

《Life at GE》是GE（中国）有限公司公关传播部和人力资源部共同编印的季度通讯，其宗旨是进一步加强各集团员工的沟通与联系。欢迎大家积极投稿，与我们分享您在工作及生活方面的故事，并提出您的宝贵意见和建议。

Life at GE is published quarterly by GE China Communications & Public Relations, and Human Resources, with the goal to strengthen the employee communications cross GE businesses in China. We welcome your comments, suggestions, and contribution of articles.

LIFE at GE

A Magazine for GE Employees in China

Chief Editor 主编	Sydney Lai 赖雪妮	
Editorial & Distribution Coordinator 编辑及发行协调	Psyche Huang 黄纳	
Contributors 通讯员	Roy Guo 郭正华	Smily Zhao 赵晰
	Chen Tao 陶晨	Lisa Zuo 左文秀
	Michael Zhou 周国强	Lingling Yan 严凌凌
	Haiyan Ma 马海燕	Waldo Wu 吴晓东
	Weiya Zhang 张唯雅	Kebin Li 李克斌
	Pheobe Li 李翔	Aoshuang Xiao 肖傲霜
	Angela Yuan 袁雯	Jessica Xu 许佳佳
	Nancy Huang 黄楠	Helen You 尤慧
	Xiaojin Shen 沈晓瑾	Yingxia Lv 吕迎霞
	Siye Zhu 朱思烨	Wendy Jiang 蒋文辉
	Alison Phiong 房萍	Lorie Liu 刘踐
	Lisa Wei 韦蓉	Jennifer Cheng 郑碧如
	Lily Zhang 张丽莉	Celina Yuan 袁昕
	Rong Hao 郝蓉	Mark Yu 余志嘉
	Peter Zhong 钟旭	

特别感谢何佩岚，全悦，许文洁，张军霞，曾妮，秦晓楠，赵彤的大力支持

Special thanks to Jacqueline He, Catherine Quan, Karen Xu, Diana Zhang, Rachel Zeng, Nancy Qin, and Tong Zhao



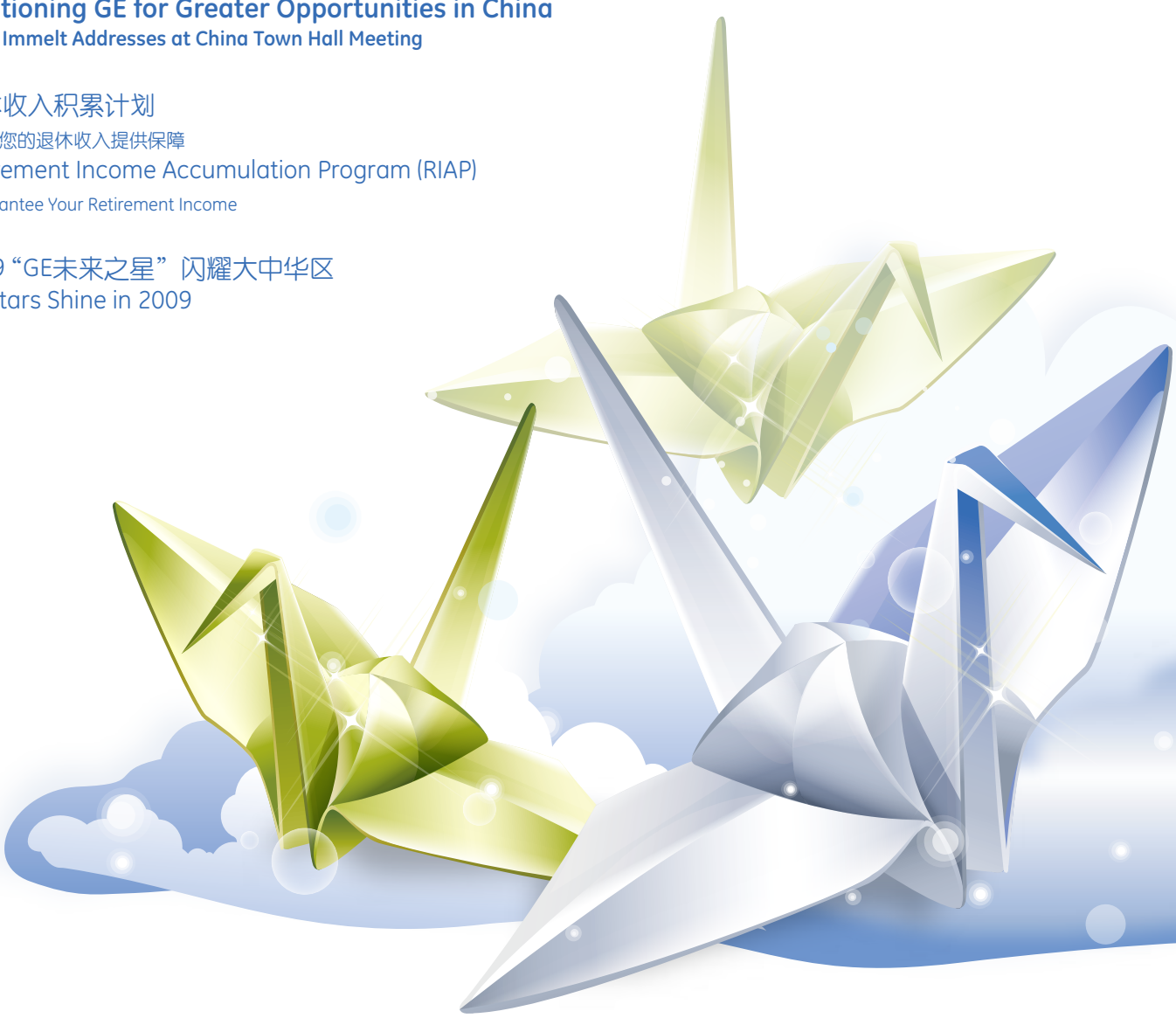
LIFE at GE

A Magazine for GE Employees in China Summer 2009 Total 17th Issue

准确定位，把握机遇
——伊梅尔特大中华区员工大会畅谈新愿景
Positioning GE for Greater Opportunities in China
- Jeff Immelt Addresses at China Town Hall Meeting

退休收入积累计划
——为您的退休收入提供保障
Retirement Income Accumulation Program (RIAP)
- Guarantee Your Retirement Income

2009“GE未来之星”闪耀大中华区
GE Stars Shine in 2009



Printed on recycled paper.





追求卓越事业 享受健康生活

我很高兴地告知大家，今年上半年，GE在中国的业务继续保持了强劲的增长势头，在全球经济低迷中为GE带来了希望。在关注中国业务增长的同时，我们还在公司内推出了两个重要项目——健康创想和雇主综合价值（EVP）。这两个项目不仅有益于社会 and 我们的客户，还能帮助员工在GE创建更成功的职业道路，保持更健康的生活。

健康创想专为满足全球医疗产业的需要而设计，旨在生产降低医疗成本、增加医疗机会并提高医疗质量的创新产品。GE的健康创想战略与中国的医疗改革共同致力为全国13亿人扩大医疗的覆盖范围。我们的医疗业务已经在这个双赢的局面中做好了定位。

健康创想还包括员工。增加医疗机会，提高医疗质量和降低医疗成本的受益人群不仅是客户和社会，还包括我们的员工。在GE，员工的健康是他们自己、他们的家庭、事业和公司的基础。在过去的几年中，我们有一些很好的员工健康项目，例如“从数字看健康”。在健康创想战略下，我们的医疗服务团队和人力资源团队会推出更多覆盖范围更广的员工

健康项目，包括营养、健康和其它医疗卫生方面。我们期待你的支持和参与。

我们选择在GE工作，因为我们喜欢这里，并且享受与拥有共同价值观的同事们互动交流。而公司正在付出更多努力来帮助员工的事业发展。雇主综合价值（EVP）帮助我们发现“隐藏的财富”——我们尚未完全发掘的能力和梦想。还记得去年在CTP的职业想象月吗？今年EVP会在导师、分享、职业指导、与高层的更多接触、家庭日体验及更多领域推出项目。我已经与上百名员工进行了“领导力连线”，而其他GE领导人也会参与和员工的沟通。

GE中国希望能为员工创造良好的环境，让员工感觉在GE不只是工作，更多的是在体验每天的成长。

请密切关注这两个项目的更多信息并积极参与。

罗邦民
GE公司副总裁
GE大中华区总裁兼首席执行官

Building a Stronger Career and a Healthier Life at GE



I am pleased to report that GE's businesses in China continued to show strong growth through the first half of this year, making our performance the silver lining for GE amid the clouds of the current global recession. As we focus on business growth in China, we have also launched two important initiatives within the company – Healthymagination and the Employment Value Proposition, or EVP. Both will not only benefit our community and customers but also help each of you build and enhance your life and career at GE.

Healthymagination is a major business initiative designed to address the acute needs of the global healthcare industry by creating a healthcare system with improved access and quality at lower cost. GE's Healthymagination strategy aligns with the key areas of China's healthcare reform to broaden and improve healthcare coverage to the country's population of 1.3 billion, perfectly positioning our Healthcare business in a win-win situation.

Healthymagination also includes an important aspect for employees. Improved healthcare access and quality at lower cost applies not only to customers and the broader society but to our employees as well. At GE, employees' health is essential to you, your family, your career and the company as well. In the past few years, we have had some great employee healthcare programs, such as the "Health by Number" Program. With Healthymagination, our Medical Service team and HR team will

introduce more far-reaching employee health programs to address nutrition, fitness and other enhanced health services. We look forward to your support and participation.

We choose to work at GE because we like the company and enjoy interacting with co-workers who share common values. However, the company is gearing up to do even more to help you grow your career. The EVP was created to tap all the "hidden treasures" – our capabilities and our dreams – that have yet to be fully realized. You may recall Career Month at CTP last year? The EVP will do even more this year in terms of mentoring, networking, career counseling events, increased touch points with leaders, family day experiences, and more. I have already led a leaders-link session with about 100 of your associates and other GE leaders have pledged to lead future sessions as well.

GE China aims to create an environment in which you feel working with GE is not just a job, but an experience where you grow and thrive with every working day.

Please stay tuned for more information on how to participate in these two important new programs.

Mark Norbom
GE Vice President
President & CEO, GE Greater China



准确定位，把握机遇

——伊梅尔特大中华区员工大会畅谈新愿景

2009年5月26日，GE董事长兼首席执行官杰夫·伊梅尔特出席了在北京召开的GE大中华区员工大会，与员工进行了近距离的交流。本次会议是GE中国近年来规模最大的员工活动之一，除了伊梅尔特，GE国际业务副总裁纳尼·贝加利和GE大中华区总裁兼首席执行官罗邦民也出席了当天的会议。约500名员工到达了会场，此外还有位于上海、无锡、成都、杭州、广州和沈阳的员工通过网络视频会议连接到会场，同步参与了现场的活动。

在会议中，伊梅尔特和大家分享了在当前经济放缓的环境下，公司的发展计划和愿景。他表示GE正处在具有历史意义的特殊时期。GE不仅要思考如何度过这个经济困难的周期，同时更要考虑如何调整公司，使它成为一个能够持续发展，能够在一个经历洗牌的经济世界中占据统治地位的选手。在此期间，我们首先要保证公司的安全，以防经济形势的进一步恶化；同时要准备好做出各种艰难的决策，并快速地执行；还要确保在一个长期的策略下进行努力，继续研发新技术，推进全球化的进程。对于GE而言，伊梅尔特认为关键在于真正开始着手为公司

在洗牌后的经济世界重新定位。我们必须了解市场将怎样变化；学会和政府合作，将政府看作我们的客户之一；格外关注这个增长缓慢的世界，推出更多产品，提高服务质量，改善客户服务；找出最有购买力的消费市场；建立品牌声誉，使GE在洗牌后的世界中成为全球的领导者。

“中国是世界上唯一保持增长的地方。我来这里后感到自己很渺小，这里实在太大了，发展如此迅速，”谈到中国市场，伊梅尔特表示了GE在中国长期发展的决心，“中国到2020年将在全球占据重要地位；我知道GE一定要留在这里。”为此，他指出了21世纪GE在华策略中最重要三点：全力、全速进行本地化；调整公司目标，使之与政府的目标相匹配；和本地国企建立合作伙伴关系。

在接下来的问答时间中，伊梅尔特与各业务集团的员工们分享了公司的战略，就“政府即客户计划”等不同领域的问题与大家进行了探讨，并强调GE将继续努力提高产品质量、增强技术实力；增强海外实力，提高全球化程度；改进服务组织，提高业务运营，改善客户服务，搞好客户关系。

问题1（成都）：您此前谈到过“政府即客户计划”。您觉得中国政府的4万亿经济刺激方案对GE在中国获得新业务有什么帮助呢？

“只要努力争取到项目和资金，GE就能够在一个缓慢增长的世界中推动增长。政府是现在世界上唯一有购买力的客户，我们要准确定位，把握机遇。”

问题3（沈阳）：您上次去沈阳访问的时候提到要在中国实施区域化策略，也就是把业务扩展到二、三级城市，那么根据您的这几年访问中国的情况来看，您觉得这一策略成效如何？

“我们现在已经确定了7座二线城市，其中已经有5座城市有人员进驻了。我们要把GE的业务扩展到全国，尤其是医疗、企业解决方案、消费与工业产品等方面。”

问题5（无锡）：无锡的员工们注意到您推介“健康创想”时手里拿着一台便携式超声波扫描仪，他们看见后觉得很自豪。那么您期待中国及其它新兴市场生产出更多这样的产品或创新吗？

“我们在中国等地进行产品的原料采购、开发，然后销往全世界。随着医疗界开始注重质量、成本和消费者承受能力，这种现象会十分普遍。”

问题7（北京）：“健康创想”和“绿色创想”两者之间有什么区别？这两项举措会如何帮助中国？

“绿色创想”的理念是：通过科技，在不损害经济发展的前提下创造一个低碳的世界。“健康创想”的理念是：利用科技在全球范围内推动成本质量，让更多的人用得起医疗服务，改善医疗服务质量，提高效益。”

问题2（上海）：您对“在中国，为中国（ICFC）”计划有什么样的长远展望？您是否将其视为中国作为技术基地服务世界的第一步？

“我们首先要搞好ICFC计划，进一步提升本地化程度。其次，我们要在中国开发可以在全球出售的技术。我们要充分利用与本地国企的合作关系。”

问题4（杭州）：您认为中国在GE的全球供应链中扮演着什么角色？您期待中国工厂为中国和世界生产更多产品吗？这会对GE带来什么影响？

“相比世界上其它地区，中国工厂可以节省20%到30%的成本，所以我们应该在中国继续发展本地采购能力。同时我们要在全球范围内降低成本、提高质量。在未来的4、5年间，我们的本地采购将会扩大一倍。”

问题6（广州）：您在迈阿密推出了智能电网，那么在中国推出这一技术是否可行？GE擅长智能电网概念的哪一部分？在哪个地区可以建立合作关系呢？

“一个智能电网项目中可能要投入100多个部件，包括软件和硬件，GE负责制造其中的四个。具体在中国，我们希望与合作伙伴共同努力，低成本生产这类产品。”

Positioning GE for Greater Opportunities in China

-Jeff Immelt Addresses at China Town Hall Meeting

On May 26th, 2009, Jeff Immelt, GE Chairman & CEO, held GE Greater China Town Hall Meeting in Beijing. It was one of GE China's largest employee events where Jeff Immelt was joined by Nani Beccalli, Vice President of GE International, Mark Norbom, President & CEO of GE Greater China, and about 500 employees gathered in the meeting hall with employees from Shenyang, Hangzhou, Wuxi, Chengdu, Shanghai, and Guangzhou being connected via webcast.

During the session, Jeff shared GE's vision in the current economic downturn. He said GE was in the process of making history, and that employees should not just think about how to get through the cycle, but how to adjust the company to be a dominant economic player in the reset global economy. During this period, the company should secure a safe position, in case the economic crisis gets

worse before it gets better, and be ready to make difficult decisions and execute them quickly while working towards a defined long-term strategy, continue to innovate new technology, and further globalization. In order to be ready for this reset economy, Jeff believes GE must come up with a clear picture of what the world will look like. GE must engage governments and understand them as customers, learn how to maneuver an ultra slow growth world, focus on countries and regions with strong economic prospects, and build its reputation to be prepared for this new world.

"China is the only part of the world that's growing. I'm really humbled when I come here, because this place is so big and moving so quickly," Jeff expressed his determination for GE's long-term development in China. "I know China is going to be important in 2020; I know GE needs to be here in that time period." He pointed out three important points of GE's China strategy in the 21st century: localization, aligning with government priorities, and partnering with local state-owned enterprises.

In the interactive Q&A session, Jeff shared GE's company strategy, and discussed topics including the view of "government as customer" with employees from all businesses. He emphasized GE's need to continue working on technology, globalization and customer service.



Conference Review

■ **Q 1 (Chengdu):** You spoke about government as customer earlier. How will the RMB 4 trillion stimulus package from the Chinese government help GE to quickly acquire new businesses in China?

Jeff: The only customers in the world that still have a heartbeat are the governments. We need to be well positioned to be able to take advantage of that.

■ **Q 2 (Shanghai):** What's your long-term perspective for the "In China, For China" program? Do you see this as the first step for China to serve as the world's future technology base?

Jeff: The first priority is to do ICFC, and do more localization. The second priority is to develop technologies here that we can sell to the rest of the world. We should also of course, emphasize partnerships with local state-owned enterprises.

■ **Q 3 (Shenyang):** When you visited Shenyang, you talked about the regionalization strategy for China, which means expanding the business to tier 2 and tier 3 cities. During your successive visits to China over a year, how do you see this strategy working?

Jeff: We've now identified seven tier 2 cities, and we've got five of those staffed. It's really important that we spread the presence of GE throughout the country, especially in healthcare, enterprise solutions, and C&I.

■ **Q 4 (Hangzhou):** What is your view on China's role in GE's global supply chain? Do you expect more products to be produced in China for China and the world? And how will this impact GE?

Jeff: The factory in China probably represents a 20% or 30% reduction in cost versus the rest of the world. So, we should continue to push greater capability in China and increase sourcing. Also, we want to try to drive cost and quality on a global basis. Our sourcing could be twice as big in the next four or five years.

■ **Q 5 (Wuxi):** Our Wuxi employees saw you holding the portable ultrasound device when you launched healthymagination, and that made us very proud. So do you expect more products and innovations like this will come out of China and other emerging markets?

Jeff: Many GE products are sourced and developed in places like China, and then sold around the world. That's going to be pervasive in the future, as the healthcare world swings toward quality, cost and access.

■ **Q 6 (Guangzhou):** You launched the smart grid in Miami. Would it be feasible to launch this technology in China? And in what aspect of the smart grid idea is GE an expert in? In what area is local partnership possible?

Jeff: There are probably 100 components, both hardware and software, put together in one smart grid project. And GE might do four of them. We should cooperate with our partners in China to make it as low cost as we can.

■ **Q 7 (Beijing):** What's the difference between healthymagination and ecomagination? And how should these two initiatives work for China?

Jeff: Ecomagination is the notion that with technology, we can create a lower carbon world without starving economic growth. And healthymagination is about using technology to drive cost quality and access on a global basis to improve healthcare, and to improve outcomes.



