group will certainly be more comfortable ordering wines at a business dinner which will give them more confidence in leading the business talk if required. The wine tasting event provided a great lesson to all ladies participated on their career development especially to those women in commercial.

At GE, we recognize that connections - both professional and personal are important. Connecting with others deepens our learning, broadens our experiences and opens us up to new opportunities. We are looking forward to the second myConnections event very soon.

Beijing Hub — Three Teams Kicked off "myConnections" program in Two GE Offices

On Dec. 5, 2008, three teams kicked off the "my-Connections" program at both Beijing Kerri Center and GE Healthcare Yi Zhuang office. Three program coaches, Carrie Lin, Chen Yan and Michelle Wu, expressed their warm welcome to the nominated female employees to join the program. All three team took the opportunity to brainstorm how they can build up connection, contribute to the communities, and also, have some fun together in the program year. As a result, six events have been selected with champions volunteered to lead each project.



Taiwan Hub — "myConnections" Rolled Out at Taipei Office



On December 5th, Taiwan Hub joined Shanghai and Beijing hubs to kick off the "myConnections" program, and issued an official announcement to communicate the theme and framework of the program to the participants. Irene Chen, Corporate HRM, assisted on facilitating the discussion on selecting activities for the program in 2009. Agreeing upon consensus, the participants decided to organize four activities including wine tasting, healthy kitchen, CECOR in a nutshell and NPS introduction.

Shanghai Hub — WN Family Party @ GE CTP Family Day



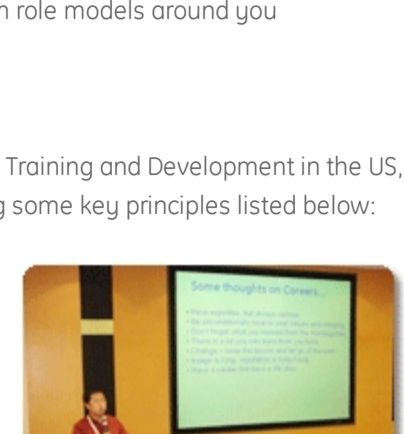
On Oct. 18 CTP Family Day, GE Women's Network Shanghai Hub brought an exciting Family Party to the CTP female employees and their families at the CTP fitness center with both fun and learnings.

With the help of professionals from Baby Show Early Childhood Education Center, the WN provided a splendid "baby show" for female participants and their children including Baby Fashion Show and the Mini Musical, which attracted more than 30 families. Besides the family party, WN SH Hub also hosted a booth at the CTP lobby. Two experts on early education were invited to share their professional advices on parenting with the parents on site, and also talked about baby nursing and early childhood education. The party was well organized taking full consideration of the interests of children". Diane Zhang, a member of GEWN commented afterwards, "I look forward to attending more similar activities in the future with more families."



Changing Perspective - Career Advice from Male Leaders

What are some of the major hurdles for female talents in career advancement? How do we handle them effectively? ... You may have heard extraordinary female leaders elaborating on what makes a brilliant career path for women, but have you ever learned how those seasoned male leaders dwell on this topic?



In the afternoon of Nov. 27th 2008, GE Women's Network Shanghai Hub invited two honored male speakers to share their views on women's career development, which attracted around 120 attendees to the Pit on 3F China Technology Center, Shanghai.



Speaker 1: Geoff Li - Director of Communications and Public Relations, GE China

Geoff worked in several big corporations including Xinhua News Agency and GM before he joined GE in January 2002, and has very rich experience in the area of corporate communications and public relations. He leveraged the "official" GE values as a cut-in point, and humorously shared with the audience his "unofficial values" as tips for developing a successful career.

- GE Values
• Exceed customer expectation
• Do right thing, prioritize
• Search for new ways, make change effective
• Teamwork, passion
• Build and leverage other's expertise

- Unofficial Values
• Satisfy your key "customers"
• Be sensitive to signals for "bad things"
• Change gear at right time
• Say at least one word in every meeting
• Learn from role models around you

Speaker 2: Chao Zhang - HR Director, China Technology Center

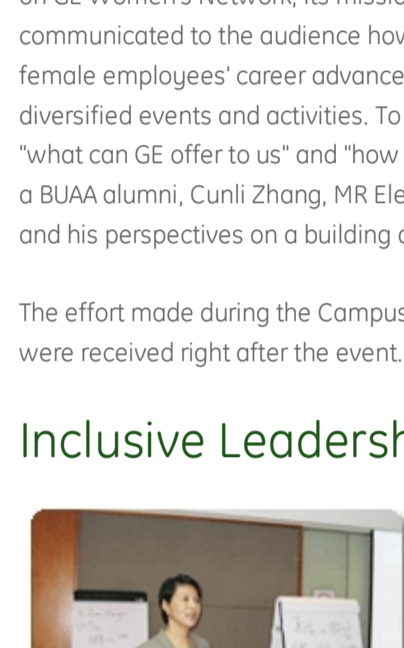
Chao is a 15-year GE veteran, who has held various leadership positions in HR, Training and Development in the US, China and Japan. He provided his own insight to career development following some key principles listed below:

