



# Health Care

In June 2019, GE and its U.S. labor unions will begin negotiating a new labor agreement to replace the current agreement, which expires on June 23, 2019. GE is committed to reaching a fair contract that provides good wages and meaningful benefits while addressing the unique challenges we face as a company in order to succeed in today's increasingly competitive world.

## Current Health Care Cost Landscape

Health care costs continue to increase. By 2025, 20 cents of every U.S. dollar spent will be for health care, and employer health benefit costs are expected to rise 6% annually over the next few years. GE proactively manages health care expenses and needs continued flexibility to do so; if left unmanaged, these expenses can hurt our competitive position.



7.5

Average family doctor visits in 2018.



22

Average family prescriptions filled in 2018.



4,000

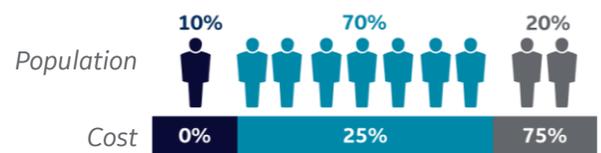
Users of Health Coach from GE in 2018.



90,000

Users of GE Health Care Hub in 2018.

## GE's Health Care Costs



In 2018, 20% of covered members accounted for 75% of claim cost under the plan.

## GE's Health Care Commitment

GE continues to provide meaningful health care benefits at a reasonable cost. We are one of the few companies that considers wages when determining cost share: **if you earn less, you pay less** under our health plans. The company remains committed to plans that provide financial protection against catastrophic illness, encourage early detection of disease and empower employees and dependents to become informed consumers of health care.

**95%** of large employers offer a consumer-directed health care plan option similar to GE's.

## GE Health Care Guiding Principles

**Protecting employees and their families financially from catastrophic illness.** Once employees and/or dependents meet their out-of-pocket maximum, GE pays 100 percent of their eligible health-care costs for the remainder of the year.

**Offering savings accounts to help pay for eligible health care expenses.** Employees can contribute on a pre-tax basis with Health Spending Accounts & Flexible Spending Accounts.

**Offering programs and services that assist in making smart consumer choices and leading a healthy lifestyle, including:**

- ✓ **Centers of Excellence:** access to nationally recognized facilities and providers specializing in specific conditions or procedures.
- ✓ **Cleveland Clinic Express Care On-Line:** allows GE members with minor illnesses to connect with a health care professional 24/7 via smartphone, tablet or computer via a free app or by visiting [ClevelandClinic.org/GE](http://ClevelandClinic.org/GE).
- ✓ **Health Coach from GE:** a 24/7 service helping employees find in-network providers, understand their diagnosis and treatment options, and get help with their medical plan claims and billing questions by calling 1-866-272-6007. In place since 2009, users report a satisfaction rate over 90%, and 1 in 3 families currently on a GE medical plan have used Health Coach at some time.

**Encouraging early detection.** GE provides 100 percent coverage in-network for many preventive services, including annual physicals, as well as certain cancer screenings and immunizations.

**Providing tools that help people understand and manage health care costs.** GE provides a variety of resources to help employees find and receive quality and cost-efficient care.

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