庞清和佟健的成长故事

继2006年都灵冬奥运会后，GE与中国花样滑冰队于2009年3月共同宣布再次达成合作伙伴关系。在未来一年期间，GE将作为官方合作伙伴全力支持中国花样滑冰队备战2010年温哥华冬奥会。本篇将由中国花样滑冰队双人滑队员佟健和大家分享他与搭档庞清的成长故事。

韩国单人滑名将金妍儿曾经说过，在花样滑冰的世界里，有两种运动员是最能被大家所记住的：一种人，是取得了辉煌成绩的；还有一种，就是把自己的表演风格深深地刻入了别人的脑海的。我和庞清，希望成为这第二种运动员。

艰难的起步

16年前的一个夏天，我被教练通知改练花样滑冰双人滑项目。在挑选女伴时，我按照原来练冰舞的标准，在两位候选人中挑选了一位身材修长的女孩子，她，就是庞清。

没人预料到我和庞清的双人滑起步竟是如此艰难！1993年姚滨老师带申雪和赵宏博去了国家队，我们只好自学成才。在哈尔滨训练时，我们没有固定的教练指导，属于“吃百家饭”，有时跟着男单练，有时跟着女单练，有时跟着冰舞练。训练的时候动作做得不好也不知道是谁的问题，找不到解决方法，吵架就

成了家常便饭。有一次我们甚至一个星期都没有说话。

直到1997年，我们有机会来到北京，自费去国家队训练。虽然国家队的训练环境好多了，但是“待遇”却没有得到丝毫改善，我们依旧用别人用剩下的冰刀，穿别人穿过的比赛服，练别人比过的节目。1997年，在一次比赛中，我们的成绩非常差，这次打击让两个人的自尊心受到了严重的伤害，以至于我们考虑是否就散伙算了。幸运的是，庞清和我共有的倔强性格，让我们选择继续这条道路。

1999年，我们跟姚滨到美国去编排节目，终于拥有了一套真正属于自己的节目。从那以后，我们就特别盼望着比赛，盼望着让裁判们看看我们自己的节目。那一年，我们第一次参加成年人大奖赛，结果把以前青少年比赛时输过的人全都赢了！那一次比赛，成为我们事业的转折点。

2006的冰上魅影

2005年的世锦赛第四名和第十届全国运动会亚军，为我们在2006年都灵奥运会上获得奖牌提供了信心保障。在都灵，我们

的《歌剧魅影》获得了第四名。有一位日本记者这样问我们：“如果没有赵宏博带伤参赛的背景，仅仅0.2分之差获得第四名的你们是不是有机会站上领奖台？”我摇摇头说：“那是对中国双人滑来说最好的结局。”庞清的回答是：“也许有一枚冬奥会的奖牌我们也就完美了，但是谁没有遗憾啊？”

可谁又能够拒绝站上最高领奖台的诱惑？我和庞清决心在都灵冬奥会之后的世锦赛上重新演绎那首《歌剧魅影》，不仅仅是为了冠军的荣誉，也为了一个更高的目标：创造属于自己的花滑经典！2006年3月23日，我们以124.22分的个人最好成绩，摘得了第一个世界大赛的冠军。

温哥华，唯一的理由！

今年，庞清和我都将迈进30岁，15年的专业训练积累下来的伤病越来越多，我的跟腱炎时常发作，庞清的肾炎也要处处小心，但我们依然选择继续留在冰场，因为还有一个心愿未了。温哥华奥运会是我们坚持的唯一理由。对于2010年温哥华奥运会的期待，我们的希望和前两届奥运会一样，仍然是“可以拿到一块奖牌”。

2010年的温哥华赛场上，我和庞清将献上怎样的节目？是《歌剧魅影》、《帕格尼尼狂想曲》、《探戈》，或是一段全新的曲目？请大家拭目以待！

佟健 中国花样滑冰队队员

Stories of Qing Pang and Jian Tong

In March 2009, GE announced that it had renewed its partnership with the Chinese Figure Skating Team, and will support the team at all major domestic and international events as one of the team's official partners over the next one year. Jian Tong from the China Figure Skating Team shares stories about him and his partner Qing Pang.

Korean figure skater, Kim Yu-Na, has commented that in the world of figure skating, there are two kinds of skaters that are most likely to be remembered: the ones that have achieved greatness, and the ones that have always impressed audiences with a unique performance style. Qing Pang and I are striving for the latter.

A Difficult Start

Sixteen years ago, I was told to stop ice dance training and to practice pair figure skating. I chose my partner based on the criteria of ice dancing – the slim girl was Qing.

No one could expect how difficult it was when Qing and I started our training. In 1993, Coach Bin Yao went to Beijing to coach the National Team, leaving Qing and I with the local provincial team. We felt that we were beggars: beggars eat what they can find, and we practiced what we were able to learn. We learned from men's and women's single training and even from ice dancing. We argued all the time because when we failed at one movement, we could not understand why. Once we even stopped speaking to each other after a horrible argument for a whole week.

It was in 1997 when we found our way to the Chinese National Team. We were allowed to train with the team, but we had to cover our own living costs. Although the training venue was

guaranteed, everything about training was difficult. We had to use old skates, wear old competition costumes, and practice programs discarded by other skaters. We experienced a terrible failure in one competition and our self-esteem was damaged to the extent that we nearly broke up the partnership. Luckily, our stubborn nature helped us survive the hardship, and we chose to continue the figure skating journey.

In 1999, Coach Bin brought us to the U.S. and choreographed a routine for us. It was the first time Qing and I danced our own program. From then on, we became eager to compete, eager to demonstrate our new program to the world. That year, we participated in the Senior Figure Skating Grand Prix for the first time, and defeated all of the opponents that beat us in junior competitions!

The Phantom of Ice in 2006

As runners-up in the 10th National Games and then ranking fourth place in the 2005 World Championships, Qing and I were gaining confidence to potentially win a medal at the Torino 2006 Olympic Winter Games. We won fourth place in Torino. One Japanese journalist asked us: Do you think you would be on the podium if Hongbo Zhao had not come back, since your score is only 0.02 behind them? (Zhao Hong Bo and Xue Shen won the bronze medal) "This

result is the best for China's Figure Skating team." I replied. Qing added: "We would feel perfect for winning a medal at the Olympic Games....who doesn't wish for more?"

No one can resist the chance to stand on the highest position of the podium. Qing and I decided to perform "Phantom of Opera" again in the following 2006 World Championships. This time, we strived not only for the gold medal, but also for a bigger goal: to create our classic Figure Skating program. On March 23rd, we won our first World Championship with a score of 124.22, our new record.

Vancouver, Our Inspiration

Qing and I will be 30 years old in 2010. We are still suffering from the injuries of 16 years of training. My achilles tendinitis and Qing's nephritis are impacting our competition status. The only reason that keeps us on the ice is the Vancouver 2010 Olympic Winter Games. Similar to our expectation of the previous two Olympic Games, we are looking forward to "obtaining a medal".

Which program are we going to perform in Vancouver? "Phantom of the Opera", "Paganini Rhapsody", "Tango" or a new program? We will unveil the answer on February 14th 2010!

Jian Tong
China Figure Skating Team



财务精英的成长摇篮

——GE财务管理培训生项目

Cultivating Future Finance Leaders

-GE Financial Management Program

GE拥有享誉全球的领导力培训项目，这不仅让所有GE人引以为豪，并且为GE培养了大批优秀的领导人才。本期我们会向大家特别介绍财务管理培训生项目（FMP）。

FMP已有超过90年的历史，旨在提供给初级财务人员特有的轮岗机会、特色课程、杰出导师，以及与高层领导交流座谈的机会。FMP是一支年轻有热情的团队，目前在中国有近40名培训生，在两年的时间里他们会活跃在GE的各个业务集团。下面，一些优秀的FMP培训生将和我们分享他们的培训感言。

GE's world-famous Leadership Programs make every member of GE proud and have helped the company cultivate numerous excellent leaders. In this issue, we will introduce you to one of these GE Leadership Programs, the Financial Management Program (FMP).

The FMP has been in existence for over 90 years, and provides junior finance professionals with rotational assignments, structured courses, excellent mentors, and exposure to senior leaders and a variety of businesses. The FMP in China is made up of a team of about 40 young and passionate professionals who provide services to different businesses over a two-year period. Let's hear the FMP trainees' insight about the program.

林念昕

目前轮岗于：GE能源集团 财务控制

在财务管理培训生项目中感受最深的就是“成长”。从最初了解业务集团的产品知识和运作模式，积累财务知识和技能，到运用自己掌握的知识和技能分析业务集团的经营业绩，克服遇到的种种困难，寻求可以为她带来持久价值的发展机会，点点滴滴都是我最享受和自豪的成长过程。

Cindy Lin

Current Rotation: GE Energy China, Controllership

"Growth" is a key word in the FMP. At first, I got to know businesses and their operations while building up my solid financial knowledge and skills. Through overcoming various difficulties, I leveraged my knowledge and skills to analyze the financial performance of the business. Later on I found development opportunities that bring lasting value to the business. Every aspect of the personal growth process is what I enjoy and cherish most.



陶然

目前轮岗于：GE中国 财务控制

加入FMP后，我感到自己选择了一条职场上的康庄大道。在两年的轮岗之中，我积累了在各业务集团工作的经验，学习到了经营管理的各方面知识。在即将毕业之际，再一次感谢这些年里给予我们帮助与指引的领导和同事，你们的教导是我们不断前进的动力和能量。

Ryan Tao

Current Rotation: GE Asia Corporate, Controllership

After joining the FMP, I knew this was one of the best career paths for finance professionals to grow. During the two-year rotation, I was able to see different businesses, and learn business management from a financial perspective. Upon graduation, with a thankful heart, I would like to say thank you to all my managers and colleagues. Your consistent and inspiring instructions and coaching were key to our success and the success of the FMP.



李翔
目前轮岗于：GE金融集团 财务控制
通过在金融集团的2个不同职能的轮岗，我感受最深的是“责任感”。作为FMP，面临工作环境和性质的变化和挑战时，对工作的热爱和责任感显得尤为重要。踏实积累财务知识，熟悉业务运作，主动争取机会，勇于承担责任，这些是我过去一年的心得，也是未来长远发展的动力。

Phoebe Li
Current Rotation: GE Capital Greater China, Controllershship
After two rotations in GE Capital covering both FP&A and controllershship, "responsibility" has become the key word that I always address in my daily work. As an FMP trainee, the passion for your job and sense of responsibility play very important roles when you face changes and challenges. Build solid financial knowledge, know the business well, be proactive in work, and take responsibility, these are all what I have been doing, and what I will continue to do throughout my future career development.

刘纯
目前轮岗于：GE医疗集团 财务分析
FMP的确是一段独特的经历。通过前3个在水处理集团、医疗集团华中地区，医疗集团中国总部财务分析的轮岗，我学习到了包括项目财务、商务金融和财务分析规划等各方面的技术技能。作为FMP External Focus委员会成员，通过在北京组织FMP领导才能培训活动，我的组织和交流能力也得到了非常大的提高。

Grace Liu
Current Rotation: Healthcare China FP&A
The FMP is indeed a unique experience. During my first three rotations in the Water, central regional Healthcare and Healthcare-Great China FP&A teams, I have acquired various technical skills in Project Finance, Commercial Finance, and FP&A. As an FMP External Focus Committee member, I have also improved my organization and communication skills by leading the FMP Workshop in Beijing.



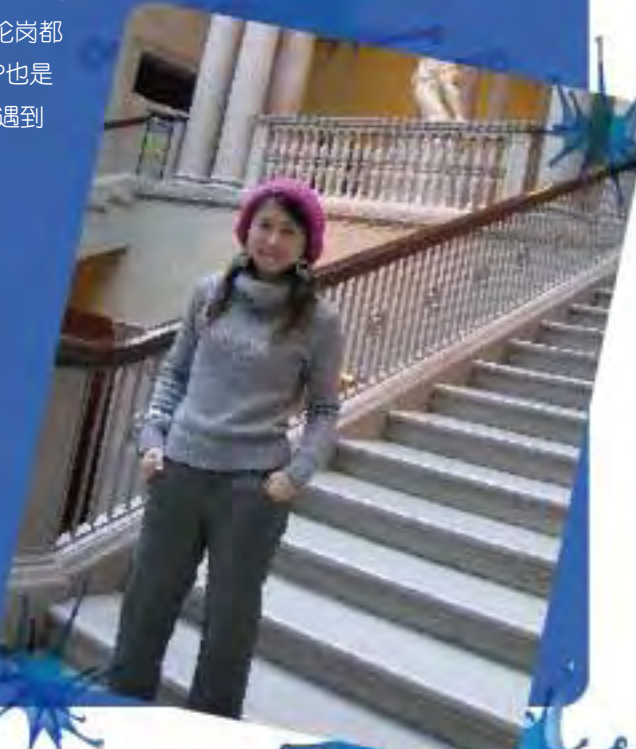
刘佳
目前轮岗于：GE医疗集团 临床系统 亚洲 财务分析
这是一个年轻有活力的团队。作为刚入职的FMP，我得到了很多FMP前辈们的指点。当他们和我分享他们在轮岗期间的收获时，我能感受到他们对工作的热情、自信，以及成就感。在这个团队里，追求卓越是一个传统，我非常荣幸能成为FMP的一员。

Jason Liu
Current Rotation: Healthcare Clinical Systems Asia FP&A
This is a young and dynamic group. As a new FMP trainee, I received a lot of instructions from senior FMP trainees. When they shared their experiences in former rotations with me, I could see their passion, confidence, and great sense of achievement. I feel so fortunate that I'm a part of this great program where the pursuit of excellence is a tradition.



何家乐
目前轮岗于：GE能源集团 财务分析
FMP是一个充满机会和挑战的项目。两年以来，从上海到美国，从全球业务服务部到消费与工业产品、安防和能源集团，每6个月的新轮岗都需要我迅速地适应新的业务集团、新的同事和新的财务职能；FMP也是一个备受关爱和支持的项目，FMP项目经理Stewart、每个轮岗中遇到的同事和经理们、FMP的前辈和同学们，都给了我们极大的支持。

Carol He
Current Rotation: GE Energy China, FP&A
The FMP is a program full of both opportunities and challenges. In the past two years, from Shanghai to the U.S., from GBS to C&I, Security and Energy, every six months come with a new assignment that requires me to quickly adapt to new business, colleagues and financial functions. The FMP is also a program that provides constant care and support. Our FMP manager Stewart, rotation colleagues, managers, and FMP alumni and peers, all provided us with precious guidance and support.



2009年度FMP领导才能培训活动 2009 GE China FMP Leadership Workshop

2009年4月25日，GE财务管理培训生（FMP）在上海和北京两地组织了为期一天的培训互动活动。来自全国15所著名高校的98名学生经过层层选拔，参加了当天的活动。

GE医疗集团和金融集团的首席财务官都出席了当天的活动，并对公司的组织架构、文化和财务人员在公司运作中的角色进行了介绍。FMP人力资源经理也与学生们分享了职业规划方面的建议。

在学生们分组进行的案例分析过程中，来自能源集团、医疗集团和消费与工业产品集团的多位财务经理都参与其中，与学生们进行亲切的经验分享，并对学生们最终完成的商业企划给予了建设性的评价和建议。

当一天紧张而有意义的活动结束的时候，所有同学都表示对当天的活动内容印象深刻，并会把领导才能培训活动推荐给更多的人。



On April 25th, 2009, members of the Finance Management Program (FMP) held two GE China FMP Leadership Workshop events in Shanghai and Beijing. These two workshops attracted 98 elite student participants from 15 prestigious universities across the country.

CFOs from both GE Healthcare China and GE Capital China attended the workshops and introduced GE's organization, culture as well as the role finance plays in the company. The HR Manager in charge of the FMP also shared tips and suggestion on career management with the students.

During the case study session, Finance Managers from GE Energy, Healthcare and C&I attended, and shared their experience with the students. They also gave constructive feedback and suggestions on the business development plans worked out by the students.

At the end of the intensive one-day workshop, the students were all impressed by the activities at the event, and pledged to recommend the workshop to others.

大公司启动大梦想 ——GE中国2009雇主综合价值系列活动全面启动 Big Enough to Live Your Big Dreams -GE China 2009 Employment Value Proposition Initiative Rolls Out



2009年6月23日，GE中国2009雇主综合价值（Employment Value Proposition，简称EVP）系列活动正式启动。该项目为期半年，将通过一系列形式多样、内容丰富的活动，关注GE员工职业发展的各个方面，倡导建立积极良好的工作体验，帮助员工在GE得到职业成长，从而提升公司在员工心目中的综合价值。

EVP意指就业者用一组基本价值要素来估量他们在某一企业或组织工作时所能获取的总价值。就业者可以是该企业的雇员，也包括对该企业有兴趣的求职人员。对EVP的衡量主要涵盖五个要素：职业发展、企业组织、工作及工作环境、回报，以及企业的人员。就业者对EVP的判断将决定其对雇主的选择和对雇主的忠诚度。2008年下半年，在第三方机构中国人力资源首脑会（China HR Executive Board）的帮助下，GE对其在中国的所有业务集团开展了深度的EVP调查，超过2000名员工接受了调查，这也为GE更好的开展EVP活动奠定了基础。今年，在GE总部的支持下，GE中国首先试点推出了EVP系列活动。

GE中国的EVP系列活动涉及职业发展、奖励与认可，和良好的人文环境等方面，旨在为员工创建一个良好的成长与发展的空间。

GE大中华区总裁兼首席执行官罗邦民对EVP系列活动的实施充满期待，他谈道：“要吸引和留住最优秀的人才，最关键的是要使这段工作经历给他们带来的价

值达到最大化，这在全球经济衰退的当下更是如此。这是一项长期投资，它所带来的回报远非短期的经济指标所能衡量。我们相信GE是这样一个地方——员工不断追求卓越并能实现自己的梦想，并每一天都向往在此工作。对人才投入，发展卓越的领导力是GE一贯的战略，这也是GE在其长达130多年的历史中保持成功的秘诀。”

On June 23rd, 2009, GE China officially launched the 2009 Employment Value Proposition (EVP) initiative. The initiative will run through the end of 2009 and focus on the career development of employees while advocating a positive and enjoyable GE working experience. By helping and encouraging employees to grow with the company through a series of activities, the EVP promises to give all GE China employees the tools they need to grow.

The EVP is a set of attributes that the labor market and employees perceive as the value they gain through employment with an organization. Five major attributes are considered: rewards, opportunity, organization, work and people. Evaluation of these five attributes by an employee or job candidate can influence their decision-making of whether or not to work for a given company and their loyalty to an employer. In the second half of 2008, with the help of the China HR Executive Board, GE carried out a comprehensive EVP

investigation involving over 2,000 employees from across all GE businesses. This investigation set the perfect foundation for the EVP initiative. In 2009, with the support of the GE global team, GE China piloted the EVP initiative across the country.

GE's EVP initiative in China will touch all aspects of employees' experience, especially career development, reward and recognition, and people.

Mark Norbom, President & CEO of GE Greater China, has high expectations for the implementation of the EVP initiative. "To attract and retain the best, it is critical to maximize the value of the work experience for employees especially amid the global economic downturn. This is an investment with returns that go far beyond anything that can be measured in short-term financial results. We believe GE should be the place where our employees can achieve their best and live their dreams, and simply a place where they look forward to coming to work every day. It is GE's consistent strategy to invest in people and develop great leadership. It is what has made GE successful over our 130-year history."

想了解更多EVP活动详情，请登陆：
For more information, please visit:
http://supportcentral.ge.com/products/sup_products.asp?prod_id=84684

在挑战中持续学习和成长

Keep Learning & Growing in Challenging Times



Rachita Sahgal
Crotonville Leader for Asia Pacific
亚太区首席教育官

我非常高兴能从Jeff和Nina的手中接过亚太区首席教育官的接力棒。在当前严峻的经济形势下，值得庆幸的是我们有着很坚固的基础。目前我们主要致力于帮助我们的业务集团培养更好的领导者，为经济复苏做好准备。

制胜的唯一法宝是积极主动。对于我们每个人来说，现在正是时候去审视我们自己目前所处的位置，以及我们希望到达的方向，并且利用这个时机去提高自身的技能，为公司发展做出贡献。

除了克劳顿维尔领导力和基本领导力课程之外，网上学习资源也是帮助你不断超越自我学习曲线的很好的途径。在网上学习资源方面，公司今年提供了一系列新的免费课程与资源，而且简化了我们获取这些资源的方法。

希望你们都能了解到这些资源的存在并开始使用它们。在困难的时期我们更要保持学习的势头。中国培训团队会一如既往地支持各位！

It gives me great pleasure to take on the role of Crotonville Leader for Asia Pacific from Nina and Jeff. Given the tough economic environment, it is great that we have a strong foundation that has already been built. Our focus now is to support businesses to continue to build our leaders so that we get stronger today, and are better prepared once the economic upswing begins.

The only way to win is to be proactive. Now is the time for each of us to take a hard look at where we are, what we aspire to, and use this time to build the skills and knowledge that will help us contribute to our business' success.

In addition to the Crotonville Leadership and Essential Skills courses, the On Demand Learning resources are the perfect way to help you stay ahead of the curve. This year we have strengthened On Demand Learning with a range of new offerings that are free, accessible, and available whenever you need them.

I would encourage each one of you to get familiar with what is available and begin to leverage these. Let's keep up the momentum even in these difficult times! The China Learning team looks forward to supporting you as always! Please reach out to any one of us with your questions.

Rachita Sahgal
Crotonville Leader for Asia Pacific
亚太区首席教育官

On Demand Learning

无论你在哪里，不管你什么时候需要，GE On Demand Learning 图书馆都能够满足你学习和成长的需求。这里提供非常实用、适时、有趣的学习内容。请登录<http://globallearning.ge.com>去查看以下资源：

Wherever you are, whenever you want, GE's robust on Demand Learning Library enables you to learn and grow continuously by giving you practical, fresh, and timely information. You can find these valuable resources at <http://globallearning.ge.com>.