- Have expertise, but always curious
• Be unconfrontally loyal to your values and integrity
• Don't forget what you learned from the kindergarten
• There is a lot you can learn from your boss
• Change - get the lesson and let go of the pain
• Image is King, reputation is King Kong
• Have a career but have a life also



In the following Q&A session, the attendees and the two speakers had a very interactive dialogue covering various topics ranging from fair employment and communications at work to career advancement and work/life balance. The two speakers impressed the audience group with not only their rich experience and candid advices, but also a lot of fresh ideas from a male leader's perspective. It was Thanks Giving when the event was held, and the event became a wonderful Thanks Giving gift from GE Women's Network to our female employees!

"Smart Women Finish Rich"



On December 5th, 2008, WN SH Hub successfully held a financial management seminar, "Smart Woman Finish Rich" at GE CTP, which attracted 150 female employees to attend.

The event was designed to offer informative personal financial management tools to all age group based on each person's risk appetite. Three industry experts were invited to the event to share with the audience their in-depth knowledge and advices on personal financial management to help the attendees make better informed decisions about personal/family financial planning.

Members of the WN SH team including Yommei Yanogiba, Grace Shui, Hao Rong, Stella Zhou and Frances Xu, helped organize and facilitate this event, which turned out to be a great success of Shanghai hub. One small detail we've noticed is that this time, more than a dozen male walked-in to checkout this WN's event, which was an interesting and welcomed change.

The positive feedbacks from the audiences are the best reward for the WN Shanghai Hub organizing team. We look forward to more exciting events from WN in the coming year!

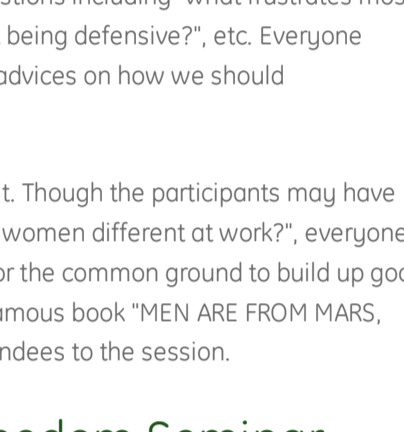
Recaps on the professional guest speakers' background and topics:

Frank Xu, Product Manager, China Merchants Bank

Topic: Macro Economy - focus on how changes in GDP, CPI, PPI, Inflation, Interest Rates impact our everyday life

Laura Ye, Sub-branch Manager, HSBC

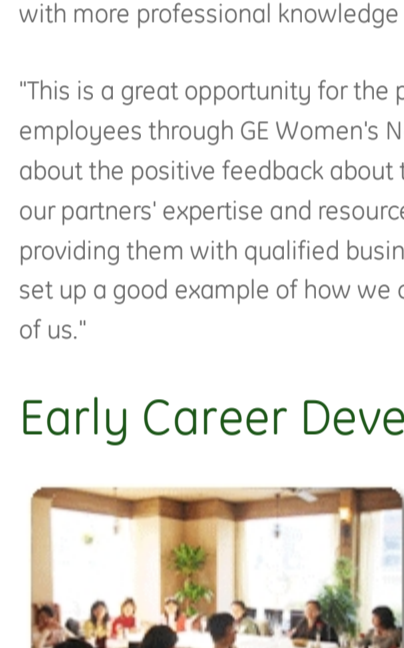
Topic: Investment Products and Alternative - focus on what types of investment products are available and their risk/reward breakdown for different age group. Examples include: Stocks, Mutual Fund, Bonds, CD, Insurance products, etc...



Steven Liu, China Risk Manager, GE Commercial Finance Real Estate

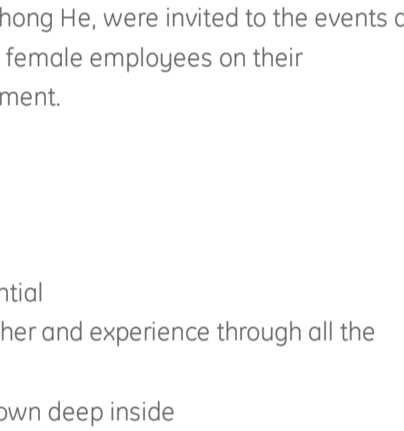
Topic: Residential Market Outlook - focus on tier 1 and tier 2 cities including regulatory changes and impact on buyers, supply/demand and price movements.

