






# General Electric Company

GE NYSE

Consumer Financial Services

Market Capitalization USD: **\$161,626.50 mm**

## CONCERN LEVEL: AVERAGE

- 1 The CEO's total remuneration is within the typical market range for the relevant industry and market cap. 
- 2 The ratio between the CEO's pay and the median pay of the other named executive officers is 3X or less.
- 3 The CEO's annual cash incentives rose or fell in line with annual performance.
- 4 The CEO received no more than one annual cash bonus this fiscal year.
- 5 The CEO's equity remuneration reflected the company's share price movement over the last five years.
- 6 The company only pays long-term incentives to the CEO for above median performance against a peer group.
- 7 The company's dilution from equity incentives is 10 percent or less.
- 8 Unvested equity lapses when the CEO's employment is terminated. 
- 9 The CEO's potential cash severance payment is capped at two times annual cash remuneration.
- 10 The accrued benefits of the CEO's post-retirement income are within the typical market range for the relevant market cap bracket. 

**CEO: Jeffrey R. Immelt**

**Age: 56**

**CEO Since: 2001**

	2009	2010	2011
<b>Base Salary</b>	\$3,300,000	\$3,300,000	\$3,300,000
<b>Discretionary Bonus</b>	\$0	\$4,000,000	\$4,000,000
<b>Annual Cash Incentive</b>	\$0	\$0	\$0
<b>Benefits and Perquisites</b>	\$396,155	\$389,809	\$447,191
<b>TOTAL ANNUAL COMPENSATION</b>	<b>\$3,696,155</b>	<b>\$7,689,809</b>	<b>\$7,747,191</b>
<b>Increase in Post-Retirement Benefits</b>	\$4,398,085	\$6,338,956	\$10,254,787
<b>Stock Option Awards</b>	\$0	\$7,400,000	\$0
<b>Stock Awards</b>	\$1,791,000	\$0	\$3,579,250
<b>TOTAL COMPENSATION</b>	<b>\$9,885,240</b>	<b>\$21,428,765</b>	<b>\$21,581,228</b>
<b>Median of Other Named Executive Officers Total Compensation</b>	\$14,410,112	\$13,632,509	\$17,161,592
<b>Value Realized on Exercise of Stock Option</b>	\$0	\$0	\$0
<b>Value Realized on Vesting of Stock</b>	\$1,387,500	\$1,933,125	\$0
<b>TOTAL REALIZED EQUITY COMPENSATION</b>	<b>\$1,387,500</b>	<b>\$1,933,125</b>	<b>\$0</b>

Proxy Date: 9 Mar 2012

Annual Meeting Date: 25 Apr 2012

Equity Reserves: 9.50%

Stock Option Run Rate: 1.00%

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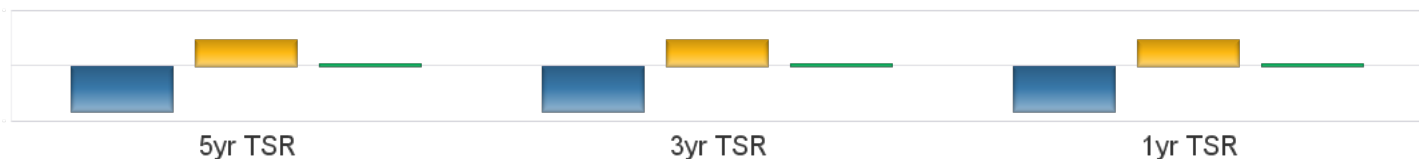
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## Performance Comparison

■ vs S&P500   ■ vs Industry   ■ GE



## Peer Comparisons (TRBC) = Financials

### Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
GE	General Electric Company	\$9,885,240	\$21,428,765	\$21,581,228	\$161,626,496,315
V	Visa Inc.	\$13,736,895	\$12,914,881	\$11,824,090	\$70,027,965,562
C	Citigroup Inc.	\$128,751	\$1	\$14,857,103	\$74,812,297,494
JPM	JPMorgan Chase & Co.	\$1,322,094	\$20,816,289		\$117,439,386,331
WFC	Wells Fargo & Company	\$21,340,547	\$18,973,722		\$127,165,464,000
BAC	Bank of America Corporation	\$4,209,666	\$1,940,069		\$62,021,887,493
BRKA	Berkshire Hathaway Inc.	\$519,490	\$524,946		\$100,389,970,800

To insure consistency, peer comparisons are based on a combination of TRBC Industry and Sector classifications and company market caps.

Missing peer pay figures for 2011 are due to differences in company filing schedules.

### Pay Peer Group

Dow 30

### Performance Peer Group

S&P 500

## COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Ralph S. Larsen	Chairman	73	Male	10	Outside Related
Andrea Jung	Member	53	Female	14	Outside Related
Douglas A. Warner	Member	65	Male	20	Outside Related
James I. Cash	Member	64	Male	15	Outside Related
Robert W. Lane	Member	62	Male	7	Outside
Samuel A. Nunn	Member	73	Male	15	Outside Related

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