- “哈佛经理顾问”是一个很好的资源。它包含的众多内容全面探讨了经理人每天面对的问题，并介绍了有效应对这些挑战的技巧。
Harvard Manage Mentor is an engaging resource that delivers dozens of modules addressing the daily challenges managers face and helps you learn effective techniques to overcome those challenges.
- 你在寻找领导力发展或者项目管理的技巧，但是又没有太多的时间或者没有足够的预算去参加课堂培训？在SkillSoft网站上你可以找到相关的在线课程。
Are you looking for ways to develop your leadership or project management skills, but you don't have a lot of time or the travel budget to attend a classroom course? We have several e-learning courses from SkillSoft that can help!
- 在领导力发展网站上我们可以观看到1000多位CEO、学者和领导者的讲话。
The Leadership Development Channel gives you access to over 1,000 Leadership video clips by CEO's, Academics and other thought leaders.
- iManage@GE是GE为全球经理提供的一站式服务网站。在这里你不仅可以阅读到哈佛商业评论文章；观看世界各地公司总裁和领导的演讲；还可以查阅到大量的在线管理资源——吸引最好的人才、发展团队、业绩管理和留住你的人才。
The iManage@GE portal is a one-stop shop of great content for managers. You'll find Harvard Business Review articles, videos starring business leaders and thought leaders from around the world, and other online resources related to the critical skills of managing - attracting the best talent, developing your team, managing performance, and retaining your talent.



尽管处在一个充满挑战的经济环境中，我们还是强烈建议大家充分利用这些在线资源帮助自己成长，并为未来做准备。

Despite the challenging economic environment, we strongly encourage you to use the online resources to develop the skills to enable yourself to handle the future!

感激 奖励 Appreciation

尽管受到金融危机的影响，2008年对于GE在中国仍是收获的一年。所有的成就离不开各业务集团员工们的积极参与和努力付出。而适时地认可员工，鼓励员工参与，调动大家的积极性也充分体现了GE各业务集团管理者的杰出领导才能。

本期杂志特别邀请到GE能源亚洲项目总经理胡亦鹏、GE药业（上海）有限公司张江工厂副厂长兼生产总监张锦彪、GE传感与检测科技大中华区销售总监王颢，以及GE能源杭州工厂副厂长兼生产总监Mark Bentham，来和大家分享他们是如何鼓励和认可员工的。

2008 has been a good year for GE in China despite the financial crisis. All the progress was achieved by the hard working employees from all GE businesses. GE managers have perfectly demonstrated their appreciation, encouragement, and motivation of employees.

In this issue, we invited I-Pung Hu, General Manager of the GE Energy Asia Project, Jack Zhang, Deputy Plant Director & Operations Director of Zhang Jiang Plant of GE Healthcare Shanghai Co., Ltd., Bill Wang, Sales Manager of GE Sensing & IT China, and Mark Bentham, Deputy Plant Director & Operations Director of the GE Energy Hangzhou Plant, to share their stories of showing employees appreciation and encouragement.

GE能源亚洲项目总经理胡亦鹏 I-Pung Hu, General Manager of GE Energy Asia Project

胡亦鹏是GE能源亚洲项目组总经理，他的团队主要处理亚洲的火电、风能和气化等项目。胡亦鹏认为，认可和感谢是对员工努力付出的一种回应。它是一种积极的力量，也是建立良好的团队精神的关键。

在胡亦鹏的团队中，管理者们会实时地认可和感谢员工的贡献，值得一提的是，他们的感谢活动并不局限于一个地区、一个团队。胡亦鹏非常鼓励跨地区、团队间的认可和感谢氛围。以前他的团队曾经和其它地区的一名财务经理合作一个项目。这名财务经理经常在深夜还坚持和他们沟通，十分辛苦，所以在项目完成后，他的团队集体对这名财务经理表达了感谢。他认为这种跨地区的员工之间的认可和感谢是十分值得提倡的。



GE能源亚洲项目总经理胡亦鹏（左三）
I-Pung Hu, General Manager of GE Energy Asia Project
(third from left)

对于认可和感谢员工的方式，胡亦鹏也有自己的见解：“我认为认可和感谢是非常个人的行为。管理者应该亲自对员工表达自己的认可和感谢。曾经有一个新上任的高层领导在了解了我所做的工作后，特意从美国致电给我，表达了对我所做工作的认可和感谢。这让我很受感动，同时也启发我认可和感谢不应该流于形式，实际上管理者亲自去认可和感谢员工可以收到很好的效果。”

I-Pung Hu leads the GE Energy Asia Global Projects Operations (GPO) team, executing thermal, wind, and gasification projects in Asia. In I-Pung's opinion, appreciation is a kind of feedback and a key factor in establishing a strong and positive teamwork spirit.

In I-Pung's team, managers often organize team building activities to show their appreciation of employees' hard work. What's worth mentioning is that I-Pung also encourages appreciation cross regions and teams. His team used to cooperate with a finance manager from another region, who worked very hard and kept communicating with them even very late in the evening. When the project was done, his team expressed their gratitude and appreciation to the finance manager. For I-Pung, such cross-region appreciation is worth advocating.

I-Pung also has his own opinion on the ways to express appreciation, "I think appreciation is quite personal. Leaders should express their appreciation and recognition in person. Once a new senior leader from headquarters made a thank-you call to me from the U.S. to show his appreciation for my hard work. I was deeply touched and it inspired me that personal appreciation can generate more positive effects."

GE药业（上海）有限公司张江工厂 副厂长兼生产总监张锦彪 Jack Zhang, Deputy Plant Director & Operations Director Zhang Jiang Plant of GE Healthcare Shanghai Co., Ltd.



GE药业（上海）有限公司张江工厂副厂长兼生产总监张锦彪（后排左二）
Jack Zhang, Deputy Plant Director & Operations Director
Zhang Jiang Plant of GE Healthcare Shanghai Co., Ltd.
(second from left at back row)

张锦彪带领的GE药业（上海）有限公司张江工厂的生产部主要生产造影剂，对于认可和感谢员工，他认为这是一个良性的循环：“公司应该营造良好的认可和感谢氛围，让员工真正感受到自己的付出得到认可，这样他们就会更加积极地投入工作，同时也能激励其他员工更努力工作，争取得到认可。”

于是张锦彪身体力行，定期在员工中评选“质量之星”、“员工之星”等，给予在各方面表现突出的员工鼓励。而为了让更多基层员工参与进来，今年他们的团队还推出了“百日无差错”、“啄木鸟”和“金点子”等项目，旨在让员工去发现平时工作中的问题和隐患，及时纠正，并且提出自己的建议。

管理者及时认可和感谢员工所做的贡献，而员工同时也积极地做出回应，从而把工作做得更好。在这种良性循环中，张锦彪领悟到，把认可和感谢传达给更多的员工很重要。所以在推出认可和感谢项目时，他们会尽量涵盖更多的员工。而在表达认可的方式上，张锦彪也有自己的一番领悟：“认可和感谢不一定要在开会的时候才表达，也不一定一定要写在黑板上让大家看见，其实平时在工作中的口头鼓励也可以让员工感受到公司对他们的关注。”

Jack Zhang leads operation department of GE Zhang Jiang Plant of GE Healthcare Shanghai Co., Ltd. He believes that it forms a

beneficial cycle to recognize and appreciate employees: "The company shall foster a culture of recognition and appreciation which enables employees to feel recognized and motivated, and at the same time, influence others to work harder for recognition."

Jack walks the talk. He regularly nominates "Quality Star" and "Star of Employee" etc. to recognize employees who demonstrate outstanding performance. The team also launched projects including the "Zero Error in 100 Days", "Woodpecker", and "Golden Views" in order to encourage employees to identify and rectify problems and potential risks at work and put forward their own suggestions on how to improve the work environment.

When management recognizes and appreciates employees' contributions, employees positively respond by improving their job performance. Jack is well aware of the importance of conveying appreciation to employees which is why he understands the importance of wider employee coverage when they launch these projects. Jack also had his own understanding of the delivery method. Words in a meeting or writing on a blackboard to recognize and appreciate employees doesn't necessarily convey sincerity, verbal encouragement tends to be the best way to make employees feel the company's appreciation towards them.

GE传感与检测科技大中华区销售总监王颢
Bill Wang, Sales Manager of GE Sensing & IT China

王颢带领的是GE传感与检测科技大中华区检测科技部门的销售团队，主要从事无损检测相关产品的销售工作。对于王颢来说，认可和感谢员工的贡献是对员工最好的激励：“员工是GE最大的财富。很多人加入GE并在GE长期发展是因为他们认可GE的文化氛围，他们能在这里创造和体现价值。公司应该时刻去关注员工的贡献，并及时加以认可和感谢。”

整个GE传感与检测科技集团有很好的员工认可及感谢的机制。在每季度的全体员工大会上，公司都会表彰贡献突出的团队和员工。王颢的销售团队也因为赢得重大的定单和成功拓展战略客户业务而多次获得表彰。销售团队感受到来自于公司的极大的鼓舞，更充满激情坚定不移地迎接新的挑战。

同时王颢也鼓励推动在各部门以及员工之间合作的过程中建立认可和感谢的氛围。最近他们在CTP举办了全国数字图像及CT技术年会，销售部门的一位员工负责了整个会议的繁重组织工作。整个过程中各部门相关员工自发地前来帮忙，组成了一个行动团队，合理分工，积极配合，顺利完成了组织工作，为GE树立了良好的形象。而过程中员工之间相互的认可和感谢也让他们很受鼓舞。

很多类似的经历让王颢认识到，认可和感谢并不一定局限于领导对员工，也不应该局限在固定的日子。员工之间日常的相互认可和感谢也能够激励员工相互鼓励，共同进步。所以管理者应该在公司培养员工间互相鼓励和认可的氛围。

Bill Wang is the leader of GE Sensing & IT China Sales team. To Bill, recognizing employees' contributions is the best form of motivation. Employees are the most valuable assets for GE. Many employees join GE looking for long-term development because they believe in GE's culture, they believe they can create value for the company and for themselves as well. The company pays great attention to employees' contributions, and recognizes and appreciates them.

There is a good mechanism for employee recognition and appreciation in place at GE Sensing & IT China. In quarterly townhall meetings, the company awards the teams and employees who make outstanding contributions. Bill's sales team has been awarded several times for winning important orders and successfully developing strategic customers. Inspired by the company, the sales team members are handling new challenges with continuously growing passion.

At the same time, Bill cultivates a culture that recognizes and appreciates employees. Recently, they held the Annual National Digital Image and CT Technology Conference at CTP organized by an employee from the sales department. The employees from all relative departments volunteered to form a working committee. They worked closely together to hold the flawless conference. They were inspired by each other and consistently expressed their recognition and appreciation among themselves.

Plenty of similar experiences made Bill realized that there is no limitation to who can recognize employees and no limitation to when. Recognition and appreciation among employees provide inspiration for our employees, so managers should foster a culture where employees recognize and appreciate each other.



GE能源杭州工厂总经理Mark Bentham
Mark Bentham, General Manager,
GE Energy Hangzhou



杭州工厂属于GE能源全球供应链团队，主要进行大型设备机械加工。2007年GE能源开始把工厂从水电产品的加工转到燃气、蒸汽、风能和颜巴赫轮机部件的加工。杭州工厂领导团队认为全体员工的参与是变革成功的关键。感谢奖励是激励员工取得进步和改变的重要因素。

员工的积极参与来源于员工和领导团队间的良好关系。在杭州工厂，领导团队鼓励经理要为员工着想（员工需要什么）。他们倾听员工的疑虑，保证员工福利和政策的一致性并且高度重视工作环境的安全性。

同时，他们还号召员工帮助公司改善，鼓励员工提出自己的意见和建议。首先，他们建立了“日管理体系”从而保证员工有途径提出自己的想法。并且，工厂还推出“员工合理化建议”项目来鼓励员工提出自己的建议。这个项目得到了积极的响应，收到了近2000条关于安全、质量和成本方面的建议。看到自己提出的问题得以解决，自己提出的建议得到认可和采纳，对于员工是莫大的鼓励，从而他们也会更加积极努力地工作，和公司共同成长。

现在这些员工参与的项目是杭州工厂成功变革的重要部分。这些项目成功的关键包括：帮助解决员工的疑虑，建立有效渠道让员工提出问题，时常巡视车间，花时间去感谢员工的参与。

GE Energy Hangzhou is part of the GE Energy Global Supply Chain team. The factory specializes in large fabrication and machinery. In 2007, GE Energy began to convert the factory from Hydro manufacturing to a components supplier for gas, steam, wind and Jenbacher turbines. The Hangzhou Leadership team decided that the involvement of all employees was essential to

make these changes. Appreciation is a way to drive improvement and change.

Employee involvement stems from the relationship between employees and the leadership team. In Hangzhou, managers are encouraged to think about employee advocacy (what do employees need). So they listen and react to employee concerns, ensure employee benefits are consistent with GE policy and place a great deal of focus on safety to improve the working environment.

In parallel, employees are asked to help the company change. Employees are encouraged to raise their concerns and suggestions. First, a Daily Management System is in place to give employees a forum to raise issues. Also, the site launched an Employee Suggestion Program to encourage employees to drive improvements. The response has been tremendous with close to 2,000 suggestions raised to improve safety, quality and lower cost. Seeing a problem they reported solved, and the suggestions they gave accepted greatly encourages employees and inspires them to work harder, and grow together with the company.

These employee involvement programs are a key part of the successful changes being made in Hangzhou. The keys to the program's success include taking care of employee concerns, providing a simple way for employees to raise issues, promoting interaction with managers, and taking the time to thank people for their involvement.

退休收入积累计划

——为您的退休收入提供保障

Retirement Income Accumulation Program (RIAP)

-Guarantee Your Retirement Income



公司和您共同出资，以长期投资回报为理念与您共同积累您退休后的收入。
您如果参加RIAP计划，则您每月工资的3%会进入个人投资连结险账户进行积累投资，而公司也为相应的为您缴纳同样的金额进入您的个人分红险账户进行积累投资。
积少成多，您的资金经过十年甚至几十年的积累以及保险公司专业的投资运作，可为您的退休生活提供一份更高的保障。

Your retirement income can be accumulated from long-term investment by you and the company together.
With the RIAP, 3% of your monthly salary will be accumulated in your personal united link insurance account, and the company will pay the same amount to your personal participating insurance account for accumulated investment. Your investment can guarantee a comfortable and financially secure retired life.

灵活的投资选择，决策权在您

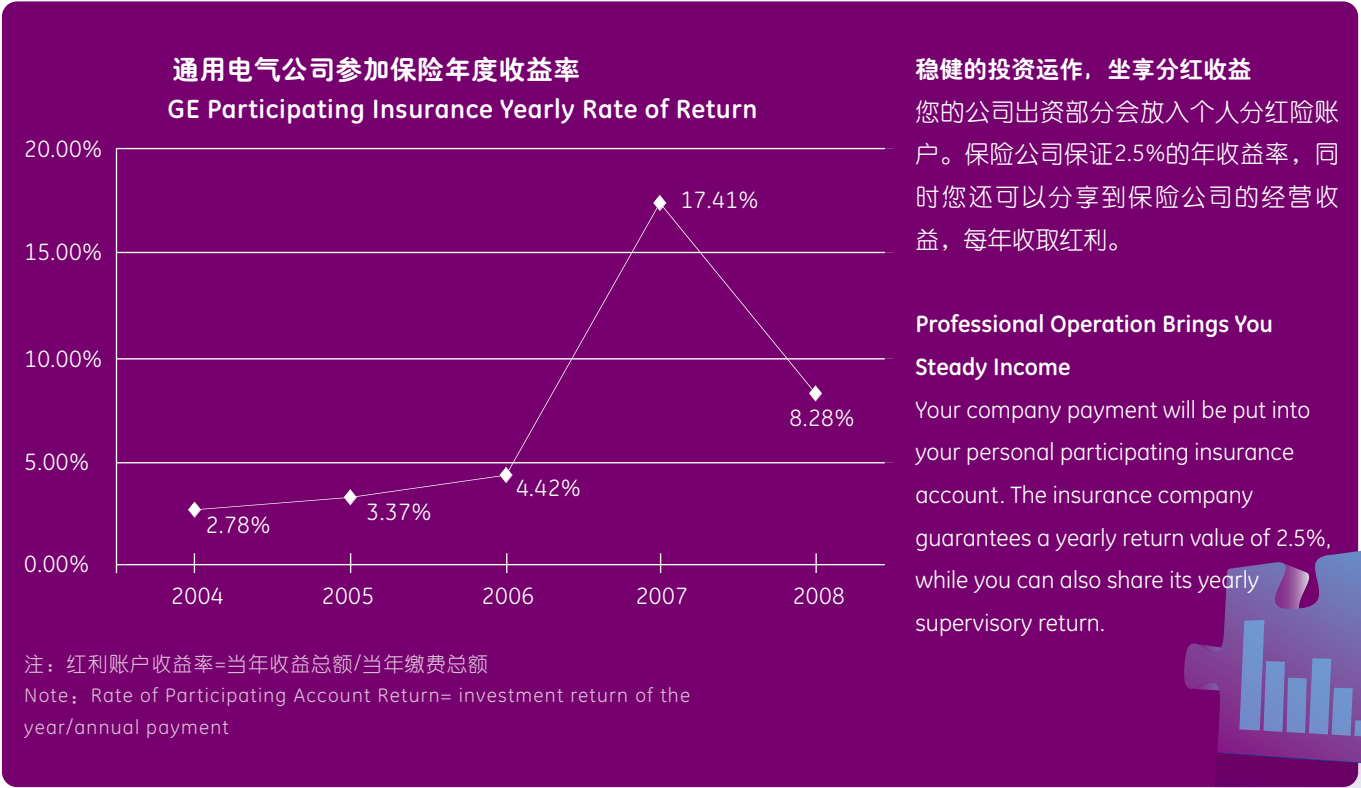
您的个人出资部分会放入个人投资连结险账户。保险公司为您提供三种投资组合，分别是稳健型/平衡型/进取型。您可以根据自己对投资的理解和判断以及您的风险偏好来灵活选择，使您能够实现投资的乐趣，并分享投资回报。

Choose Among Flexible Investment Options

Your personal payment will be put into your personal united link insurance account. The insurance company offers three investment account options, including steady account, balanced account, and aggressive account. You can choose any of the flexible options to enjoy your account's return value.

平安退休年金投资连结保险收益公告（截至2009-5-7） Ping'an Retirement United Link Insurance Return Report （up to 2009-5-7）				
账户类型 Account	连续三个月 滚动收益率 Rate of Rolling Return of 3 consecutive months	09年以来 滚动收益率 Rate of Rolling Return since 2009	投连险建立(2000年) 以来累积收益率 Rate of Accumulated Return since United link Insurance established in 2000	2004年以来累积投资收 益率 (GE建仓) Rate of Accumulated Return since 2004 (GE opened a position)
稳健 Steady	2.16%	2.82%	64.49%	45.33%
平衡 Balanced	4.36%	7.21%	165.33%	143.60%
进取 Aggressive	11.52%	14.87%	190.73%	170.29%

注：投资连结账户收益率=2009-5-7日卖出价/历史参考买入价。
Note: Rate of United-linked Account Return = the ask price of 2009-5-7/reference bid price



案例演示：小王，月薪8000，每月公司和个人分别交费240元，自2004年7月加入RIAP计划，截至2009年7月，共缴费61个月，则小王目前的账户情况如下：
（本案例根据GE员工真实案例测算）

Case Study: Mr. Wang's salary is RMB 8,000. He joined RIAP in July, 2004, with monthly payment of RMB 240 by the company and himself respectively. Up to July, 2009, the investment has been accumulated for 61 months, let's see his account as follows:
(According to GE employee's real case)

交费来源 Payment	账户类型 Account	累计缴费金额 Accumulated Payment	2009年7月账户价值累计金额 Account Value in July, 2009	收益率 Accumulated Return Value Rate
公司缴费 Company	分红险 Participating Insurance	14,640 (240*61)	16,136.85	10.2%
个人缴费 Personal	选择1：投连进取型 Scenario 1: Aggressive Account	14,640	26,937.6	84.0%
	选择2：投连平衡型 Scenario 2: Balanced Account	14,640	25,620	75.0%
	选择3：投连稳健型 Scenario 3: Steady Account	14,640	17,421.6	19.0%

2009 “GE未来之星” 闪耀大中华区

2009年的“GE未来之星奖学金”评选结果已于近日揭晓，大中华区共有四名员工子女获得该奖项，他们分别是GE能源集团北京员工李兵的女儿李舒阳、台湾员工韩四维的女儿韩佳蓉、GE医疗集团香港员工曹光的儿子黄杰明以及GE安防集团台湾员工林明敏的女儿林颖仁。

“GE未来之星”是GE基金会面向全球GE在职及退休员工子女的一项评选及奖励活动。优胜者通过一系列竞争激烈的评选产生，并最终获得一次性奖学金，用于支付其四年大学或两年大专的第一年学费或其它与学习有关的费用。

这一期我们将走近并了解这四位幸运的同学，分享他们获奖的喜悦！

不断完善自我——李舒阳

在李舒阳还在上初中的时候，她的父亲李兵就得知了“GE未来之星”项目，并非常希望女儿将来能参加。5年后，李舒阳在准备高考的时候收到了获奖通知书，这对她来说既是肯定，也是动力：“在紧张的备考阶段能获得这样的肯定，我的压力和疲劳一下子减轻了不少。我很开心，也更有信心和动力迎接接下来的挑战了。”