"Women in Commercial"- Roundtable with Agnes Berzsenuj



On Oct. 27th, over 15 WN members attended the roundtable with Ms. Agnes Berzsenuj, CMO Clinical Systems, GEHC. Agnes was named Chief Marketing Officer, Clinical Systems in 2007 and was recently promoted to the expanded role of GM, Telehealth. Agnes has been with GE for near 14 years and she shared with the audience her personal experience and learning along her career path.

Starting as a TLP in Aircraft Engine, Quality, Sales, Service to Commercial function, and has rich experience in dealing with changes both in her professional and personal lives all along the way. Agnes' views on mindset changing, skill-set building and people development inspired the audience a lot. Agnes also shared her secret of influencing, which is simple and direct, "Trust".



Agnes worked in various positions ranging from supporting engineer, Quality, Sales, Service to Commercial function, and has rich experience in dealing with changes both in her professional and personal lives all along the way. Agnes' views on mindset changing, skill-set building and people development inspired the audience a lot. Agnes also shared her secret of influencing, which is simple and direct, "Trust".

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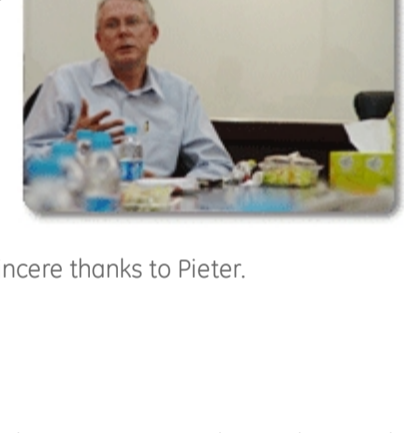
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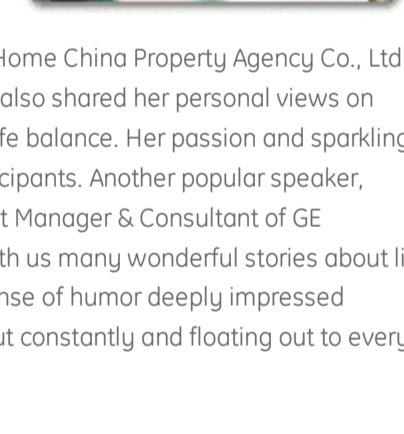
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Beijing Hub — WN Beijing Support GE Campus Recruiting at BUAA



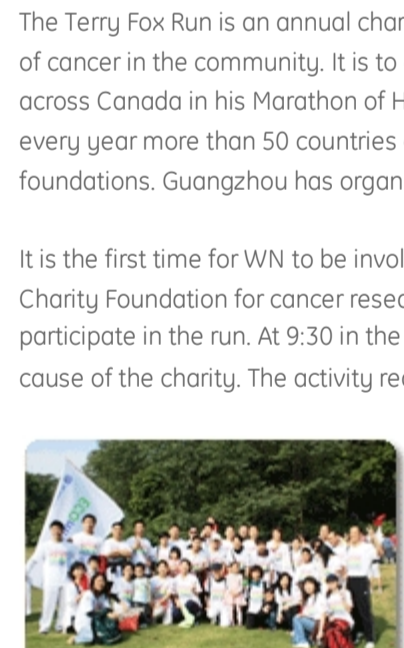
After successfully supporting GE's campus recruiting effort in late April this year, GE Women's Network Beijing Hub again assisted the HR team on its campus recruiting focused on the leadership programs, including CLP (commercial leadership program) and EEDP (Edison engineering development program).

On October 30th, the campus recruiting activity was held at Beijing University of Aeronautics and Astronautics. Arthur Su, Staffing Manager with GE Healthcare China kicked off the event, followed by a GE Overview and an introduction of GE Healthcare by Zhang ZHANG, GE Healthcare China Quality & Simplification Leader. Following an introduction on GE culture and HR process by Benny Chen, HR Manager for Healthcare China North Region and leadership program introduction by Micky Mi, Bo Hu and Meng Xue, the Image Initiative Co-Leaders at WN BJ Hub, shared with the audience background information on GE Women's Network, its mission and the organization. They effectively communicated to the audience how GE Women's network has supported the female employees' career advancement in GE under a variety of initiatives through diversified events and activities. To answer questions from the students about "what can GE offer to us" and "how to become successful at GE", GEWN invited a BUAA alumni, Cunli Zhang, MR Electrical Engineering Manager, to share with the student his 7-year experience at GE and his perspectives on a building a successful career.



The effort made during the Campus Recruiting paid off. The event turned out to be a success and man job applications were received right after the event.

Inclusive Leadership Workshop



What is inclusiveness? 100 people may have 100 different answers. For the employees in GE, inclusiveness is one of the 5 Growth Traits and plays an important role in building up good teamwork.