成绩优异的李舒阳就读于北京重点中学北京四中，连续三年担任学习委员的经历锻炼了她的领导能力和团队协作能力，让她在各种社会活动中都有出色的表现：担任宋庆龄故居的讲解员；参加赴日修学活动，与日本学生交流；参与香港大学夏令营，丰富了自己的知识，并结交了各地的朋友……李舒阳不断丰富着自己的经历，希望以后能成为一名出色的人才。现在她已经考入哈尔滨工业大学，在自己规划的道路又迈进了一步。

李舒阳认为，评选的经历让她更加坚定要不断充实自己：“当时填写评选表格的时候，我有很多项经历都是空白的，这让我明白自己还有很多不足，需要在今后更合理地规划时间，多积累经验，弥补这些遗憾。”



迎来独立精彩的人生——韩佳蓉

获奖者韩佳蓉的父亲，GE能源台湾员工韩四维如此评价自己的女儿：“这个孩子很独立。整个奖学金评定过程都是她一手操办的，所以这次获奖，对她的独立能力是一种认可也是一种鼓励。”

韩佳蓉就读于东海大学附中，成绩优异，平时还非常热心助人。由于曾经在美国居住，她志愿成为了班里的“英文小老师”，帮英文老师批改作业，帮同学们补习英文。多才多艺的她还曾经活跃在台中高中英文演讲比赛、全台湾英文作文比赛中，并获得了优异的成绩。除此之外，她还曾致力于保护动物的活动，并且还积极捐款帮助贫困学生，圆他们的读书梦。目前韩佳蓉已经考入华盛顿大学，即将开始人生新的独立旅程。谈及她未来的人生，她的父母的语气中充满了信心：“她一直是个独立敢闯的孩子，相信她在大学将迎来更精彩的人生！”

而对于“GE未来之星奖学金”的设置，韩佳蓉的父亲韩四维也是赞不绝口：“这个奖项能让员工的子女更了解GE，而同时得到GE这样的大公司的认可对孩子也是一种莫大的鼓励。参与评选的过程也是孩子锻炼和展示自己能力的过程，我会向身边的同事多多推荐这个项目，希望明年有更多优秀的员工子女获得认可。”

用心感悟人生——黄杰明

在GE医疗香港员工曹光的眼中，儿子黄杰明一直是个善于独立思考，非常有想法的孩子。深知书本的知识要投入实践才能发挥作用，黄杰明积极地投身到各种比赛和社会实践活动中，并且收获良多。

在中学的时候，黄杰明就在学校的鼓励下开了家“麻雀公司”，自己作CEO，还雇佣了6名同学当“员工”。公司的启动资金全是他和这几名同学拿零用钱凑的。在学校的圣诞集市上，他们赚得了公司的“第一桶金”。而之后，他们把公司赚来的钱全数捐给了四川灾区。年末学校的评选中，黄杰明的公司获得了“年度最佳公司奖”，是同学们成立的“麻雀公司”中做得最好的。除此之外，黄杰明还志愿为香港抗衰老组织设计了网站和logo，并且还连续三年帮助组织香港国际学生领导力大会。尽自己的能力去帮助别人，一直是他坚守的信念。

得知获得“GE未来之星奖学金”，曹光和黄杰明都很开心，他们认为这对学生、家长和老师都是一种很好的鼓励，同时也展示了GE对人才教育的重视。目前，黄杰明已经考取了加州伯克利大学，即将迎来更加精彩的人生。谈及对儿子未来的期许，曹光说道：“无论他将来打算做什么，都希望能过得快乐，成为一个有用的人！”



给与就是收获——林颖仁

接到“GE未来之星奖学金”的获奖通知后，GE安防台湾员工林明敏的女儿林颖仁开心她表示：“我听说评选很严格的，没想到自己能得到这个奖，这真是一份惊喜！”

个性开朗的林颖仁是活跃在大大小小的志愿者活动中的爱心使者。对于她来说，给予就意味着收获。她曾到柬埔寨参与Tabitha Cambodia组织的慈善活动，为当地无家可归的人们搭建房屋，并帮助他们募集善款；还曾经到台大医院做志愿者工作，帮助那里的病人做康复治疗；每周末去圣安娜之家看望那里的残疾人，为他们送去关爱。除此之外，林颖仁还爱好广泛，多才多艺。她已经考取钢琴7级证书以及跆拳道黑带二段，并且经常活跃在各种实践活动中。她曾在“模拟联合国”中与其它国家的学生们共同探讨经济和社会问题，增长了关于国际事务的知识，锻炼了演讲能力，并且得到了和世界各国朋友交流的机会。

得到“未来之星奖学金”无疑对林颖仁是一种鼓励，可以积极正面地影响她的成长。已经考入爱丁堡大学生物科技系的她，将来的志愿就是加入GE做科研相关的工作，并且帮助更多需要帮助的人。

2010年GE未来之星奖学金已于9月15日起接受申请。

申请者必须是2009-2010年就读高中阶段最后一年课程并将于次年报考大学或大专的学生。申请截止日期为2009年12月15日。

要了解活动详情，请登陆<http://star.ge.com>。

GE Stars Shine in 2009



The 2009 GE Star Awards were recently announced and four children of GE employees in Greater China received the prestigious awards. These four winners are Shuyang Li, daughter of Bing Li from GE Energy Beijing; Chia-Jung Han, daughter of Paul Han from GE Energy Taiwan; James Huang, son of Guang Cao from GE Healthcare Hong Kong; and WinGel Lim, daughter of MengMing Lim from GE Security Taiwan.

The GE Star Awards are awarded globally to children of eligible GE employees and retirees by GE Foundation. Recipients, chosen through a competitive selection process, are awarded a one-time scholarship to defray first-year higher education expenses at either a four-year college or university (or equivalent outside the U.S.) or a two-year community college or vocational-technical school, or for any other expenses related to higher education. Let's take a closer look at these four winners.

Keep Moving – Shuyang Li

Shuyang Li learned about the GE Star Award from her father when she was in junior high school. Five years later, she received the award letter, which served as a recognition and source of motivation for her. "It helped release pressure caused by the university entrance exam. I was thrilled to receive the award, and it reinforced my confidence to take on more challenges in the future," Shuyang Li said.

Shuyang attended the Beijing No.4 High School – one of the best high schools in Beijing. Over the past three years, she built upon her leadership and teamwork abilities through serving as her class' study monitor and various other activities such as leading presentations at the former residence of Soong Ching Ling; participating in a study tour in Japan, communicating with foreign students from various countries; enrolling in a summer program at University of Hong Kong, and more. She constantly sought to enrich her experience to be a more rounded person in the future. Now she has entered the Harbin Institute of Technology, and is determined to follow her own path through life.

As for Shuyang, the experience of applying for the award motivated her to keep improving herself. "When filling in the forms, I left many blanks in the past experience section... I will seek more opportunities in the future to enrich my life and fill in those blanks at my own pace," Shuyang explained.

Heading Towards an Independent Life – Chia -Jung Han

Paul Han from GE Energy Taiwan is proud of his daughter Chia-Jung Han for winning the award and stated: "Chia-Jung is very independent. She handled the entire application process by herself. By winning this award, her independence has paid off and I am so proud of her."

Chia-Jung is a kind-hearted student that studied at the Affiliated Experimental High School of Tung Hai University. She used to live in the U.S., so she took up the responsibility of helping others improve their English abilities. She is a top student in her class, and has shown her talent in competitions such as the Taiwan English Speaking Competition for High School Students and Taiwan English Composition Contest. She is also devoted to the ethical treatment of animals and offers help to less advantaged students. Currently, Chia-Jung has received an offer from the University of Washington where she is likely to start her independent life. Her parents are confident that their daughter has a promising future, stating: "She is a child with her own opinions. We are sure she has a highly successful life ahead."

When asked about the GE Star Award, Paul Han responded: "The award offers employees' children a better understanding of GE while motivating children to work hard and succeed in life. They can demonstrate their abilities through the application process. I will recommend the award to my colleagues, and I'm looking forward to see more employees' children receive this recognition."

Experiencing the Wonderful Life - James Huang

In the mind of GE Healthcare employee Guang Cao, her son James Huang is an independent child who is full of ideas. To put knowledge into practice, James often participates in various activities and has already achieved much in life.

James established a small "company" when he was in middle school, and hired six "employees". The start-up fund was accumulated from their pocket money. They earned their "first barrel of gold" at the school's Christmas Fair, and then they donated all the money they earned to the quake-hit areas in Sichuan. During the school's annual award ceremony, his company won the Company of the Year Award, setting a good example for his schoolmates. What's more, he also volunteered to be the webmaster for Hong Kong Anti-aging Society, and designed the website and logo for the non-profit organization. He has also been involved in organizing the International Students Leadership Conference for the past three years. He believes happiness can only be achieved through helping others.

When James and Guang Cao received the award notification letter, they were all very happy. They thought the award not only encourages students, but teachers and parents as well while demonstrating how GE emphasizes talent cultivation. James has now entered the University of California, Berkeley, having taken an even more important life step. Guang Cao said: "No matter what job he takes in the future, I hope he can contribute to society."

Keep on Helping Others - WinGel Lim

Upon receiving the award notification letter, WinGel Lim, daughter of MengMing Lim from GE Security Taiwan, said: "I never thought I would get the award, I heard the competition is really fierce. It was such a great surprise!"

WinGel is an active participant in various volunteer activities. To her, giving is receiving. She used to go to Cambodia to help with fund raising and home building for the homeless. She also has experience working in the National Taiwan University Hospital helping patients in the rehabilitation department. Every weekend, she would go to St. Anne's Home to visit the disabled. What's more, she is also a gifted artist. She has received a level seven certification in piano from the Associated Board of the Royal School of Music, and is internationally recognized by the World Taekwondo Federation as a Second Dan Black Belt. She has been involved in the Model United Nations to communicate with foreign students about economic and social issues, during which she increased her knowledge of international affairs and enhanced her public speaking ability.

Applications are now available for GE Foundation's 2010 GE Star Awards.

Students must be in their final year of high school or secondary school in the 2009-2010 academic year to apply. The deadline for all application materials is December 15th, 2009. To learn more, visit <http://star.ge.com>.

齐心协力，再创佳绩

——GE水处理集团大中华区中区销售团队会议

United to Achieve New Sales' Heights

-GE Water Greater China Central Sales Team Meets with Success

2009年5月14日至15日，GE水处理的中区销售团队在上海青浦的凯博休闲农庄进行了一次别开生面的销售团队会议。会议结合了培养团队精神的游戏、提高销售技巧的培训以及富有前瞻性的总结回顾，使整个中区团队的成员都受益匪浅。

5月14日下午，在农庄的草莓大棚里，GE水处理中区销售团队分组进行了“齐心协力摘草莓”的游戏。队员们把腿捆绑在一起，相互协作，默契配合，最终都满载而归。通过这个游戏，大家不仅尝到了美味可口的新鲜草莓，同时也很好地培养了团队合作精神。

5月15日，在商务和财务部门经理的带动下，GE水处理的中区销售团队对2009年第一季度的业绩做了总结和回顾，随后又进行了CECOR培训，帮助加强销售人员的市场洞察力和分析能力。下午的群策群力在大家热情积极的讨论氛围中，把整个会议带入了高潮。

此次GE水处理大中华区的中区销售会议，不仅对2009年第一季度做了总结回顾，同时还加强了团队的核心凝聚力。



On May 14th and 15th, 2009, the central sales team of GE Water China held an impressive team building event at Kaibo Leisure Garden in Qingpu District, Shanghai. Every member of the team benefited from the event which included interactive games to build team spirit, sales training, and a summary of the first quarter of 2009.

The team was divided into groups to play a game involving strawberry picking in a greenhouse located on the grounds of the leisure garden on the afternoon of May 14th. Group members' legs were tied together during the whole game. Through great teamwork, all members harvested fruitful results and strengthened their team spirit.

Led by the Commercial Operation and Finance Manager, the team also reviewed the first quarter of 2009 the next day. The sales team then received CECOR training to enhance their market insight and analysis ability. In the afternoon, all members actively participated in a workout session and a lively discussion which brought the meeting to its climax.

The sales meeting not only reviewed the performance of the first quarter of 2009, but also reinforced the team's cohesiveness.



场上龙虎斗，场下见真情

Basketball Game Energized GE Employees



2009年4月25日，由GE能源集团北京员工俱乐部组织的篮球比赛在石油化工学院体育馆打响，对阵双方是GE能源集团团队和石油天然气集团团队。

双方为比赛都做了充足的准备。能源集团上场队员可谓是兵强马壮，堪称北派；再看油气集团上场队员却是英姿飒爽，堪称南派；拉拉队成员也整装待发，做好了为球员加油助威的准备。裁判一声哨响，比赛开始。虽然不是职业选手，但球员们都拿出了看家本领，双方全情投入，在比分上你追我赶，球员们的精彩表现不时博得观众的喝彩。在比赛第四节的最后两分钟，油气队的黄彦春连得5分（其中一个三分球），将比分定格在了50：48，从而帮助油气队以2分的优势胜出，最终将奖杯揽入怀中。

球员中最吸引眼球的当属GE能源集团总裁温跃忠。他不惜体力，满场拼杀，在进攻和防守中都能看到矫健的身姿。精彩的表现让他荣膺当日MVP，而场下的“长枪短炮”也都对准了他，记录下了不少精彩瞬间。

“这次活动让我们真正有了家的感觉。”几位孤身在京工作的同事感慨万千，而这正是能源集团北京员工俱乐部建立的初衷，也正是所有参加活动员工的共同心愿——让我们把比赛当作生活的一部分，把公司当作我们的家！

April 25th, 2009 was a big day for GE Energy and Oil & Gas China employees, as they were ready to play the basketball game they had been practicing weeks for.

More than 40 people including players and their cheerleading teams gathered at the court before the game began. Players were all geared up and the audience was waiting to cheer on their teams. The crowd was getting more and more excited every second, with the display of strong defense, rapid scoring and frequent assists and steals. The score was tied in the first

three periods, until Yanchun Huang from the Oil & Gas team scored five points (including a three-point shot) at the very end, bringing the final score to 50:48.

Jack Wen, President and CEO of GE Energy China, was among the starters from the Energy team. He played so well that he was named “MVP” of the game. All of these exciting moments were captured by audience's cameras.

“We really felt the family atmosphere during the game,” GE employees expressed.

This is the purpose of the GE Energy Employee Club and the hope of all participants: We are GE family!



摄影师 Photographer:
孙诺 Nuo Sun



“飞鱼”养成记 ——CTC游泳训练班第一批学员顺利毕业

2009年6月12日下班后，CTC游泳队的于思沁、袁人炜、傅瑜、吴鹏等几名队员在CTC的东门集合，准备给CTC第一届游泳训练营初级班的学员们上最后一堂游泳课。

• 最火爆的报名

CTC游泳俱乐部是一个光荣的集体，在历届张江杯比赛中都取得了辉煌的战绩。每次比赛现场，拉拉队中都会有同事被精彩的比赛感染，也想一展泳姿，而那些完全不会游泳的“旱鸭子”则只有羡慕和崇拜的份儿了。游泳队的队员平时也经常被身边的同事央求教授游泳。在一次训练中，队员们又聊起这个话题，前任队长卢继来灵机一动，何不就利用这个机会，

在CTC组织一个游泳训练营？由CTC游泳队的队员作教练，既能满足同事的要求，让他们学会这项有益身心的运动，又能借此机会组织游泳队的常规训练，并在这批学员中寻找游泳队的新“种子”。

说干就干，队员们出方案，选场地，设计了科学详细的教学计划。2009年2月26日，CTC游泳训练营初级班开班的海报一贴出来，就吸引了大批的同事，第一天报名人数就超过了50人。

• 训练营开班

3月13日，训练营在CTC举行了开班仪式暨第一堂室内训练课。CTC公关总监王晓忠宣布训练营开班。训练课上，医务室的彭医生首先给学员们介绍了游泳的卫生保健知识。接下来，几位教练和大家分享各自的游泳经历，以及自己所负责教授的相关技术环节。

3月20日，经过了精心的准备，游泳训练营的第一次实战课在源深体育馆游泳池正式开始！CTC游泳训练营的第一期学员整齐地站在泳池边，教练们按照学员们目前的学习阶段进行分组。从岸上的准备动作，到水中的憋气、四肢的动作，教练们教得专业细心，学员们学得认真刻苦。

游泳队的前任队长卢继来总结道：“虽然是第一次游泳训练，而且水仍有点冷，但大家依旧热情高涨。第一节课有很多学员克服了对水的恐惧，有的已经可以漂浮在水上做一些动作。”

• 教学相长， 让我们做快乐健康的泳者

每次训练课结束，教练们都会对学员的学习情况进行总结，还定期进行问卷调查。

另外，游泳队还为训练班搭建了网络平台（<https://sites.google.com/site/iswimmingnow/>），教练和学员们不但能在上面分享教学心得，还可以发布课程信息，晒照片。

随着训练课的继续，从只能憋气和漂浮，到手脚配合，再到换气，两个多月的时间，6、7节课下来，很多学员基本可以独立在浅水区游蛙泳或自由泳，体会了游泳带给他们的健康和快乐。

“非常感谢教练们！我原来只有一点蛙泳基础，但是不太会换气，可能没有掌握技巧，游起来总觉得很费劲。在教练袁人

炜，于思沁和卢继来的帮助指导下，我渐渐掌握了动作要领，现在我能自信地游50~100米了！”谈到这次游泳课的收获，全球研发中心的徐东非常兴奋，“我的下一个目标是攻克自由泳，希望游泳班能继续开下去！”

“我认为教游泳是教学相长的过程，一方面，初学者很高兴他们逐渐学会了游泳，这同时也让教练体会到了教会他人游泳的成就感，另一方面，教练通过帮学员纠正游泳姿势，也能发现很多自己曾经犯过的类似错误，从而，教练在教学的同时也对自己的泳姿进行自我调整和提高。”虽然占用了自己的休息时间，教练傅瑜却非常享受教学的过程，“最重要的是，每周一次的游泳帮助大家拥有了一个健康的身体！”

“我们的初级班课程取得小小的成功，学员们已经可以独立锻炼了，”谈起这次的游泳培训班，CTC游泳俱乐部的领队赵彤非常骄傲，“接下来，我们继续开办中级班，帮助有基础游泳能力的同事提高游泳技巧和速度，同时选拔未来的比赛队员。”

让我们一同期待在下届张江杯游泳比赛的泳道中出现CTC游泳训练班毕业生的身影吧！

CTC游泳班教练名单：

卢继来、江淼、于思沁、袁人炜、傅瑜、邵冠英、朱丹、赵彤、吴鹏





Cultivating Strong Future Swimmers

-First Batch of Trainees Successfully Graduate from the CTC Swimming Class

On June 12th, 2009, Siqin Yu, Renwei Yuan, Ivy Fu, Peng Wu, and some other members of the CTC swimming team gathered at the east gate of CTC after work. They were going to teach the last class to the first batch of trainees in the CTC swimming class.

• Enthusiastic Response

Since its establishment, the CTC swimming team has been made up of CTC's strongest swimmers who have helped the team achieve great success in Zhangjiang Swimming Matches. In every match, there would always be many colleagues cheering on the sidelines who were also eager to show their own swimming techniques. But for those on the sidelines, the only thing they could do is admire the swimmers from afar. Many members of the CTC swimming team had been asked by their colleagues to teach them how to swim. Once during a swimming class, Jilai

Lu, former captain of the CTC swimming team brought up the idea of organizing a swimming class for CTC employees, with members of the CTC swimming team being the coaches. This would allow employees to learn how to swim, keep healthy, and possibly be selected to join the CTC swimming team.

The idea was warmly welcomed by members of the CTC swim team. They made plans, selected the site, and designed a systematic training plan. On February 26th, 2009, the CTC swimming class for beginners poster was revealed, which received a very enthusiastic response from colleagues. Over 50 people signed up within the first day.

• The First Class

On March 13th, the CTC swimming class held an opening ceremony and began their first indoor class. Todd Wang, CTC PR Director, announced the opening of the CTC swimming class. Doctor Peng from the infirmary introduced the healthcare information related to swimming to the trainees. Then the coaches shared their own swimming experience with them, and made a brief introduction of the classes they would teach.

On March 20th, the first swimming class began at the Yuanshen Indoor Stadium swimming pool. The trainees stood in a line by the pool, and were divided into different groups according to their level. From the preparation to the standard posture, the coaches taught every detail professionally, while the trainees paid close attention.

Jilai Lu, ex-leader of the CTC swimming team summarized: "Although it's the first course, and the water is a little bit cold, the trainees are very enthusiastic. Through the first class, many trainees overcame the fear of water, and some can already float."

• Improve Together

After every class, the coaches would summarize the day's lesson and do a survey. They also set up an internet platform (<https://sites.google.com/site/iswimmingnow/>) to share the swimming experiences, announce curriculums and post photos.