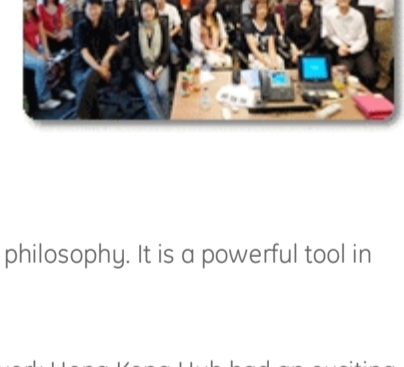
In order to help employees better understand the meaning the value of inclusiveness, GE Women's Network Beijing Hub held an "Inclusive Leadership Workshop" on Nov.28, at GE Healthcare's office site. We invited Yan Chen, General Manager of Asia Service Operation, GE Healthcare, to share her precious experience with the junior managers. Nominated as the "Most Inclusive Leader" in 2007, Yan introduced the five skills for employee engagement - Know, Connect, Coach, Empower and Appreciate. Encouraged by Yan, the participants told their own stories about how to use the five skills, in work and also at home, and had engaged discussion with the group. "It's a fantastic workshop", one of the participants commented after the session, "Inclusiveness is an art, it's worth lifetime practice and improvement"



The two-and-half hour sharing session went by before everyone even noticed it. Though the participants may have their own opinions and different answers towards the questions "are men and women different at work?", everyone agrees that we'll respect the difference between men and women, and seek for the common ground to build up good teamwork at work. And they'll continue to explore the interesting topic in the famous book "MEN ARE FROM MARS, WOMEN ARE FROM VENUS" by John Gray, a gift from WN BJ hub to all the attendees to the session.

"Are You Ready for Loans" - Financial Freedom Seminar

On October 31st, with the support of GE Money China team, GE Women's Network Beijing Hub invited industry experts from GE Money's banking partner, Shenzhen Development Bank, and organized a financial education seminar - "Are You Ready for Loans" for GE employees. About 60 GE employees from different businesses attended the event.

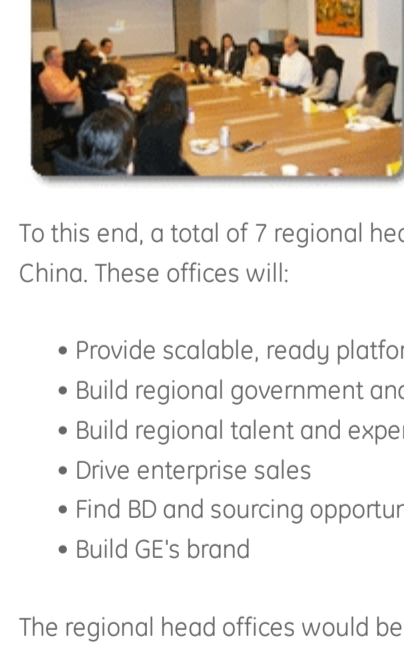


After the event was kicked off by Michael Voysey, GE Money China's Auto Project Leader, three SDB senior staff shared with the attendees their in-depth knowledge in personal financial management in various aspects, i.e., credit card usage, mortgage loans and auto loans, and provided GE employees with suggestions on financial planning. The seminar was held in two locations of GE offices in Beijing, and was very well received by the participants, as many positive feedback were received from the participants, and loan applications were applied to SDB through the event organizer right after the seminar was conducted.

"It helped our employees, especially those young colleagues, build up an outlook on how to manage limited capital resources", one GE employee commented, "the seminar was organized in a very interactive way between our colleagues (potential customer) and the bank. We really look forward to more sessions of similar nature to provide us with more professional knowledge in financial planning".

"This is a great opportunity for the partnership to take on a different spin - our partners providing their expertise to GE employees through GE Women's Network", said Michael Barrett, GE Money China CEO, who was very pleased to hear about the positive feedback about the seminar, "I'm very pleased that we not only benefit our employees by sharing our partners' expertise and resources with them in better financial planning, but also supported our partners by providing them with qualified business leads and connecting them with a large number of potential customers. This set up a good example of how we can leverage and strengthen the partnership and make it a win-win situation for all of us."

Early Career Development Lunch Talk



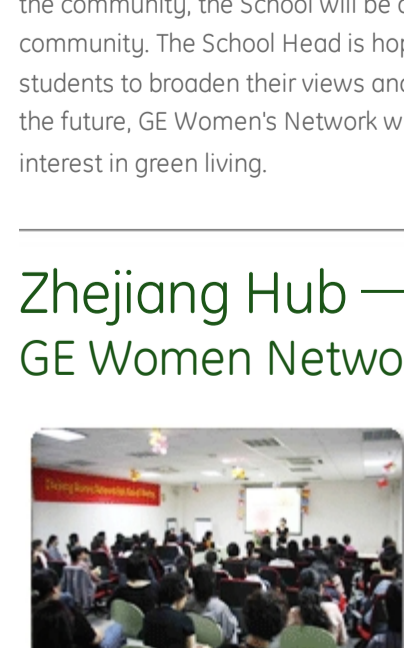
Time flies, the New Year is just around the corner, and it's time for us to review our performance in 2008 and plan for our career path again. In December, WN Beijing Hub organized two "Early Career Development Lunch Talks" for female employees. Five GE female business and/or HR leaders, Carrie Lin, Michelle Wu, Shirley Shen, Margaret Lee, and Yuhong He, were invited to the events as the guest speakers and shared with the female employees on their suggestions and tips for career development.