After six to seven classes over a two-month period, many trainees can now do the breast stroke or freestyle independently in shallow water.

"I really want to thank our coaches! I can do basic breast stroke now, but I'm not good at coming up for air. Before, swimming seemed a little bit difficult to me. But with instruction from Renwei Yuan, Siqin Yu, and Jilai Lu, I gradually learned this important skill. Now I'm confident enough to swim 50 to 100 meters," Dong Xu

from GRC said excitedly. "My next goal is to do freestyle. I hope the swimming classes continue well into the future!"

"I think coaches and trainees can improve together during the class. On one hand, trainees are happy to learn swimming skills, which brings a sense of achievement to coaches. On the other hand, coaches can also discover their own shortcomings during the training process, and therefore improve themselves," Ivy Fu, one of the coaches said. "And more importantly, the weekly swimming class can keep us fit and healthy."

"Our beginner's class has made a lot of achievements. The trainees can now train independently," Tong Zhao, leader of CTC swimming team said. "We will provide intermediate classes to further help our colleagues and select our future team members."

Let's look forward to seeing the graduates from the CTC swimming class in next year's Zhangjiang Swimming Competition!

Coaches of CTC Swimming Class:
Jilai Lu, Miao Jiang, Siqin Yu, Renwei Yuan, Ivy Fu, Susan Shao, Allen Zhu, Tong Zhao, and Peng Wu



CTC游泳俱乐部刷新纪录

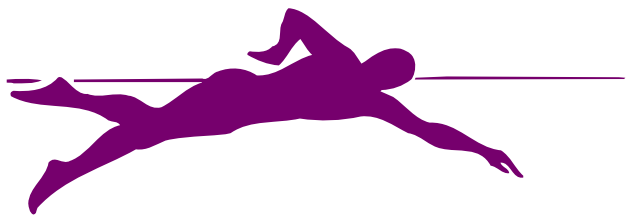
2009年7月25日，CTC游泳俱乐部又创造了一个新纪录：在2009年张江高科技园区企业游泳比赛中，CTC团队力挫群雄，荣获团体亚军，总共赢得包括1枚个人金牌和1枚团体接力银牌在内的10枚奖牌。

由CTC与CTP的17位GE运动员组成的泳队今年原定的目标是突破去年3枚铜牌的佳绩。在领队赵彤和教练的带领下，大家坚持在每个工作日清晨7点和周末进行训练。数周艰苦的训练换来的是极其甜蜜的奖励，远远超出预期：在与来自32家公司的230多位参赛者的激烈竞争中，队员们将1枚个人金牌、1枚个人银牌、6枚个人铜牌和团体接力1银1铜共10枚奖牌收入囊中。

付出终有收获，17名队员用堪称完美的表现再一次展示了GE人的风采，成为了当天泳池中真正的“王者”。再次祝贺他们！



CTC Swimming Team: New Record



On July 25th, 2009, the CTC Swimming team set a new record in the 2009 Zhangjiang Hi-Tech Park Enterprise Swimming Competition, the team won ten medals including one individual gold and one relay silver.

In total, 17 swimmers from the CTC and CTP took part in the competition with the aim of eclipsing last year's haul of three bronze medals. With 32 companies and more than 230 competitors participating in the event, the goal was by no means a walk in the park. However, with a win of one individual gold medal, one individual silver medal, six individual bronze medals, one relay silver and one relay bronze, the swimmers have set an impressive new record.

The sweet rewards were due to the swimmers' efforts during the last few weeks. Under the leadership of Tong Zhao and coach Junjie Sun, the team spared their free time to practice at 7:00 in the morning on weekdays and weekends to hone their swimming skills and prepare for the competition. Our swimmers were the true winner of the competition, and they also demonstrated drive and dedication of all GE employees.

Congratulations to the team!

CTC羽毛球队夺得浦东新区中外企业羽毛球赛亚军

CTC Badminton Team Won Runner-up at Pudong Enterprise Badminton Competition



2009年6月13日至14日，来自GE CTC的两支羽毛球队参加了2009年度浦东新区中外企业羽毛球赛，并双双杀进八强。其中，CTC一队一路过关斩将，夺得亚军，刷新了CTC羽毛球俱乐部的历史纪录。

在第一天的预赛中，两支隊伍轻松晋级第二轮淘汰赛。晋级后的两支隊伍更是势如破竹，力克对手杀入四分之一决赛。随后CTC一队更是一路淘汰对手，进入决赛，而CTC二队则止步于第六名。最后CTC一队在决赛中惜败杜邦油漆队，获得亚军，创造了CTC羽毛球队参赛以来的最高纪录。

浦东新区中外企业羽毛球赛由浦东新区外商投资企业协会和浦东新区总工会组织，每年举办一次。在今天的比赛中，有来自20多个中外公司共32支队伍参加角逐。

祝贺CTC羽毛球队的健儿们！

On June 13th and 14th, 2009, two badminton teams from the CTC Sports Club participated in the 2009 Pudong Enterprise Badminton Competition. Both teams entered the final eight, with Team A winning runner-up, the best record for the CTC Badminton Club.

After reaching the knock-out stage, both teams beat opponents and entered the quarterfinals. Team A went all the way into the final, while Team B stopped at sixth place. Although defeated by

DuPont Paints, the runner-up title set a new record for the CTC Badminton Club.

The Pudong Enterprise Badminton Competition is an annual badminton competition organized by the Pudong Association of Enterprises with Foreign Investment and Shanghai Pudong New Area Trade Union. A total of 32 teams from over 20 local and foreign companies participated in this year's competition.

Congratulations to the CTC badminton teams!



CTC羽毛球队名单 CTC Badminton Team Members:			
一队（亚军）： Team A (runner-up):	吴建新（男单）， Jianxin Wu (Men's Single),	刘升霞（女单）， Shengxia Liu (Women's Single),	车立新、郑芸（混双） Lixin Che, Yun Zheng (Mixed Double)
二队（第六名）： Team B (sixth):	唐跃（男单）， Yue Tang (Men's Single),	赵海蓉（女单）， Hairong Zhao (Women's Single),	杨潮、丁春艳（混双） Chao Yang, Chunyan Ding (Mixed Double)

广州和深圳员工与华南区领导互动交流

2009年5月26日，在广州员工通过网络会议系统参与伊梅尔特大中华区员工大会之际，新上任的GE华南区总经理鲁晖和新近升职负责整个华南区域的人力资源经理房萍也与员工进行了互动交流，增进彼此的了解。“我们很高兴有这次跨业务部门的交流机会。不同业务部门之间的工作相当独立，我们期待着公司从现在开始推动‘一个GE’。”一名参与者说。

6月11日，鲁晖和房萍第一次访问了深圳办公室。为了更好地了解员工，她们来到员工的座位上，在轻松的氛围中与员工进行了一个上午的沟通。除了与员工沟通关于业务的想法，鲁晖和房萍还了解到“一个GE”是员工共同的愿望。

当天，深圳的员工还进行了一次聚餐。一名参与者感叹道：“由于工作忙，我们很少有机会和其他业务集团的同事一起吃饭。今天的活动让我们与鲁晖、房萍以及其他业务集团的同事进行了很好的互动。”



Guangzhou and Shenzhen Employees Joined Cross-Business Networking

With the Townhall Meeting of Jeff Immelt via WebEx in the Guangzhou office on May 26th, 2009, Guangzhou employees were invited to the conference room for a networking session with Austin Lu and Alison Phiong. The main purpose was to get to know more about each other. "We are very happy to have this networking opportunity across businesses. To be honest, we are working quite independently upon different businesses, and we look forward to corporate effort for driving One GE!" said one participant.

On June 11th, Austin and Alison visited the Shenzhen office for the first time. With the objective of getting to know employees better, Austin and Alison spent the whole morning talking with employees in a relaxed atmosphere. Beyond business-related topics, Austin and Alison also asked colleagues for their VOC. "One GE" seems to be the "no exception" topic from employees.

Shenzhen colleagues were delighted to have lunch together on that day. "We are always so busy and seldom have chance to sit down and have lunch with colleagues from other businesses. I think today was a great networking activity with Austin and Alison," said one participant.

“反恐”大战 ——GE油气集团真人CS大赛



反恐精英（CS）一直是年轻一代最热衷的网络游戏之一。近日，GE油气集团员工俱乐部于北京石景山雕塑公园组织了一场真人CS大赛，有30多名员工及家属参加了此次活动。

2009年4月11日，春光明媚，晴朗的天气非常适合户外运动。每个人都显得格外兴奋，尤其是小朋友们，纷纷摩拳擦掌，迫不及待地准备投入战斗。赛前，工作人员为每位队员分发了物资装备：一身帅气的迷彩服、一件特种兵式马甲、一个头盔、一杆激光枪和一个PDA

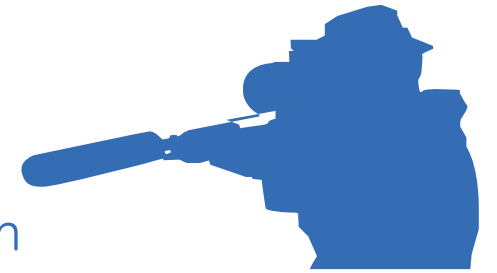
控制设备。待全副武装，两支特种部队集合准备开战。

比赛采取五局三胜制，前两局在室内进行。红队蓝队分别负责防守和进攻。有趣的是战斗中士兵们也展示了不同的风格。有的属于保守派，他们藏在角落，静静地等待敌人的出现，然后一阵猛射致敌人于死地；另外的则属于激进派，他们总是端着枪冲在队伍最前面，迎接敌人最猛烈的炮火，用他们的“生命”为战友开辟出一条血路。前两局红队蓝队以一比一战平。战斗转移至户外继续进行。

与前两局不同的是，户外战斗由于面积更大，缺少掩体，对士兵们的体力、技战术要求也更高。仅仅20分钟的战斗，大部分士兵就都跑得气喘吁吁，体力不支，而孩子们却依然精力十足，丝毫没有疲惫的感觉。

整个比赛持续了近3个小时，最终，蓝队以3比2的比分赢得了最后的胜利。当然，无论胜负，每个人都玩得十分尽兴，也都对员工俱乐部组织的下一次活动更加期待。

Let's Join the Battle -GE Oil & Gas Real Life CS Competition



Counter Strike (CS) has always been one of the most popular online games among the members of the younger generation. This time, we "kill for real"!

On April 11th, 2009, GE Oil & Gas Social Club organized a Real Life CS competition. It was held at Beijing Shijingshan Sculpture Park, and around 30 employees and their families joined the event.

On that sunny day, everyone was very excited, especially the kids who could not wait to start the fight. For the match, each player was given a set of clothes, a helmet, a laser gun and a PDA to play the game.

Participants were divided into two competing groups, Team Red and Team Blue.

In total there were five matches, and the first two were held indoor. Two teams used different strategies to attack and defend. Most interesting was the display of different fighting styles. Some were very conservative. They hid in one corner, waited until enemy approached and then ambushed them. Some were more aggressive. They were always the ones running at the front but were most likely to be killed first. For the indoor sessions, each team won a match and the score was even.

The next three matches were held outdoors in the park. The area was larger and there were many small hills and spaces for players to climb and hide, which of course required more techniques and more strategies from the players. After 20 minutes, the adults became very tired while all the kids still kept running excitedly.

The whole match lasted for around three hours. At last, Team Blue won the game by winning three matches out of five. No matter winning or losing, everyone had a really good time and enjoyed the day!

2009 GE首届儿童创意才艺秀圆满结束



为期一个月的2009GE首届儿童创意才艺秀圆满结束了！在本次大赛中，53位GE小艺术家共提交了57幅书法、绘画、摄影及手工作品，展现了GE小朋友惊人的才华和奇妙的创想，令大人们大开眼界。共有700多位CTP/CTC同事热情参与了投票，最后选出了两个年龄组各一名一等奖，两名二等奖和三名三等奖。

本次大赛得到了大家的热烈响应。小艺术家们引人入胜的作品着实“震撼”了大人们。“我都觉得愧对自己的年龄，”很多同事开玩笑说，“他们才4岁，竟然就能做出这么出色的作品！”

“孩子们的作品也许没有太高深的技巧，”活动组织者之一的杨颖说道，“但是他们的作品都体现了非常创新的想法，这也是我们最重视的。”

GE儿童创意才艺秀面向所有年龄从4到12岁的员工子女，并在儿童节期间举办。收集到的作品分别来自CTP和CTC，并在CTP的走廊展出，供员工投票。大家都非常喜欢孩子们的作品，而每个小艺术家也都得到了精美的奖品和奖状作为纪念。

让你的孩子也加入到GE小艺术家的行列中来吧！



2009 GE Kids Imagination Artwork Contest Concluded Successfully

The 2009 GE Kids Imagination Artwork Contest just wrapped up successfully. In the contest, 57 pieces of artwork in the four categories of calligraphy, painting, photography, and craft were submitted by 53 young artists from CTP and CTC families. By the end, over 700 CTP and CTC employees cast their votes, and one first place, two second place, and three third place prizes were decided and distributed among the two age groups.

The amazing artwork demonstrated the imagination and talent of GE kids and received an enthusiastic response. Some of the eye-catching artwork “shocked” the audience in company. “Well, I just feel like I’m so inadequate,” over a dozen colleagues joked. “Think about that, they are only four years old! These works are really impressive.”

“Some of these pieces might not be headed to a museum,” said Vivian Yang, one of the organizers. “But they all show creative ideas, and as you will agree, this is what we cherish most.”

The GE Kids Imagination Artwork Contest was organized as an art competition open to all GE kids aged between 4 and 12 years. The contest was free to enter and was held around Children’s Day. The artwork was collected from both CTP and CTC and was displayed in the CTP hallway for voting. People loved the works, and every kid received an award and certification as souvenir.



走进GE，走近GE Insight into GE



2009年4月27日，47名来自复旦大学不同院系的06级优秀学生来到GE CTP，参加了“走进GE，走近GE”的活动。

活动于当天晚上6点半正式开始。活动的第一部分是参观CTP展厅。在整个参观过程中，同学们聚精会神地听着GE员工的讲解，对GE的业务和产品有了更深入的了解，并对GE的不断创新表示赞叹。

在之后的休息时间里，同学们一边享用点心，一边互相交谈，大中华区总裁兼首席执行官罗邦民也加入了其中。对于罗邦民的提前出现，同学们倍感意外，纷纷抓住这难得的机会，和他进行近距离的对话，气氛轻松而活跃。

在活动中，罗邦民向在场的同学介绍了GE的业务概况，包括业务定位、在全球的发展情况和市场占有率情况，同时还介绍了GE中国的总体战略以及发展史。接下来，GE中国人力资源总监程静与大家分享了GE中国的人才发展战略。她阐述了GE在挑选人才时所关注的核心素质，同时也介绍了GE会给员工带来怎样的机遇和收获。在之后的互动环节中，来自GE中国的陶然和来自CTC的梁延刚针对同学们关注最多的GE如何挑选人才以及在GE的职业发展等问题给出了详细的解答，并与同学们分享了他们在GE的职业发展之路以及收获。

活动结束后，同学们纷纷表示：“这次近距离的体验让我感受到GE是一个伟大的公司，GE的氛围非常友好和活跃。”

On April 27th, 2009, 47 students from Fudan University came to CTP to join the "Insight into GE" event.

The event began with a visit to the CTP exhibition hall. During the visit, the students listened to an introduction from GE employees, and got a better idea about GE products and innovation.

During the break, the students had a face-to-face meeting with Mark Norbom, President & CEO of GE Greater China in a relaxed atmosphere.



Mark introduced GE businesses, strategies and history. Then Jing Cheng (CJ), HR Director of GE China, shared the company's strategy about talent development in China with them. In the Q&A session, Ran Tao from GE China and Yangang Liang from the CTC answered students' questions on career development in GE, and shared their own experience with the students.

The event was concluded successfully. Many of the students said: "Through this visit, I feel that GE is a great company with an excellent culture."

GE联手VAUDE（沃德）服装 为你提供保护，为贫困学童奉献爱心 GE Cooperates with VAUDE to Spread Caring

GE能源环境服务部门与德国著名户外品牌VAUDE（沃德）公司2009秋冬共同推出采用GE薄膜技术(eVENT®面料)制成的冲锋衣CERVIN，eVENT®防水透气面料是由GE公司应用先进的ePTFE膜技术及膜贴合工艺生产的一种特殊布料，它是目前世界上为数不多的一种兼具专业防水、透气和防风功能为一身的布料之一。GE的ePTFE膜技术也被广泛应用于中国市场的工业气体排放污染控制，工业气体、液体的分离等领域。

VAUDE（沃德）公司除以极优惠的价格仅向GE员工提供该款冲锋衣外，还会将每件服装销售收入中50元人民币注入“VAUDE（沃德）西部环境与教育发展基金”。该基金由VAUDE（沃德）与格桑花助学协会（简称“格桑花”）共同建立，用于中国西部地区的环境与教育改善事业。VAUDE（沃德）公司创建于1975年，致力于为登山和休闲享受自然的人们服务，是中国西藏14座8000米高峰探险队的装备合作伙伴，2008年又为北京奥运会珠峰火炬传递活动提供使用装备。<http://www.vaude.com/default.html>

玉树州格桑花助学协会是在青海省玉树州民政局登记的非盈利性民间社会团体，为青海、西藏、甘肃、四川等西部地区贫困孩子提供资助，帮助他们获得接受教育的机会，改善教学环境和教学质量。<http://www.gesanghua.org>

GE Energy Environmental Service cooperated with VAUDE, a famous German outdoor brand, to launch the CERVIN jacket for fall/winter 2009. This jacket is made from advanced functional eVENT® fabric which has unique properties derived from GE's unique Direct Venting™ Technology. Patented surface treatments and fabrication methods keep out water - even heavy rains - without blocking those millions of tiny pores that let the sweat out.

VAUDE now offers an appealing price for the CERVIN jacket for GE employees with the coupon attached to this issue, and 50 yuan from each jacket sale will be donated to the VAUDE West Region Environment and Education Foundation.

详细细则请联系Wood, Yang

Please contact Wood, Yang

Wood Yang (GE Energy, SSO#: 300006927)



快乐工作，快乐生活，共同成长

——GE医疗客户服务部快乐工程师月

Work Together, Have Fun Together, Develop Together

-GE Happy FE Month from GE Healthcare Service

GE医疗客户服务部快乐工程师月（Happy FE Month from GE Healthcare Service）是由GE医疗系统客户服务部Happy Team发起并组织的活动月，旨在展现在第一线默默奉献的工程师风采，同时让Support Function的同事更多地了解工程师和他们的工作，创造Cross-functional Team和谐并进，共同发展的氛围。工程师月在整个6月份分以下4个主题开展：工作/生活平衡，技术贡献，合家欢乐，职业发展。全体客户服务部的同事们都积极地参与到了工程师月的活动中，展现了GE工程师的风采。

GE Healthcare Service's Happy Field Engineer (FE) Month, initiated and organized by the GE Healthcare Service Team, wanted to demonstrate engineers' hard work, and offer an opportunity for Support Function employees to learn more about the engineers in order to encourage a harmonious cross-functional team atmosphere. FE Month included events with four main themes during the whole month of June: Work & Life Balance, Technical Contribution, Have Fun with Family, and Career Development. All service engineers participated actively in the events, and demonstrated the enthusiasm of GE engineers.



如何更好地平衡工作如生活已经成为前线繁忙工程师们热议的一个话题。工程师月第一周的活动就是围绕这个主题展开的。工程师月前期招募的Cross Function志愿者们来到辽宁、武汉、西安、重庆和山东等地，在场采访并报道当地工程师们一天的辛勤工作，并分享给大家各自的心得体会，拉近了Cross-functional Team同事们的距离。

How to keep a balance between work and life is always a hot topic among engineers, and it became the theme of the first week's event of FE Month. The Cross Function reporters went to Liaoning, Wuhan, Xi'an, Chongqing, and Shandong to interview and report about local engineers' daily work, reinforcing the cohesion of cross-functional teams.



技术为工程师工作之本，是工程师成功的基础。工程师的技术不只反映在修好机器上，更能延伸到对生命的争取。第二周的活动在北京、武汉、上海、广州、沈阳、济南、西安和西南区展开了Know Each Other Event，通过DI、CS和BTB团队之间相互介绍组织架构、产品功能、业务模式等，让大家促进了解，增强沟通，更好地分享信息和资源，推动人员的共同成长和业务的共同发展。同时在这一周，才华横溢的工程师们还提交了一首首“GE工程师之歌”，体现了GE文化，展现了FE风采，烘托了“快乐工作，快乐生活”的气氛。

During the June Service Happy FE Month, the Service Department successfully held the "Know Each Other Event" in Beijing, Wuhan, Shanghai, Guangzhou, Shenyang, Jinan, Xi'an, and the southwest zone, covering all China service employees. Its objective was to help DI, CS and BTB teams know better about each other, improve mutual understanding and support, and share information and resources to help develop business growth. Meanwhile, talented engineers have submitted a lot of "FE songs", which described GE FE daily working environment and lifestyle, showing the atmosphere of a "Happy Work and Happy Life".