A recap on main topics and tips covered in the two sessions:

- What GE is ---
1. A busy but substantial platform where can enrich your capabilities and potential
2. A dynamically changing and upgrading company where you can grow together and experience through all the robust changes
3. A challenging and competitive field where you can extract the best of you down deep inside
4. An unlimited space where you can pursue to make your most ambitious dream come true
5. A place where tenacity is a vital virtue to have
6. A training ground where you can learn from your stretch, success and failures
How to handle Work-Life Balance...
1. To find a mechanism which favored by both you and your family, which you desire to do together regularly and/or frequently
2. To understand there is always a time you can make for your family as long as you regard your life as important as your work
3. To prioritize your life activities the same as you prioritize your work - do the important things for both life and work
4. To respect your life as well as your family members', find their needs and show how much you care about them, even sometimes it means you lower your proud head
5. To remember sometimes flexibility works for family issues, and it may work really well that gives you a lovely surprise
6. Last but not the least, be NOT "over proud of yourself" in family, especially at times you are not aware of you are.

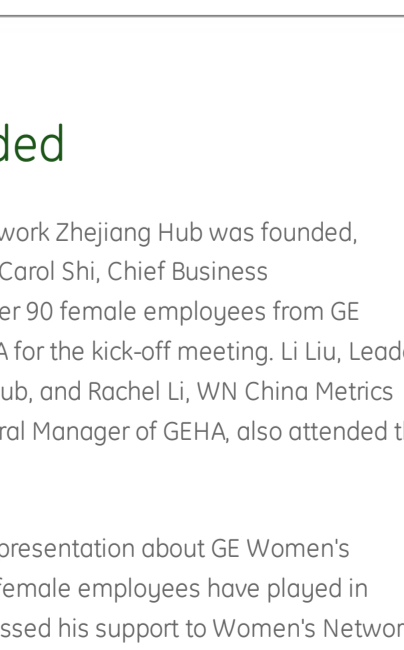
On essence, the lunch talks provided a good opportunity to female employees to better understand how they can advance their careers at GE, and how they can keep a more balanced work/life.

Wuxi Hub — Dialogue with Peter Kuijper



On Oct. 29th, WN Wuxi Hub had a roundtable session with Kuijper Pieter, Senior Human Resource Leader in GE Healthcare.

An over-20-year GE veteran and now a senior Human Resource Leader in GE Healthcare, Peter shared his career experience in GE, and offered his advice on how to keep work/life balance, and discussed with the audience on the advantages a female employee has which can help her to further develop her career.

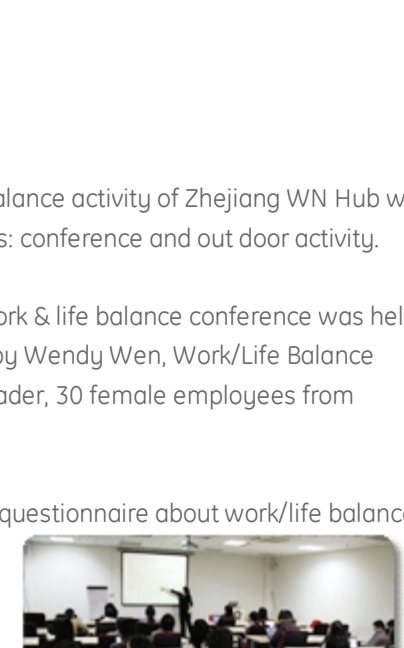


The one hour sharing session went by before everyone even noticed it, all the hub members enjoyed this relaxed and interactive session and expressed their sincere thanks to Pieter.

Lunch Sharing with GE Female Leaders



In Autumn, Wuxi Hub organized a lunch sharing session and invited Jacqueline He, GE Corp. China HR O&S Leader, and Yommei Yanogiba, Managing Director of GE CF Greater China, to meet with female employees in Wuxi for experience sharing.



When being asked about "how to overcome stage fright and ask questions openly in public", the two outstanding professional ladies shared with the audience their personal experience. They both suggested that employees should prepare some questions before the meeting, and fight for asking the first question so that your question won't be shadowed, and similar questions by others. The group also discussed about how to the Wuxi Hub can organize more interesting and meaningful activities and engage more employees.

We'll organize more WN activities so our members can better leverage the WN as a good communications platform and interact with group and share their ideas freely.

South China Hub — WN's Open Day - We Learn, We Communicate, and We Enjoy

On November 14th, more than 75 employees in Guangdong participated in a wonderful Open Day of GE Women's Network South China Hub, which is filled with much delight and enjoyment.

The Open Day was kicked off by a pleasant WN activities recap video, which brought back loads of sweet memories of last year's warm atmosphere, and created a great start to the attendees. Then the South Hub Leader Shello Lin and ex-leader Beisyi Ou, gave a brief introduction to GE Women's Network, its history, structure, initiatives, also introduced our new hub leader - Cecilio Huang, General Manager of Healthcare South Region.

After a short break, a respectable guest Grace Ma, General Manager of MyTopHome China Property Agency Co., Ltd Guangzhou Branch, gave a great speech on Enjoy Work and Happy Work. She also shared her personal views on various topics in relations to work and life balance. Her passion and sparkling words touched the hearts of every participants. Another popular speaker, Chengguang Jin, Business Development Manager & Consultant of GE Healthcare South China, also shared with us many wonderful stories about life, work, marriage and family. His good sense of humor deeply impressed everyone present. And laughter burst out constantly and floating out to every corner of the room.

After the speaking session, red wines and Belly Dance class with a professional coach were thoughtfully prepared for the members, which greatly help we busy career women relieve tension and pressure and refresh our body and mind.

WN South China Hub Strongly Support Terry Fox Charity Run

On November 22nd, 2008, members of WN South China Hub participated in the 6th Guangzhou Terry Fox Run held at the Luhu Golf Club Driving Range. Over 5,000 people in Guangzhou attended the charity event.

The Terry Fox Run is an annual charity event aiming at raising funds for cancer research as well as raising awareness of cancer in the community. It is to continue the dream of Terry Fox, a heroic young Canadian athlete who ran halfway across Canada in his Marathon of Hope in 1980 to raise funds for cancer research before succumbing to cancer. Now every year more than 50 countries around the world hold the charity run and donate money to cancer research foundations. Guangzhou has organized the annual charity run for the past seven years.

It is the first time for WN to be involved in the event this year. We donated RMB4,000 Yuan to support Guangzhou Charity Foundation for cancer research, and recruited over 70 GE employees and their family members/friends to participate in the run. At 9:30 in the morning, we started 2 km run, expressing GE's enthusiasm and care for the cause of the charity. The activity really helped the cancer patients, and advocated the meaning of LIFE.

Hong Kong Hub — NLP Workshop

"NLP? Not 'NPL'? Our colleagues in Commercial Finance may wonder whether it is a typo since we have a business unit called NPL that stands for Non-Performing Loans. However, this is definitely not a typo.

NLP = Neuro Linguistic Programming
Neuro refers to our neurology
Linguistic refers to our verbal and non-verbal communication with others and ourselves
Programming refers our habitual behaviors, strategies and thinking patterns.

NLP is an emerging science combining psychology, linguistics, neurology and philosophy. It is a powerful tool in communication, sales, management and leadership.

On October 31, 2008, GE Women's Network Hong Kong Hub had an exciting and interactive NLP workshop with Ms. Bonnie Hong and Mr. Patrick Ko, certified NLP trainers, focusing on communication skills as one of this year's Coaching events. In the 2-hour workshop, nearly 60 participants had a chance to learn and experience NLP Communication Model, Mode of Communication and its Applications in Business. We had a better understanding of our brain working as filters in the function of deletion, distortion and generalization to know why and how to make our communication more effective. We also enjoyed the analysis of V (Visual), A (Auditory), K (Kinesthetic) & ADI (Auditory Digital) modes of communication which helps us to enhance our presentation skills.

Bonnie and Patrick were so impressed by our "passion" throughout the workshop and the GE culture demonstrated by our colleagues.

Job Shadowing Day with Junior Achievement

On November 4th, GE Women's Network worked with Junior Achievement HK (JA) for the third Job Shadowing Day at GE in HK.

Job Shadowing (JS) is an academically motivating activity that gives F 6 to F 7 students the opportunity to "shadow" a workplace mentor as he or she goes through a normal day on the job. This gives young people a chance to see how the skills learned in school related to the workplace. The objective is to promote GE Image through talent development and to introduce students to various professional requirements in a real business world so as to help them prepare themselves in joining the workforce. There were 66 mentors and students participated this year at five of our HK office locations.

We kicked off the JS by a one-hour introduction session including a GE overview and a job interviewing skills training. When the students were asked for their expectations on JS, most of them wanted to experience the real business environment and to get career/ interview tips.

Based on the experience from the past two years, we had arranged an in-house catering lunch instead of going outside for a "Chinese Tea". During the networking lunch, students had the opportunity to exchange thoughts and meet with more mentors. The atmosphere was unexpectedly warm -- after the lunch, the mentors were going back to shadow the mentors again.