全国有超过16座城市的847位客户服务部员工以及他们的家属参加了工程师月第三周的“合家欢乐”主题活动。活动内容丰富多彩，既有内外体育锻炼，也有体验祖国大好山河的短途休闲游，以及精彩影片和戏曲观赏；通过这些形式多样的活动，工程师们在平日辛劳工作之余有了片刻的小憩，与家人和同事共同分享难得的团聚；而每一位参与其中的客户服务部同事都感受到了公司所倡导的“Happy Anywhere”团队氛围；同时，员工家属也为自己的家人能在GE工作而感到由衷的自豪。

A total of 847 service employees and their families in over 16 cities participated in the third week's "Have Fun with Family" event, which included sports games, excursions, movies and more. The engineers enjoyed the free time with families and colleagues, and took part in the happy atmosphere through various activities.

工程师月第四周的职业发展周中，来自美国和新加坡的客户服务工程师分别在北京和上海的HR Open Day上分享了自己的工程师经历和感受，与中国的工程师们促膝交流、分享经验、体味人生。全国共有70多位来自客户服务部的一线工程师参与了分享会。现场还颁布了08年度最佳工程师导师奖，并发起实施了新一期的“师徒计划”，为新老工程师之间在技术和经验的分享与提升建立了更为宽广的平台，也为我们不断推进的增长目标打下了坚实的基础。工程师们从一周的活动中对自己的定位和价值有了清晰的认识与了解，加深了与公司之间的互相理解和信任，为今后更好的服务客户，更快乐的工作和生活奠定了基石。

During Career Development week, service engineers from the U.S. and Singapore went to Beijing and Shanghai to share their experience with Chinese engineers at the HR Open House Day. Over 70 service engineers all over the country joined the event. The 2008 Best Engineer Mentor Award was given and the new Mentoring Program was launched to foster a wider platform for technical experience sharing. The one-week event reinforced the mutual understanding and trust between employees and the company, and set a solid foundation for better work and life.



GE香港员工健康讨论会 Health Talk for GE Hong Kong Employees



“健康”对于你来说意味着什么？在当前的经济危机下，每个人都将大部分精力投入在了工作上，而是否有人花时间关注自己的健康呢？

3月底，GE大中华区医疗总监吴瑾来到香港，和那里的员工分享了一些健康小贴士。她向大家介绍了GE的全球健康项目——“健康数字”，包括营养均衡的膳食、在办公室和出差期间的体育锻炼、一些常见疾病的预防措施等等。

吴瑾还就营养价值与锻炼时间的关系与员工进行了互动小测验。令很多员工惊讶的是，原来一片匹萨的热量需要做至少1小时的锻炼才能消耗掉！在互动问答时间，吴瑾还就中药和物理疗法等问题与员工进行了探讨。

一个小时的活動得到了員工的強烈反應。大家都表示希望以後還能參加這樣增加健康知識的活動。

“健康”是无价的，每个人都应该关注自己的健康！

What does "Health" mean to you? Under current tough economic conditions, everyone just concentrates on work! Have you ever spent some time caring about your health?

Jean Wu, Medical Director of GE Greater China, visited Hong Kong in late March and conducted two sessions on healthy tips. She shared the global health initiative - Health by Numbers (HBN) with topics including a healthy-balanced diet, physical exercise during office hours and business trip, preventive measures of common disease, and more.

Jean also introduced some quizzes which encouraged interact with colleagues and covered the relationship between nutrition value and exercise time. It was a big surprise to employees that a slice of pizza should require a person to exercise for more than an hour! During the session, participants also asked a lot of questions about Chinese Medicine, Physiotherapy, and more.

The one-hour health sharing session received positive feedback from employees who expressed their willingness to join the health talks in the future.

"Health" is priceless and everyone should pay more attention to it!



香港员工质量培训 Quality Trainings in Hong Kong



2009年春天，在GE中国IT团队的支持下，GE香港邀请CIG的MBB Ilse Martin来到香港，为员工做为期2周的质量培训。

Ilse教授3门主要的课程，分别是Black Belt、Green Belt和LEAN Workout，为期两周。员工的参与热情十分高涨，每个课程都有超过25人报名，而Green Belt则有36人！

Ilse非常鼓励学员在上课前做在线预习，因此设计的课程内容都是高度概括的。每个课程的侧重点都不同，所以很多学员报名参加了所有的课程。参加的学员表示：“我原本想省略预习这一步，但是，参加了第一天的学习后，我认识到了预习的重要性。自此，我每次上课前都认真预习，而学习的效果也大大加倍。”

关于这次培训的体验，Ilse说道：“这是我第一次来香港，这次经历非常让人难忘！‘学生们’都非常聪明好学。我至今还记得他们在课堂上为我庆祝生日的那一刻！”



In the spring of 2009, with the support of the GE Corporate IT team, GE Hong Kong invited Ilse Martin, the Master Black Belt (MBB) from the Corporate Initiative Group (CIG) to come to Hong Kong to give employees a two-week quality training.

Ilse conducted three major courses, Black Belt, Green Belt and LEAN Workout. The trainings received a warm welcome from enthusiastic employees, with over 25 employees enrolled for each class, the Green Belt class alone attracted 36 employee participants!

As Ilse mentioned, her courses were condensed as she highly encouraged participants to attend the online pre-work before attending the class. Some participants joined all three classes as they understood that the focus on each class was different. "I tried to ignore the pre-work... However, after attending the first-day class, I realized the importance of the pre-work, so I began to do it before attending each of the classes and I really benefited a lot," said one participant.

"This is the first time for me to come to Hong Kong and the experience was unforgettable! The 'students' are very smart. I could never forget how they celebrated my birthday during the class," Ilse commented.

拥抱现在，创想未来 ——首届GE能源OC China家庭日

首届优化和控制（OC）China家庭日活动于2009年5月23日在美丽的淀山湖畔东方绿洲拉开了帷幕，共有360多名在上海的OC China员工和家属参加了本次家庭日活动。

此次家庭日是OC China举办的第一个家庭日活动，旨在活跃公司的人文气息，增强公司凝聚力，让员工以及员工家属都能深刻感受到公司的文化氛围和团结精神。

活动得到了员工的积极响应，在很短的时间内二十多个人的工作小组就成立了，还有十多位员工作为志愿者积极参与了活动的策划和安排。为了更好地调动员工参与的积极性，工作小组发起了为家庭日设计主题和吉祥物的投标竞赛。在激烈的讨论和评比后，最终主题“拥抱现在，创想未来”和三个吉祥物“爸爸：志志，妈妈：优优，宝宝：多多”脱颖而出。活动主题旨

在鼓励每一位员工用丰富的想象力和创造力来创造出更美好的生活。吉祥物中爸爸和妈妈的名字是从OC的中文名字“优化与控制”中得到灵感而取的谐音字，而宝宝名字则是希望OC在09年以至将来能够订单多多。吉祥物的形象分别用OC不同的产品表示，并用卡通的方式展现出来，这样的设计让来参加家庭日的员工家属特别是小朋友们很快就了解了公司。在活动前期，工作小组还发放了四期Newsletter介绍家庭日的活动内容，这样细致周到的安排得到了员工的一致认可。

家庭日上午的第一个集体项目是龙舟赛，选手们需要为自己的团队设计一个参赛口号，并用工作小组统一发放下来的道具来装扮他们的龙头和龙尾，比一比哪一组的口号最响亮，赛一赛哪一组的龙头最威风！团队精神在活动中得到了充分的彰显，最后生产部组成的第二小组获得了冠军。

接下来的拔河比赛将活动推向了一个高潮，这可是OC的保留项目啊！大家都摩拳擦掌跃跃欲试，小朋友们也加入了啦啦队的行列，为参赛的爸爸妈妈加油，最后采购和行政部组成的第七小组以压倒性的优势获得了冠军。

下午的活动大部分都是围绕小朋友们而开展的，不同的年龄段的小朋友都可以找到合适的活动。“我是小画家”比赛适合学龄前的儿童，小朋友们可以充分发挥他们的想象力来制作一幅属于自己的沙画；“勇敢者道路”适合中小學生参加，锻炼他们的勇气，看看谁最勇敢；“放飞梦想”是放风筝比赛，适合所有人，比比谁的风筝飞得最高！每个家庭都渡过了一个利用宝贵的假日与家人共享自然、亲情互动的美好时光。

下午四点，家庭日活动完美落幕。同事们纷纷对这次活动给予了充分的肯定。他们认为这次活动的安排非常细致周到，游戏非常有趣，令大人和小孩都乐在其中，希望今后能有更多这样的机会，尽情享受工作之余的别样乐趣，在美好的休闲时光中，让家人了解公司，让公司走进家庭。



Building Our Future Now -the First GE Energy OC China Family Day

On May 23rd, 2009, the first Optimization & Control (OC) China Family Day commenced at Oriental Land Park located at the beautiful lakefront of Dianshan Lake. Over 360 OC China Shanghai employees and their families joined the event.

The first Family day held by OC China aimed to promote the company's culture.

The event received a warm response from employees. A working team of over 20 employees was formed, with an additional ten employees helping organize voluntarily. To better arouse people's enthusiasm, the working team held the Family Day theme with a mascot designing competition. Through fierce competition, the theme "Building Our Future Now" and the mascot "Zhizhi, Yoyo and Dodo" stood out. The theme aimed to encourage employees to create a better life with imagination and creativity. The names of the mascot embodied the Chinese name of OC and employees' wish for OC China's beautiful future. The mascot's images represented OC products, making it easier for participants to understand company culture. Ahead of the event, the working team sent out four newsletter issues as a warm-up, which spread word among employees.

During the dragon boat competition, participants designed slogans and images for their own competing teams. Great teamwork was fully demonstrated during the competition, and

finally the team formed by the Production Department won the race.

The tug-of-war competition got the event into full swing. Employees' children all joined the cheering squad to cheer for their parents. And finally the team formed by the Sourcing Department and Administration Department won the competition.

The activities in the afternoon were designed for the children. In the special mini games, the children and their parents participated actively and enjoyed a good time.

The Family Day event concluded at 4:00 in the afternoon. All participants cherished the opportunity to play games with their families. They expressed their hope for more similar events in the future to help their families get a better understanding of GE's corporate culture.

OC China Family Day



起步今天，成就未来

——GE创想未来暑期实习生入职培训

Career Starts Today GE EID Onboarding Training



2009年7月14日至15日，来自上海的GE暑期实习生齐聚张江高科技园区，参加了GE创想未来暑期实习生入职培训。此次培训的目的是让7月份刚加入GE中国的暑期实习生在两个月的实习中，更快地适应工作环境，更好地融入GE。

两天的培训内容丰富多样，从GE中国的整体概况、价值观的介绍，到员工在GE的职业发展、规划；从怎样有效地建立人际网络，到如何更快地适应新的工作环境，内容实用，深受实习生们的喜爱。培训还特别邀请了第一财经《头脑风暴》的节目主持人袁岳先生给大家做了题为“大学生社会知识获得”的讲座，引起了在座实习生们的共鸣，使大家受益匪浅。团队建设这个环节，公司为大家安排了建桥游戏。在互动过程中，实习生们不仅锻炼了动手能力，也体验到为了一个共同的目标而努力的凝聚力。

培训结束后，实习生们纷纷表示：“这真是一次妙趣横生，令我印象深刻的体验！作为初入公司的新人，我从培训中学到了很多很有用的东西，比如怎样高效地完成工作，建立良好的人际关系”。

7月20日，在北京、无锡和杭州也随后举办了暑期实习生入职培训，都收到了积极的反馈。



On July 14th to 15th, 2009, GE summer interns in Shanghai gathered at Zhangjiang Hi-tech Park to join the GE EID Onboarding Training. The training aims to make it easier for the summer interns who entered GE China in July to adapt to the new environment and corporate culture during their two-month internship.

The two-day training gave interns an introduction of GE China, instruction of career development, and guidance for building up their own networks. Furthermore, Yue Yuan, presenter of CBN Brainstorm, was invited to give a speech on “College Students: Gaining Social Knowledge”, which provided interns with a lot of information, and received a warm response. During the teamwork session, interns demonstrated their ability to handle practical tasks and realized the importance of teamwork through the interaction.

After the training, interns said: “This is really an unforgettable experience! As a career freshman, I learned a lot from the training, such as how to build up my own network and handle tasks efficiently.”

On July 20th, more EID trainings were held in Beijing, Wuxi and Hangzhou, and all received positive feedback.

逐日：三百年一相逢

——记GE中国科技园日全食观测活动

Chase the Sun: CTP Solar Eclipse Observation



2009年7月22日，GE中国科技园（CTP）日全食观测活动在CTP广场举行。清晨8点多，大家就聚集在广场上等待三百年一遇的日全食。

早在一周前，CTC百家讲坛特别邀请到了上海天文台前任台长、我国最著名的天文学学者之一，赵君亮教授为大家生动地介绍了日全食以及人类在认识宇宙上的前沿知识。赵老亦曾多次担任中央电视台“百家讲坛”的节目嘉宾。

本次日全食观测活动由CTC公关部发起、CTC志愿者团队和摄影俱乐部协办，虽然天气并没有想象中的晴朗，也没有明媚耀眼的阳光，但这丝毫没有减弱GE员工观看日食的热情。从上海天文台购得的上千副观测眼镜供不应求，我们还特别准备了电焊面罩、墨水观测、胶片和小孔成像（刻成GE和其他各种有趣的标识形状）等观测工具，爱好天文的同事们纷纷在志愿者的帮助下尝试不同的观测方法。广场上的海报则很好地解释了日食的成因、如何科学观测和本次日食的特别之处，同事们纷纷拿着现场提供的饮料和小点边吃边看。CTC大堂则安排了我国其它地区观测的日全食的实况转播。

“嗨，看到啦看到啦！”“哎呀，我刚才错过了一秒钟！”随着天空上云层的变换，太阳的样子若隐若现地出现在我们的观测镜里。大家对这样伟大的天象奇观深感兴奋，虽然最终整个上海市因为下雨全都错过了日全食时刻的那一神奇瞬间，我们的团队还是留下了相当不错的影像记录。

On July 22nd, 2009, the CTP Solar Eclipse Observation Event was held at CTP square. At 8:23 in the morning, employees from CTP and CTC gathered in the square to wait for the memorable moment.

One week before the spectacle, on July 16th, the CTC Forum invited Professor Junliang Zhao, the former director of the Shanghai Observatory, to deliver a fabulous lecture to introduce the solar eclipse and its background on cosmography.

The CTC Communication team, CTC Volunteer team and CTC Photographer Club arranged observation activities for both CTP and CTC employees to view the eclipse. Even though the weather was not as good as expected, and the sun was not shining brightly, it really didn't diminish the enthusiasm of the staff observing the solar eclipse. Hundreds of pairs of observation glasses from Shanghai Observatory fell short of demand in minutes. Fortunately, the team also prepared welding masks, ink observation, pin-hole imaging boards – shaped in GE Logo and Slogan – film pieces, and other interesting observation tools for colleagues, providing a good opportunity for observation of the solar eclipse together with detailed scientific guidance posters.

“Hey, I saw it!”, “I missed it...” With the clouds moving in the sky, the sun looked vague through the observation glasses. Yet, people were still excited about this astronomic spectacle. Though the entire city of Shanghai missed the moment of total solar eclipse due to the rain, the team still got many great photos and videos.



CTC发明家庆功宴：Hey, 您的香槟！ CTC Inventor Celebration: Champagne Please!



“你好，请用香槟！” CTC二楼露台上，来了十多位衣着齐整、头顶高帽的帅气大厨，为一众来宾提供着热情的服务。“谢谢，”未及转身——“原来是老板啊！”是的：又高又长的白色厨师帽下，是一张张熟悉的、满是微笑的脸。

这就是2009年4月27日，一个特别的日子，GE CTC09年度发明家庆功宴在这一天专为奖励在2008年被授予发明专利的科学家们而举行。超过80名CTC发明家、十余位业务部门技术总监和全球研发中心（GRC）研究室经理们参加了颁奖典礼。当老板们装扮成服务生和大厨为发明家们送上美酒时，大家都为这个别出心裁的举动感到十分兴奋。

2008年共有61位发明家受到表彰，其中3位来自GRC和石油与天然气集团的发明家获得银质奖章以纪念他们截至2008年实现申请10个以上专利的卓越成绩。28位第一次成功申请专利的发明家们获得了铜牌奖章；其他30位在2008年及之前共获得两项以上专利的发明家也获得了纪念奖。

2008年我们共提交了45项专利申请，自2003年以来CTC已经成功申请了超过320项专利。

“Hi, your champagne please!” Ten handsome chefs filed onto the CTC balcony and served the guests warmly and politely. People burst into laughter when they suddenly realized the chefs were the chiefs: there, under tall white chef hats, were the familiar faces of their bosses.

It was April 27th, 2009, a good day for the 2009 GE CTC Inventor Celebration. This ceremony was held to award the inventors who filed patent applications in 2008. Over 80 inventors, business leaders and lab managers joined the ceremony, and ten business leaders and lab managers were dressed up to be the waiters, waitresses and chefs to serve champagne to all the inventors. The inventors were obviously greatly flattered.

Among the 61 inventors of 2008, three inventors from GRC and Oil & Gas won the silver medallions to recognize their achievements of over ten patent applications filed in the year. Another 28 inventors won bronze medallions for the first time to file, and 30 inventors who had patent applications both in 2008 and before were also honored.

In the year 2008, 45 patent applications were filed, and we now have over 320 China originated patent applications filed since 2003.

快来拨打GE（中国）人力资源服务热线 800-820-1297
Call GE China HR Hotline 800-820-1297

亲爱的员工，在您日常工作生活中是否曾经遇到过以下疑问？

- 我每月的工资明细怎么查询？
- 我怎么为家属买保险？
- 我的社会保险和公积金账号如何查询？
- 从哪里可以得到差旅报销政策？
- 我要去国外出差，该如何申请签证？
- 谁能为我出具各种证明信？

?

Dear colleagues, have you ever doubted the following questions in your daily work or life?

- How to check the details of my wage?
- How to buy insurance for my family?
- How to inquire the account numbers of my social security and accumulation fund?
- How to apply for reimbursement for a business trip?
- How to apply for a visa on an overseas business trip?
- Who can provide letters of certification for me?

?



现在，您不用再花费大量的时间和精力去寻找答案了，快来拨打GE（中国）人力资源服务热线800-820-1297！

Now, call GE China HR Hotline

800-820-1297 to get the answers!

该热线由GE（中国）人力资源服务中心设立，由9位人力资源专员负责接听，提供中英文服务，接听时间为工作日早上9：00到17：00，竭诚为您解答关于工资支付、社会保险、公司福利、人力资源政策、签证申请、员工活动等各类问题。

This hotline was set up by GE China HR Operations CoE. Nine HR specialists will answer each of your questions on salary, social insurance, benefits, HR policy, visa applications, and holiday applications in both Chinese and English from Monday to Friday, 9 a.m. to 5 p.m.