We conducted the debriefing session at 5:00pm. Although, the actual job shadowing time was only around 5.5 hours, we were delighted that all mentors and mentees were very satisfied in the whole process and our objectives were successfully achieved. It was really a happy and meaningful day not only for the students but also for the mentors and the organizers. "Thank you for your teaching and commitment!", a student sent to us a special thank-you note afterwards, "I like GE, I like you, I like you are friendly!"

Roundtable with Mark Norbom

On December 3rd, WN HK "Women in Commercial" initiative (WIC) team was pleased to invite Mark Norbom, President & CEO, Greater China, to have a Roundtable with around 20 employees to share with us GE's drive to increase coverage in China, and invaluable career advices.

We learned from Mark that GE's coverage in China had so far been focused on the coastal regions. Since initiatives by the Chinese government were implemented at the local level, it was important that GE expanded its coverage in China. These offices will:

- Provide scalable, ready platforms
• Build regional government and company relationships
• Build regional talent and expertise
• Drive enterprise sales
• Find BD and sourcing opportunities
• Build GE's brand

The regional head offices would be located in Shenyang, Beijing, Shanghai, Xi'an, Wuhan, Guangzhou, and Chengdu. They would work very closely with the different GE businesses to ensure GE's success in China.

With an impressive career path including multiple senior leadership roles in GE and other world-class companies such as Prudential and Cerberus Capital, Mark also shared with us some career tips that take him where he is today. Specifically, he mentioned the following:

- Always do your best
• Know what you don't know - and find experts in those area to learn more
• Be straight and honest to people around you

All said, the team had a great time with Mark. Mark was approachable and really showed that he cared about the people around him. We look forward to meeting Mark the next time he is in Hong Kong!

Taiwan Hub — Mind & Diet

Emotions are highly correlated with the state of physical health. In the session of Fall, Women's Network invited Professor Yi-Chin, Lan to deliver speech on changing the habits of diets. With years of clinical studies on individual cases, Professor Lan observed changing in diets helped promote the balance of mind and ease out the pressure. She disclosed some tips and ways of living in the book "ZenQ", backed up with the disciplines of traditional Chinese medicine and Zen. The book was given to each participant. It provided daily reminders for fast-paced employees to slow down and keep a healthy living.

Reach out to the Communities

In November, Women's Network extended its reach to communities. Together with GE Volunteers, Women's Network visited Bitou Elementary School in Taipei County. With limited resources and facing enrollments erosion, Bitou Elementary School is fighting to sustain by training the students to be the local tour guides. By promoting the local geographical diversity to attract visitors to the community, the School Head is hoping to gain its presence and serve the community. The School Head is hoping to keep its support from GE and help the students to broaden their views and language abilities, especially in English. In the future, GE Women's Network will bring in more volunteers to enhance students' English language abilities and interest in green living.

Zhejiang Hub — GE Women Network Zhejiang Hub Founded

On October 10th 2008, GE Women Network Zhejiang Hub was founded, becoming the 7th Hub in China. Led by Carol Shi, Chief Business Representative of Zhejiang Province, over 90 female employees from GE Corporate and Energy gathered at GEHA for the kick-off meeting. Li Liu, Leader of GE Women's Network China/Korea Hub, and Rachel Li, WN China Metrics Leader, as well as Mark Bertram, General Manager of GEHA, also attended the meeting as special guests.

In the meeting room nicely decorated with balloons and flowers, Li Liu gave a presentation about GE Women's Network China, and shared her experiences and views on the important roles female employees have played in driving GE's growth. After Li, Mark Bertram gave his congratulations and expressed his support to Women's Network Zhejiang Hub, followed by Carol Shi who gave a brief overview on female employees in Zhejiang, and introduced WN Zhejiang Hub leadership team.

Later, all the female employees were divided into 3 groups, and discussed the objectives and activities of WN Zhejiang Hub, as well as the advantages and challenges in the career development of women employees. Some group representatives then made excellent presentations on their discussion.

The kick-off meeting provided a good opportunity for women employees to make friends, and get a better understanding of other businesses. Although the meeting ended, it lit up the passion and imagination of every member. Enjoy work, enjoy life, that's us!

Work/Life Balance Outdoor Activity

In late November, the first work & life balance activity of Zhejiang WN Hub was initiated, which was divided to two parts: conference and outdoor activity.

In the afternoon of Nov.28, 2008, the work & life balance conference was held in the training room of GEHA. Presided by Wendy Wen, Work/Life Balance Initiative Leader, and Janet Zhou, HR leader, 30 female employees from Energy attended this conference.

At first, Wendy introduced the importance of work/life balance, and showed a questionnaire about work/life balance among supply chain female employees. Then the participants were divided to three groups for discussion, and presented their ideas on how to improve the quality of daily work and life.

In the next morning, 33 female and male employees and took the tour to Maguibu. During the trip, all employees had great fun in sight seeing and continuing to discuss about and share experiences on how to improve work/life balance.