GE(中国)人力资源服务中心
GE China HR Operations CoE



保护您的视力



尽管随着年龄增长，人们患严重眼科疾病和其它眼疾的风险增加，但年龄增长不再是失明的直接原因之一。采取实用的预防措施可以有效防止视力受到严重破坏。据统计，如果定期做眼科检查，40-50%的失明是可以避免或治疗的。

随着年龄增长，定期的眼科检查是保持眼部健康的基础。个别有眼病家族史或存在患病危险因素的人更应增加检查频率。不要等到你的视力变差才去做检查。通常当一只眼睛视力不好时，另一只眼睛可以弥补。通常情况下，只须一项检查就可以在早期阶段检测出眼部疾病。

您可以自己采取一些措施保持眼部健康。首先，戒烟。吸烟增加了患几种眼疾的风险，其中包括老年性黄斑变性。其次，要保持膳食平衡，多食水果蔬菜和低脂食品，保持良好的健康，增强您的防病能力。戴太阳镜和帽子对任何年龄的人都是非常重要的。花时间了解一些健康知识，认识眼疾的诱因和症状，及早发现眼部问题。

长时间在电视或电脑屏幕前，或在光线不好的环境下工作，虽然不会导致严重的眼部疾病，但是会使眼睛疲劳，最终导致全身疲劳。眼睛是无价的，值得细心对待——这对80岁的老人和18岁的年轻人都是很适用的。

五种常见的消除视疲劳的误区

误区1：做眼保健操会推迟戴眼镜

事实：眼保健操不会提高或保护视力，也不会减少戴眼镜的需要。您的视力取决于很多因素，其中包括您眼睛的状况和眼组织的健康情况，而以上任何一项都不会因眼保健操而改变。

误区2：在昏暗光线下阅读会损坏您的视力

事实：虽然昏暗的灯光不会对您的视力有损坏性的影响，但它很快会使您的眼睛极度疲劳。最佳的阅读光线是把它直接照在纸张上，而不是你的肩膀上。那种能直接照在阅读材料上的带有不透明灯罩的台灯是很好的布置。光线照在肩膀上会发出强光，使阅读材料更困难。

误区3：吃胡萝卜对眼睛有利

事实：这有一定的道理。胡萝卜含有维生素A，是对眼睛有益的蔬菜之一。但是，新鲜水果和深色绿叶蔬菜中包含更多的抗氧化维生素，如C和E，会对眼睛更有益。抗氧化维生素可以预防白内障和老年性黄斑变性。但是，吃任

何蔬菜或补充含有这些维生素的物质都不会预防或纠正根本的视力问题，如近视或远视。

误区4：最好不要一直戴眼镜。摘掉眼镜或隐形眼镜让您的眼睛休息

事实：如果您需要看远物或阅读，那就戴上眼镜。不用眼镜阅读会使你的眼睛极度疲劳。戴眼镜不会损坏您的视力或导致任何眼部疾病。

误区5：凝视电脑屏幕一整天对眼睛不利

事实：虽然使用电脑不会伤害你的眼睛，但是一整天盯着电脑屏幕将促成眼疲劳。调整光线就不会在屏幕上产生刺眼的强光。另外，如果你从事电脑行业或其他细密的工作如阅读或刺绣，用大约每小时一次的眼睛短暂休息来减轻眼睛疲劳是个不错的方法。最后一点，像往常一样长时间不眨眼地盯着电脑屏幕，会导致眼睛干涩和不舒服。经常自觉地眨眼，会使眼睛保持湿润不会变干。

Safeguarding Your Sight

Although aging puts people at greater risk for serious eye disease and other eye problems, loss of sight does not necessarily go hand in hand with growing older. Practical and preventive measures can help protect against devastating sight impairment. An estimated 40% to 50% of all blindness can be avoided or treated, mainly through regular visits to a vision specialist.

Regular eye exams are the cornerstone of visual health, especially as you age. Individuals who have a family history of eye disease or other risk factors should have more frequent exams. Don't wait until your vision deteriorates to have an eye exam. One eye can often compensate for the other while an eye condition progresses. Frequently, only an exam can detect eye disease in its earliest stages.

There are other preventative steps you can take on your own. First, if you smoke, stop. Smoking increases the risk of several eye disorders, including age-related macular degeneration. Next, take a look at your diet. Maintaining a nutritious diet with lots of fruits and vegetables and minimal saturated fats and hydrogenated oils promotes sound health and may boost your resistance to eye disease. Wearing sunglasses and hats is important for people of any age. Taking the time to learn about the aging eye and recognizing risks and symptoms can alert you to the warning signs of vision problems.

Although eyestrain, spending many hours in front of a television or computer screen, or working in poor light do not cause harmful medical conditions, they can tire the eyes and, ultimately, their owner. Eyes are priceless and deserve to be treated with care and respect — and that is as true for the adult of 80 as it is for the teenager of 18.

Five Common Eye Myths Dispelled

Myth 1: Doing eye exercises will delay the need for glasses.

Fact: Eye exercises will not improve or preserve vision or reduce the need for glasses. Your vision depends on many factors, including the shape of your eye and the health of eye tissue, none of which can be significantly altered with eye exercises.

Myth 2: Reading in dim light will worsen your vision.

Fact: Although dim lighting will not adversely affect your eyesight, it will tire your eyes out more quickly. The best way to position a reading light is to have it shine directly onto the page, not over your shoulder. A desk lamp with an opaque shade pointing directly at the reading material is the best possible arrangement. A light that shines over your shoulder will cause a glare, making it more difficult to see the reading material.

Myth 3: Eating carrot is good for the eyes.

Fact: There is some truth in this one. Carrots, which contain vitamin A, are one of several vegetables that are good for the eyes. But fresh fruits and dark green leafy vegetables, which contain more antioxidant vitamins such as C and E, are even better. Antioxidant vitamins may help protect the eyes against cataract and age-related macular degeneration. But eating any vegetables or supplements containing these vitamins or

substances will not prevent or correct basic vision problems such as nearsightedness or farsightedness.

Myth 4: It's best not to wear glasses all the time. Taking a break from glasses or contact lenses allows your eyes to rest.

Fact: If you need glasses for distance or reading, use them. Attempting to read without reading glasses will simply strain your eyes and tire them out. Using your glasses won't worsen your vision or lead to any eye disease.

Myth 5: Staring at a computer screen all day is bad for the eyes.

Fact: Although using a computer will not harm your eyes, staring at a computer screen all day will contribute to eyestrain or tired eyes. Adjust lighting so that it does not create a glare or harsh reflection on the screen. Also, when you're working on a computer or doing other eye-straining work such as reading or needlepoint, it's a good idea to rest your eyes briefly every hour or so to lessen eye fatigue. Finally, people who stare at a computer screen for long periods tend not to blink as often as usual, which can cause the eyes to feel dry and uncomfortable. Make a conscious effort to blink regularly so that the eyes stay well lubricated and do not dry out.

诚信是一种坚持

John: 42岁, 某公司区域销售经理, 在公司工作了12年
Shiny: 39岁, John的妻子, 药剂师
Michael: 8岁, John和Shiny的儿子, 小学二年级



John和家人在中国一个大城市过着平凡的中产阶级生活。John是个要求不多的人, 他对自己在事业和生活中的所得感到很满足。

这是一个星期五的晚上, John还没到家。Shiny心情很不好, 儿子Michael的老师向她反映Michael最近在学校太过顽皮。在与Michael好友的母亲沟通后, Shiny才发现自己犯了很大的错误, 因为中秋节自己只送了老师一盒月饼。其实Michael是个挺好的孩子。

在开车回家的路上, John反复琢磨着该如何告诉Shiny今天发生的事情。他不相信这样的事情会发生在自己身上。他在某公司工作了12年, 从运营助理到产品专员, 再到销售, 之后又在一个偏远城市花了4年时间为公司建立了良好的品牌形象和客户关系。两年前, 他被提升为区域销售经理。而今天, 因为违反了公司的诚信政策, 他被公司劝退了。

John深深地认同公司的价值观, 他告诉Shiny, 送老师一盒月饼作为中秋节的礼物就够了。Shiny是一名药剂师, John曾多次告诉她不要去做违背自己良心的事情。“Michael会以自己优秀的学习成绩超越其他孩子的, 而这样的孩子会很快

乐。”“我也不希望你因为做了违背原则的事而寝食难安。”John经常这样说。

Shiny有时会觉得这样的想法很傻。John的工作包括挑选分销商。就像医药代表对Shiny的感觉一样, 分销商会做很多事来取悦他。而John却从不接受他们送来的任何好处。去年夏天, 他们全家去旅行, 当地分销商想要派车去接飞机, John拒绝了。他们在烈日下足足等了一个小时的出租车。Shiny很生气, 大人没关系, 可是可怜的小Michael又累又渴, 几乎快中暑了。

到底哪里出了问题? John知道分销商支付市场活动的费用是很普遍的做法。有时候销售会让分销商们把款打到自己的私人帐户, 然后集中支付不同活动的费用, 包括开会、产品展示等等。这些费用的支出其实没有很严格的监控, 款项的进出几乎都没有清晰的记录。财务和法律部门也不清楚这样的做法。John不得不承认, 其实他和他的同事确实也嘀咕过有些做法是不是真的一点问题都没有。“这样能为公司节省开支。”John是这样安慰自己的。生活已经够艰难, 时光也如梭飞逝。“我不应该感到不安, 因为我个人从来没有收取任何好处。”“这样做保证是符合利益冲突政

策的规定的。”给分销商的待遇很公正。任何分销商不该支出的费用, 都会在以后的订单中以折扣的方式抵消。这样对大家都很公平。

Shiny马上就察觉到了John的异样, 因为John摘下公司门禁卡的时候, 眼睛都湿了。听了John的倾诉后, Shiny松了口气, 因为她知道John仍然是10年前的那个他。Shiny决定自己来试一试打开John的心结。

“就这么说吧, 很多时候我们应该忠于直觉。”Shiny在学着John平时常说的话。John曾开玩笑说自己应该都能做律师了。“有时应该用‘上报纸’的办法来验证你的做法是不是对的。”细细斟酌, John发现自己以前很傻。如果自己早仔细想想, 至少问问法律部的同事, 就不会犯这样的错误了。

GE中国法纪经理建议:

如果John能顺着自己的直觉, 多想一想, 坚持不做“鸵鸟”, 事情会变得很清楚。如果在GE, 这样的做法肯定违反了公司的财务控制政策。所有的记帐和记录都要如实地反映实际的交易。而且, 所有内部的数据, 包括成本、毛利等等, 都应该是正确的。另外, 帐外帐的问题也是公司政策所不允许的。

Persistent Compliance

John and his family live an ordinary middle class life in one of China's large cities. John is not a demanding person. He is satisfied with what he has achieved so far, both in his career and his personal life.

It was a Friday night. John hadn't come home yet. Shiny was frustrated because their son Michael's teacher called her complaining about how naughty Michael had been recently at school. After talking with the mother of another child, Shiny realized that it was a huge mistake to only give the teacher a box of moon cakes for the Mid Autumn Festival. Michael is a well-behaved student.

Driving home, John was trying to rehearse what he would tell Shiny. John could not believe what had happened to him. He had been with company A for twelve years, first as an operations assistant, then a product specialist, later an account salesman for four years in an in-the-middle-of-nowhere city, successfully establishing the brand name among key customers. Two years ago, he was promoted to his current position, Regional Sales Manager. Today John was asked to resign from the company for compliance violations.

As a true believer of the company's values, John told Shiny not to do anything more than give a box of moon cakes to Michael's teacher. With Shiny's work as a pharmacist, John more than once told her not to do anything that went against her conscience. "Michael will get better grades than the other students, and his hard work will earn him happiness, as for you, I don't want you to lose any sleep worrying about this." Those were what John has been saying.

Once in a while, Shiny thought that John was silly. John's job involved selecting dealers. Like what sales representatives from pharmaceutical companies would do to Shiny, the dealers try their best to please John. John had never accepted any goodies or favor from them. Shiny was mad at him that last summer, when the family went to a resort area for their family vacation, John refused to have the dealer in that city pick them up. They had to wait for the taxi in the sun for an hour. Shiny would not mind for herself, but poor Michael was hungry, thirsty, and exhausted.

What went wrong? John was aware that his team members had accepted funds from dealers to run promotional events, and that was a normal practice around the country. The practice began as a work-around to make it easier for the team to divide expenses for a single event across several external parties. Sometimes one or more team members consolidated the dealer funds in their personal accounts, and then paid the various vendors needed to host a lecture, a conference, or a product demonstration. While there was loose business oversight over the expenditures, no one kept precise track of the funds flowing in and out for each event, and no one from Finance or Compliance was involved in the process.

John had to admit that the question did cross his mind before whether the practice was truly acceptable or not, and he could feel his people were wondering the same. "Well, that saves the company money." That thought comforted John. Life is tough enough and time passes fast. "I don't lose sleep because I never pocket any of the money, and I know my people feel the

John: 42, a Regional Sales Manager, served company A for twelve years
Shiny: 39, John's wife, a pharmacist
Michael: 8, John and Shiny's son, second grade student

same, and that's what all Conflict of Interest policies are about, right?" The dealers were treated fairly. Anything that was not supposed to be paid by the dealers would be compensated for in future deals through special discounts. At the end of the day, everyone was happy.

Shiny noticed right away that something went wrong. She could even see the tears in John's eyes when he was taking off his company badge. After listening to John, Shiny actually felt better. John is still the same man she wanted to marry ten years ago. Shiny decided to help John sort it out.

"Let us put it this way: Lots of times we should follow our instincts," Shiny said, repeating the words once stated by John himself. "Common sense is what it is about."

John finally realized how silly he had become. John should have checked with the Legal and Compliance teams or at least really thought it through.

Comments from GE China Compliance Manager:

If only John had only thought it through and followed his instincts, the answer would have been clear. At GE, such a practice is a clear breach of the company's controllership and compliance policies. GE's Controllership Policy requires that all of our books and records accurately reflect actual transactions, and that the internal metrics (including items like base costs and contribution margins) are correct. Also, no matter what, off-book accounts of any kind are prohibited.

共建绿色家园

——GE志愿者“绿色社区行动月”



伴随春天的阳光，GE志愿者迎来了“绿色社区行动月”。为了响应“绿色创想”计划，GE各业务集团都组织了以环保为主题的志愿者活动。今年，GE大中华区共有14个业务集团在上海、北京、台北和香港开展了11项环保活动，参与人数达到323人。



2009年4月17日，GE 医疗集团志愿者来到“济慈之家”视障孤儿寄养院，看望那里的孩子们，并帮助铺设草坪。

为了接收更多的视障孤儿，“济慈之家”新盖了七幢房屋供孩子们居住。而志愿者的主要任务，就是在新房旁的一大片楔形土地上铺满草坪，以美化环境并防止水土流失。在工作人员的指导下，大家分工合作，一上午便完成了工作。

下午，志愿者开始看望济慈之家的孩子们。虽然这些孩子们患有眼疾，但他们仍然找到了自己的生活方向。每个孩子在自我介绍的时候都说了他们自己的理想，有的想做按摩师，有的想做司机，还有的想做歌唱家。通过交谈，志愿者了解到孩子们在“济慈之家”不仅学习盲文，还要学习英文、手工、数学、音乐、绘画等课程，因为“济慈之家”希望让盲童也能享受到正常孩子所应有的教育，让他们有能力学习并能自立生活。

一天的活动很快就结束了，然而孩子们谈及理想时的坚定表情却深深印在了志愿者的脑海。

活动负责人 Project leader:
潘泽虹 Zehong Pan
Zehong.Pan@ge.com

5月9日，112名来自GE医疗、交通运输、能源、水处理、消费与工业产品、油气、GE中国等多个业务集团和部门的志愿者及其家人也来到了“济慈之家”帮助铺设草坪，并和那里的孩子们做互动游戏。



去年4月，GE志愿者为“济慈之家”种下了近200株果树和1500株草莓。这次大家回到济慈，欣喜地看到去年种下的果树都在茁壮成长，草莓地里一片绿油油，宽大的草莓叶子下已经开出白色的小花。大家在铺草坪的工作中团结协作，两个多小时后，原本光秃秃的黄土坡都被绿油油的草地覆盖了。最值得一提的是GE的小志愿者们，他们也带着大大的劳动手套，学着大人的样子搬运、铺草、努力翻地，面带骄傲地忙得不亦乐乎。

劳动过后，小志愿者们还和“济慈之家”的孩子们一起赛歌和拔河。午后的阳光沐浴着孩子们，歌声和笑声回荡在小操场上。志愿者们祈祷那一刻的快乐能够长久地停留在孩子们的记忆里，同时也希望能有更多的志愿者加入到这个关爱的队伍中来。

活动负责人 Project leader:

赵泉清（医疗）	Quanqing Zhao (GE Healthcare)	quanqing.zhao@ge.com
王爱华（交通运输）	Aihua Wang (GE Transportation)	Aihua.wang@ge.com
王艳敏（交通运输）	Yanmin Wang (GE Transportation)	Yanmin.Wang@ge.com
刘践（能源）	Lorie Liu (GE Energy)	lorie.liu@ge.com
于淼（能源）	Miao Yu (GE Energy)	miao.yu@ge.com
胡伟燕（水处理）	Vivian Hu (GE Water)	Vivian.hu2@ge.com
程红梅（消费与工业产品）	Hongmei Cheng (GE C&I)	hongmei.cheng@ge.com
于红（油气）	Hong Yu (GE Oil & Gas)	hong1.yu@ge.com
刘欣（GE中国）	Xin Liu (GE Corporate)	xin.liu6@ge.com
何婷琛（GE中国）	Tingchen He (GE Corporate)	tingchen.he@ge.com

5月3日，超过40名来自GE中国、全球业务流程团队、商务金融、消费者金融、CNBC和医疗集团的香港志愿者及其家人来到香港湿地公园，开展了湿地保护活动。

在湿地公园员工的指导下，志愿者们帮助拔除了树木周围的杂草，并为他们施下有机肥料。一上午的绿色行动结束了，志愿者们在下午游览了风景秀丽的湿地公园。通过此次行动，大家对湿地有了更多的认识，也提高了自己的环保意识。



活动负责人 Project leader:
房萍 Alison Phiong
alison.phiong@ge.com



活动负责人
Project leader:
袁雯 Angela Yuan
Wen.yuan@ge.com.

2009年5月19日下午，GE水处理集团的志愿者齐聚上海滨江森林公园，开展了主题为“绿色创想，保护环境”的防浪堤清洁公益活动。

天公作美，活动当天阳光明媚，60名水处理志愿者来到滨江森林公园，帮助清洁防浪堤，以及清扫公园绿化周边的垃圾。活动过程中，志愿者团队分成9个小组，每个小组都配有捡拾工具，以便更高效地进行清洁工作。整个活动历时三个小时，凭着一丝不苟的态度，每组志愿者捡起的垃圾都不少于4大袋。在GE志愿者们共同努力下，公园的环境有了很大的改观。

此次活动充分体现了GE水处理志愿者团队倡导环保和“绿色创想”，以及承担社会责任的决心和信心。志愿者们身体力行的实际行动对GE的“绿色创想”理念做出了完美的诠释。



5月24日，GE台湾志愿者在淡水河口进行了“环保单车行”活动。为了推广低碳生活，响应“绿色社区行动月”的主题，志愿者们骑上单车，降低碳足迹。

一路上，志愿者们不时停下观察地上的螃蟹，并在过程中对生态系统和生物链有了更多的认识。淡水河红树林为鸟类、鱼类、两栖动物和其它野生动物提供了栖息之地。为了参加这次活动，很多志愿者骑了超过40公里来和大家汇合。通过活动，志愿者们欣赏到了湿地的美丽，更意识到了保护环境的责任。



活动负责人
Project leader:
郑碧如 Jennifer Cheng
jennifer1.cheng@ge.com

Build a Greener Future -GE Volunteers ECommunity Month



With the pleasant spring sunshine breaking the frigid winter weather, GE Volunteers' ECommunity month began. To echo GE ecomagination, all GE businesses in China organized volunteer activities with the theme of environmental protection. This year, 14 GE businesses in Greater China launched 11 environmental protection activities in Shanghai, Beijing, Taipei, and Hong Kong, with a total of 323 volunteers.

On April 17th, 2009, GE Healthcare volunteers went to Bethel Foster Home to help lay the lawn, and visited the home's blind orphans there.

The Bethel Foster Home has built seven new homes to house more blind orphans. The volunteers' mission was to lay the lawn beside these new houses to create a better environment. With great teamwork and the guidance of the foster home's staff, volunteers finished the work before noon.

In the afternoon, volunteers visited the blind children of the Bethel Foster Home. Although the children couldn't see, they had found a strong direction for life. They introduced their dreams to the volunteers: masseur, driver, singer... After talking with the children, volunteers got to know that apart from Braille, the children also have English, handwork, mathematics, music, and painting classes, because the Bethel Foster Home aims to help blind children live independently by offering them the same education other children receive.

The one-day event was concluded but the children's determination to pursue their dreams left a lasting impression on volunteers.

On May 9th, 112 volunteers from GE Healthcare, Transportation, Energy, Water, Consumer & Industrial, Oil & Gas, and Corporate returned to the Bethel Foster Home together with their families to help expand the lawn and play interactive games with the children.

Last April, GE volunteers planted about 200 fruit trees and 1,500 strawberry bushes at the Bethel Foster home. This year, volunteers were happy to see that the young trees grew vigorously and little white flowers were in blossom under wide strawberry leaves. Volunteers and their families cooperated to lay the lawn, and after two hours of hard work, the ground was covered by a beautiful green lawn. It's worth mentioning the dedication of our little volunteers, who worked hard with proud smiles on their faces.

After work, the little volunteers had a singing contest and played tug of war with the children of the Bethel Foster Home. All of the children played happily together on the playground. Volunteers hoped the happiness at that moment could remain in the children's memory forever, and more volunteers could join the big caring family.



On May 3rd, over 40 Hong Kong volunteers from GE Corporate, GBS, Commercial Finance, GE Money, CNBC, and Healthcare and their families went to the Hong Kong Wetland Park to help with outdoor conservation efforts.

With the guidance of conservation instructors, volunteers spent half the day cutting weeds around trees and fertilizing the soil. Having gotten the job done, volunteers had a sightseeing tour in the beautiful park. Through the event, volunteers got a chance to know more about the wetlands, and increase their awareness of environmental protection.

GE Water volunteers held a breakwater cleaning event themed “Ecomagination and Environmental Protection” in Shanghai Binjiang Forest Park on May 19th, 2009.