The conference and outdoor activity brought more opportunities for team building and communications among female employees. We felt that the winter became warmer because of the passion from Zhejiang WN Hub members.



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Joy Jihong Han

China Engineering Leader, GE Transportation


Joy joined GE in Shanghai in 1997 and worked in Asia Lighting Center as a Lamp Design Engineer. She was appointed to lead a lamp design team and also DFSS initiatives in that organization in 1998. She worked on different new product introduction and research programs for Incandescent and Linear Fluorescent product lines from 1998 to 2000. In 2001, Joy worked at Nela Park, Cleveland for a rotation. In January of 2002, she was named as the Asia Electronics Manager to lead the electronics development for Lighting and Appliances. In April of 2006, Joy was assigned to the position as Global Technology Manager for Lighting systems in GE Consumer & Industrial. Joy started her current role as GE Transportation China Engineering Leader in May of 2007.

Joy is also the "Women in Technology Initiative" Leader of GE Women's Network China Hub.

Joy graduated from Fudan University with a Ph.D. degree in Electronic Physics in 1997. She enjoys spending time with her family, reading and watching movies.


 **Q1: As the business leader for GE Transportation China Engineering, could you please share with us your goals and vision for your role in Transportation?**

A1:My most important goal is to build up the China engineering capability to support the Transportation business growth in China, supporting marketing team to win the ICFC orders, leading the team to execute the product development and serving the customer for the field solutions. My vision for my role in transportation is to build a strong engineering team with high performance, accountability and delivery through a strong functional excellence, people development and product development strategy.


 **Q2: Reviewing your career path, we noticed that you have 10-year experience working in various positions in the Lighting business of GE, and joined Transportation, last year. Are there any challenges that you've been facing in a totally new field, and how have you tackled some difficulties at work?**

A2:There are challenges when I got to a totally new field. I believe that willing to get into technical details and not being afraid of asking stupid questions will help people learn much quicker. Also understand who are the experts, then I can get help when I need. I did go through a lot of technical details with the team and ask a lot


of questions when I started this job. However, engineering fundamentals, logics for engineering analysis and engineering commercial sense are similar no matter you work in which business.

 **Q3: Do you have any advice for other female professionals on how to be prepared for a senior leadership role, especially in the technology field?**

A3:Develop expertise in your domain and be focus on execution. Be close to the customers and grow commercial sensitivity along with your technical expertise.

 **Q4: As the "Women in Technology Initiative" Leader of GE Women's Network China Hub, if you can choose three words to describe the Women's Network, what the three words are?**

A4:Sharing, facilitating and helping (female employees grow in GE)

 **Q5: Can you share with us something interesting about yourself that most of us don't know?**

A5:First day on job in GE, I could only understand 50% of my manager's English and 20% of manufacturing leader's English. Then I learn my English through watching American movies.



Healthier Diet, Healthier Life in Winter

Food Therapy has a recorded history of more than 3,000 years and is one of the most basic treatments in Chinese Medicine to prevent and cure diseases. Winter is the time when you may want to rebuild your energy through healthier diet and get both of your body and mind prepared for the New Year. Here we'd like to share with you two recipes for cooking nutritious food which was published on <http://www.foodsnherbs.com>, a website for Chinese Food Therapy.

Deng Shen Mutton Soup



Therapeutic effects: Tonify qi, strengthen body and immune system, and improve energy and appetite.

Ingredient: Deng shen 党参- 40gm; Dried longan fruit 龙眼肉- 40gm; Mutton 羊肉 - 640gm or 1.5 lbs; Pitted red dates 红枣- 10; Ginger 生姜- 4 slices.

Steps:

- Wash mutton and cut into pieces (2" cubes). Put in boiling water to rinse for a few
- Soak red dates for about 10 minutes. Rinse herbs.
- Put all ingredients in a pot with adequate water (about 3 liters) and bring to a boil
- Remove foam, reduce heat and simmer for 3 hours to about 3 cups of soup left.
- Add seasoning to serve. Eat meat with soup as the main course of dinner.

Caution: Not suitable when having cold or flu.

<http://www.foodsnherbs.com/>

Papaya and Snow-ear Mushroom Soup



Therapeutic effects: Tonify lungs; clear phlegm; moisturize skin and promote bowel movement.

Ingredient: Snow-ear mushroom 銀耳- 12gm; Lean pork 瘦肉- 150gm; Papaya 木瓜- 300gm; Chinese wolfberry 杞子- 8gm.

Steps:

- Soak mushroom until soft (about 20 minutes) and rinse.
- Peel, seed and dice papaya. Rinse pork and cut into a few pieces. Rinse wolfberry
- Put all ingredients in a pot with adequate water (about 1.5 liters). Bring content to simmer for 2 hours (add boiling water to the cooking if necessary) to about 2 cups
- Add salt to serve and eat content with soup.

<http://www.foodsnherbs.com/>