Over 60 volunteers from GE Water attended this meaningful activity. Volunteers were divided into nine groups to perform breakwater cleaning and picking-up rubbish in the park. Every group was equipped with professional tools so as to make their work more efficient. During the three-hour event, each group of volunteers picked up more than four bags of rubbish. Through the volunteers’ joint effort, the park’s environment was greatly improved.

During this event, the GE Water volunteer team demonstrated their determination and confidence while advocating Ecomagination and environmental protection through their actions.

On May 24th, GE Taiwan volunteers organized an eco-biking event in the Danshui River estuary. To promote low carbon living, and support the theme of ECommunity, volunteers rode bikes to reduce their carbon foot prints.

While riding on the route, volunteers stopped to get a closer look at the crabs, and learned more about the ecosystem and life chains. The costal habitats covered with mangrove forests provided a safe haven for birds, fish, amphibians and other wildlife. To join this event, many volunteers rode over 40km to meet with the group. Volunteers were inspired by the beauty of the wetlands and became more dedicated to environmental protection.



C&I 志愿者为地球播撒更多绿色

C&I China Volunteers Make the Globe Greener



三月，春天的气息逐渐淡去，正值GE消费与工业产品集团志愿者聚首植树的时节。与往年不同的是，除了上海办公室的员工，消费与工业产品集团的植树活动还首次招募了其它地区办公室的员工。

广州的26名志愿者在广东省绿化委员会的支持下来到从化，种植了100棵树苗。志愿者们在活动后纷纷表示，在植树的过程中他们得以相互认识、了解，并更好地合作。这不只是一个简单的户外活动，它还帮助大家提高了环保意识。

在上海，来自SJV工厂的40名志愿者参加了奉贤区绿化管理局组织的主题为“共建绿色家园，同迎世博盛会”的植树活动。在嘉定区，55名来自照明设备工厂的志愿者来到汇龙潭公园，帮助清理草坪。公园管理人员表示：“我们感谢GE志愿者抽出时间和精力来帮助我们清除杂草。没有了杂草，树木就可以从土壤中吸收更多的营养，长得更茁壮。”而来自上海宜山办公室的20名志愿者，则在消费与工业产品集团中国市场部总经理姜宁和集团志愿者领导人蒋文辉的带领下，来到吴中路植树。蒋文辉表示：“在市区很难找到适合植树的地方。但是，树木对我们的环境非常重要，每次有这种为地球增添绿色的行动，我们都应该尽力支持。”

March is the time when spring begins to turn into summer. As a tradition, it is also the season that GE C&I volunteers gather together to plant trees. Slightly different this year is that participants are no longer limited to people from the Shanghai office. The C&I tree-planting activity has, for the first time, spread to employees in other businesses and locations in China.

In Guangzhou, 26 volunteers went to Conghua and planted 100 saplings with the support of the Guangdong Afforestation Committee. Volunteers all commented that this event enabled them to get to know each other better, and cooperate more closely. It was not simply an outdoor activity; it also helped to enhance people’s awareness of environmental protection.

In Shanghai, 40 employees from SJV participated in a tree-planting event themed “Building a Green Environment and Welcoming the Shanghai Expo” organized by the Fengxian Afforestation Management Bureau. In Jiading, 55 volunteers from GE Lighting went to Huilongtan Park to help clean the grass lawn. Their passion impressed the park manager, who said: “We appreciate GE volunteers’ time and efforts to help us get rid of weeds. By removing them, trees in our park can absorb more nutrition from the soil and grow better.” Led by Ning Jiang, China Vertical Market General Manager, and Wendy Jiang, C&I China Volunteer Leader, about 20 volunteers from the Shanghai Yishan office went to Wuzhong Road to plant trees. “In the downtown area, it is hard to find a suitable place to plant trees. However, trees are very important to the environment of our community, and we should take every opportunity to support initiatives to make the globe greener,” said Wendy.



活动负责人
Project leader:
蒋文辉Wendy Jiang
wendy.jiang@ge.com

GE中国FMP培训生与CAS志愿者为老人送去关爱

GE China FMP Trainees and CAS Volunteers Bring Caring to the Elderly



2009年4月11日，GE中国财务管理培训生与CAS的志愿者来到上海徐汇区社会福利院，为那里的老人们带来了英语沙龙和包饺子活动。

活动中，老人们和志愿者包饺子的手法都很熟练。而志愿者一边包饺子，还一边用英语与老人交谈，聊起老人过去的经历和现在的生活。在大家的共同努力下，200多只饺子顺利出锅，并被送到了福利院所有老人的手上。大家都称赞这些充满爱心的饺子美味可口。

一次有意义的活动很快就结束了，志愿者们纷纷表示会长期支持志愿者项目，为老人家送去更多关怀和慰问。

On April 11th, 2009, volunteers from the Finance Management Program (FMP) and Corporate Audit Staff (CAS) arrived at the Shanghai Xuhui Social Welfare Institute and held an English salon and dumpling making event.

During the event, the elderly and volunteers showed their dumpling making skills. Volunteers also chatted with the elderly about their experiences and current life in English. Through their joint efforts, over 200 dumplings were made and distributed to all the residents of the institute. The kind acts of the volunteers received much appreciation from the elderly.

It was an enjoyable and meaningful event. Many volunteers expressed their desire to return to the center in the future.



活动负责人 Project leader:
李翔 Phoebe Li
Phoebe.Li@ge.com

点亮希望

——GE医疗为盲童学校设立爱心基金



2009年4月17日，GE医疗张江工厂一行4人在厂长季逸云的带领下，来到上海市盲童学校进行慈善捐赠，并设立了“欧乃派克”爱心助学奖学金基金。

首批捐赠基金的三万元人民币全部来自于工厂员工的自发募集，旨在帮助残疾贫困家庭的学生完成学业，并鼓励品学兼优的学生向着更高的人生目标迈进。季逸云厂长在仪式上代表工厂所有员工对学生们提出了殷切的希望。简短的捐赠仪式以学生自编导自演的话剧《生命之光》作为结束曲，但相信工厂所有员工的爱残助残之心将持之以恒地发扬下去。

Kindling Hope

-GE Healthcare Establishes Stipend and Scholarship Fund for Blind Students

On April 17th, 2009, Yiyun Ji, Director of the GE Healthcare Zhangjiang Plant, together with three other leaders went to the Shanghai School for the Blind to make a charitable donation and establish the Omnipaq Stipend and Scholarship Fund.

The first fund of RMB 30,000 was donated voluntarily by plant employees who want to help the blind students finish their studies. Yiyun Ji also gave a speech on behalf of the plant, and encouraged the students to work hard for their future. The ceremony was concluded with the drama "The Light of Life", which was written, directed, and performed by the students themselves. There is no doubt that our colleagues' caring for these children will be carried forward well into the future.



GE台湾志愿者在行动

GE Taiwan Volunteers in Action

志愿者活动一直是GE的优良传统，GE台湾当然也不例外。伴随温暖明媚的阳光，GE台湾志愿者活动在2009年春天蓬勃开展，志愿者们以实际行动回报社区，享受奉献带来的快乐！

Volunteerism is a tradition at GE, and GE Taiwan is no exception. GE Taiwan held several volunteer events in spring 2009. Giving back to society brings joy to participants.

2009年2月12日，GE台湾志愿者来到鼻头小学，和那里的孩子们度过了一个愉快的下午。鼻头小学位于台北郊区，学校6个年级学生不到50人。

由于这里的孩子缺少机会锻炼英语水平，志愿者们此行的目的就是帮助孩子们开口说英语，用英语表达自己的想法。当天讨论的主题是情人节。志愿者为孩子们讲述了情人节的由来，并鼓励他们踊跃提问。之后，志愿者还带领孩子们唱英文歌、做游戏，并教他们折出漂亮的玫瑰花送给自己最爱的人。活动进行得非常成功，孩子们都十分盼望志愿者的下一次探访。



On February 12th, 2009, GE Taiwan volunteers visited Bitou Elementary School for an interactive afternoon of English-speaking. Bitou is a small town located in a suburban area of Taipei County, and the school has no more than 50 students for all six grades.

Since the children rarely have the opportunity to practice and polish their English skills, the volunteers' mission was to help them speak up and express their ideas in English. The main theme that day was to teach the kids about Valentine's Day. Volunteers told the story of Valentine's Day, and encouraged the students to ask questions. They also led the children in singing English songs, playing games to win chocolates, and folding little roses so that the children could give flowers to the ones they love. The event turned out to be a big success, and all the children are looking forward to the volunteers' next visit.

3月7日，GE家电总经理蔡凤琴与二十多名志愿者及家属来到宜兰，一同卷起裤管插下春天的秧苗，体验泥土的温暖和农民的骄傲。台湾近几年来因农村青壮年人口流失，导致农村劳动力不足，农地休耕面积增加，稻米产量减少。为保留住台湾米香，人们发起了稻田认养的活动，结合企业力量及农民的专业让田地活络，令农村再度获得生机。GE家电志愿者加入了稻田认养活动，在宜兰农民的指导下，GE志愿者们弯腰插秧，体会“粒粒皆辛苦”及土地的生命力。



On March 7th, Grace Tsai, General Manager of GE Appliances Taiwan, together with 20 other employees and their families went to Yilan to plant rice seedlings. During the event, volunteers experienced the hard-labor of farming and the pride of the farmers. In recent years, more and more of Taiwan's younger generation is leaving villages behind for job opportunities in the city, which has resulted in a serious loss of farming labor. To keep the legacy of Taiwanese rice agriculture, a group of advocates has created an initiative to adapt rice paddies, which could help sustain village economies. GE Appliance volunteers took action by joining the initiative. Through the guidance and instructions from the professional farmers, the volunteers rolled up their sleeves, and planted rice seedlings.

3月14日，39名GE安防集团Kampro的志愿者及其家人来到慈济慈善事业基金会，学习环保回收的具体实践。慈济将废弃物有系统地回收再利用，将废物变“黄金”，实际的作法和流程让参与的GE志愿者更深刻地体会“要做对的事情，并要用对的方法”。为了落实此次的学习，GE安防集团Kampro将在厂区设置回收区，身体力行环保减碳。

On March 14th, 39 volunteers from GE Security Kampro and their families gathered at Tzu-Chi recycling station, the benchmark NPO in recycling, to learn how to sort, categorize, and recycle waste. Tzu-Chi has a systematic process which turns waste into something useful. GE volunteers were impressed by the process, and the underpinnings of “doing the right thing, and doing things right.” Upon returning to the working site, GE Security Kampro will set up a waste recycling area to put what they learned into practice.





2009年7月14日，来自GE安防、Fanuc智能平台和传感与检测科技三个业务集团的20名志愿者携手国际青年成就组织（JA）在GE中国科技园（CTP）为高中生们带来了一场别开生面的“职业见习”（Job Shadow）体验日活动。

此次参加活动的二十多名同学是来自上海市天山中学的高中生。在一番简短的公司情况和志愿者自我介绍之后，同学们在志愿者一对一的带领下分别参观了CTP和GE中国研发中心（CTC）内陈列的奥运相关展示和高科技产品。对很多学生来说，这是他们第一次近距离接触到飞机发动机的仿真模型，了解到安防和检测设备复杂的运作原理，他们纷纷表示：“很多知识和原理我们都在书本上学过，但这是第一次亲眼见到它们在实际生活中的应用。”参观不仅让同学们大开眼界，更为重要的是，他们发现GE是一个拥有多种业务类型的多元化高科技集团，而并非之前道听途说的“汽车制造商”。

参观之后，同学们跟随各自结对的GE志愿者来到办公区域，通过学习使用日常工作中的办公工具和向志愿者提问等各方面了

解GE员工的工作状态。其中，同学们最关心的话题围绕着“GE如何招聘员工”和“我怎样才能进入GE”展开，有的同学甚至为进入GE开始规划自己今后的学习计划。

在最后的演示和总结环节，同学们就“我眼中的GE”分成小组，惟妙惟肖地展示了他们心目中GE的形象。透过图画和文字，他们以生动幽默的语言阐述了自己对GE公司的认识以及对GE人的印象，令在场的志愿者们感受到了这群高中生的敏锐观察和创意发挥。6个小组分别获得了“团队协作奖”、“活力四射奖”、“创意无限奖”、“观察敏锐奖”和“最具潜力奖”。在活动的尾声，同学们还特意手写了感谢卡送到志愿者们的手中，感谢GE志愿者一下午的接待，使得他们对GE有了更为深刻的了解；志愿者们也希望今后能有更多的机会与青少年互动交流。

活动负责人 Project leader:
邓志欣 Edward Deng
Zhixin.deng@ge.com



Opening the Door of Opportunity

-GE Enterprise Solutions Volunteers
Joined JA “Job Shadow Day”

On July 14th, 2009, 20 volunteers from GE Security, Fanuc and Sensing & IT joined with Junior Achievement (JA) in an exciting Job Shadow Day event for a group of high school students at GE's China Technology Park (CTP) in Shanghai.

On that day, over 20 students from Shanghai Tianshan High School gathered on the CTP campus at noon. After a brief introduction about company and volunteering, students were accompanied by volunteers to visit a series of Olympic displays and product showcases at CTP and CTC. For many of them, it was the first time to have such close contact with a GENx engine or wind turbines and get to know the sophisticated principles behind Enterprise Solutions' products. Some commented: “Though I have learned theories from books, but it's really fascinating to see them get applied in life!” The half hour tour not only gave the students an eye-opening experience, but most importantly, they realized that GE is a diversified multi-national company, not a “car maker”!



After the tour, students paired up with volunteers and were led to the office area to discover what it felt like to be a GE employee. They learned how to use Outlook, printers and asked all sorts of questions. The most frequently asked questions lingered around “how GE recruits employees” and “how can I get hired by GE”. Some students even started to adjust their study curriculum accordingly.

In the final presentation, students were divided into groups to present their “GE in my view” masterwork with bullet points and pictures. Their humorous language and creative insights amazed the volunteers. Finally each group was awarded with a unique prize.

At the end of the visit, students wrote their words in a “Thank You” card for the volunteers, and GE volunteers wished there will be more opportunities to interact in the future.





活动负责人
Project leader:
徐博 Bob Xu
bo1.xu@ge.com

CTC世博英语进社区 Bringing World Expo English into the Community

随着世博会的脚步逐渐临近，普及英语，让更多的上海市民加入到学习英语的队伍中来成了上海的一项重要任务。

2008年初，CTC志愿者就将奥运英语带进了社区，受到了极大的好评。今年4月18日，CTC志愿者跟随世博的脚步，开始了在上海浦东北蔡社区举办的“世博英语进社区”的第一堂课。来自GE水处理集团的孔顺天以及全球研发中心的陈永海是这第一堂课的两名志愿教师。

黑板上特别绘制的漂亮图画在课程开始前给了老师们一个惊喜，原来是学员们以此表达对志愿者们热烈欢迎。“这些学生英语水平提高之快，令我大为惊叹。他们对于英语学习有着非常执着的精神以及极大的热情。我们在一起既是学习也是交流，十分愉快。”孔顺天说道。

两个小时的课程很快就过去了，班上的学员们已经能够就日常问候用语以及个人介绍做简单的对话。看着大家脸上兴奋的表情，志愿者们也感到由衷的欣慰：“我们会将这项活动继续做下去，为世博会的成功举办做出自己一点小贡献。”

As the World Expo approaches, promoting the spread of English and encouraging more Shanghai citizens to join the English learning team has become an important task for the city of Shanghai.

In early 2008, CTC volunteers brought Olympic English into the community, which received a warm welcome from participants. On April 18th of this year, CTC volunteers started the first “Bringing World Expo English into the Community” class in Shanghai’s Beicai Community. Steven Kloos from GE Water and Yonghai Chen from GRC were volunteer teachers for the first class.

The participants welcomed the teachers with drawings on the blackboard. “The enthusiastic participants have made huge improvement in their English language ability. We are very happy to have this opportunity to communicate with each other,” Steven said.

After two hours of course, the participants were able to make simple dialogues. Volunteers were sincerely pleased to help participants improve their English, and made the pledge: “We will continue to contribute to the success of the World Expo.”

GE航空志愿者走访上海浦东金枫敬老院 Volunteer Day at Shanghai Jinfeng Seniors’ House



2009年4月25日，32名来自GE航空采购和工程师团队的志愿者来到上海浦东金枫敬老院，看望那里的50位孤老，并向他们捐赠了一台洗衣机。

活动当天，志愿者们走进老人们各自的房间，与老人们聊天，为他们唱歌、讲笑话，还和他们一起玩拼图。午饭时间，志愿者们还亲手给行动不便的老人送餐，用他们耐心的照料和真诚的微笑给老人们带去了家的温暖与关爱。看着老人们脸上的笑容，志愿者们仿佛看到了自己的父母和长辈，也认识到给这些需要更多帮助和关爱的老人们一份亲人般的感觉是志愿者共同的责任与义务。

On April 25th, 2008, 32 volunteers from GE Aviation Sourcing and Engineering visited the Shanghai Pudong Jinfeng Seniors’ House. They donated a washing machine for about 50 seniors living there and spent a joyful afternoon with them.

Volunteers chatted with the home’s residents, sang for them, and did puzzles with them for fun. During lunch time, volunteers also offered their helping hands to some of the elderly who had difficulties eating on their own. The volunteers enjoyed visiting the elderly and the smiles on the residents’ faces were the perfect reward.



活动负责人 Project leader:
尤慧 Helen You helen.you@ge.com

多姿多彩的世界：你我共同的家园

——CTC志愿者团队启动生态保护教育系列项目

A Wonderful World: Our Homeland

- CTC Volunteer Team Initiated Eco Education Programs



2009年春，在多年成功的科技类和英语类教育活动之后，CTC志愿者团队启动了一系列生态教育和环境保护活动，作为未来几年志愿者活动的重要发展方向。志愿者们与社区居民和学生们一同走进自然，了解自然，共同发现和体会构建绿色生态环保的地球的重要性。

In spring 2009, the CTC volunteer team initiated a series of Eco Education and Environmental Protection Programs based on the team's experience in Scientific and English Education Programs. Our volunteers encouraged community residents and students to walk in nature, and to realize the importance of the protection of our earth.

保护水源地，从娃娃抓起

An Early Start for Kids: Education of Water Source Protection

3月14日，来自GE CTC水处理和能源集团的志愿者们与10余个上海市区和水源地家庭一起参加了由世界自然基金会及上海绿洲生态保护交流中心主办的“水源伙伴1+1”生态教育活动。在淀山湖畔，志愿者们结合现场环境和水质检测仪器介绍了清洁水源和风能知识，给这些热心环保的市民尤其是小朋友们上了生动的一课。

4月25日，CTC水处理与公关部的志愿者一同参加了“水源伙伴1+1”的后继活动，与这些家庭一同参观了在松江污水处理厂和上海黄浦江取水口，为大家讲解了城市用水的处理流程。



5月24日，14位CTC志愿者带领20位昌林民工子弟小学的学生和老师来到淀山湖畔，结合自然环境讲解生态保护和清洁能源的知识。下午的林间定向越野更是寓教于乐，志愿者和孩子们一起与自然来了次富有知识性的亲密接触，深受触动。

继去年水处理集团与同济大学环境保护系学生的环保教育互动日活动之后，作为第二次具有相当深度并具有一定规模的生态类活动，此次探索是CTC志愿者团队向生态环保教育行动迈出的重要一步。

活动负责人 Project leader:
王明敏 Mingmin Wang
mingmin.wang@ge.com

On March 14th, volunteers from GE CTC Water & Energy together with over ten families from water resource sites and Shanghai participated in the “Water Resource Site Partnership 1+1” Program, an Eco Education activity held by the World Wide Fund for a Living Planet and Shanghai Oasis Ecological Conservation and Communication Center. The activity was held on the bank of Dianshan Lake. In this “Natural Classroom”, volunteers introduced information on clean water resources and wind power to citizens, especially the kids, who have great passion for environment protection.

Afterwards, volunteers from CTC Water and Communications actively participated in the follow-up activities which included the “Water Resource Site Partnership 1+1” Program on April 25th. Volunteers, as well as these families, visited a sewage treatment plant in Songjiang District, and the water intake site of the Huangpu River. The volunteers also presented the treatment process of municipal water to all the families.

On May 24th, 14 CTC volunteers and about 20 students and teachers from the Changlin Migrant School visited Dianshan Lake. They took advantage of the natural environment of Dianshan Lake to publicize knowledge of ecological protection and clean energy. Both volunteers and participants thoroughly enjoyed the activity.

The second activity was co-held by CTC Water and students majoring in Environmental Protection from Tongji University. This program was a crucial step for CTC volunteers toward Eco Protection and Education.



停下脚步，发现观鸟的乐趣 Slow Down Your Pace to Enjoy Bird Watching

4月18日，8名CTC志愿者参加了在上海植物园举行的上海市第四届市民观鸟比赛活动，此次活动是4月“上海爱鸟周”系列活动之一，旨在增强市民保护生物多样性的意识。CTC志愿者团队大部分人都是第一次参加此类活动，不过经过赛前的短暂培训，最终在2小时时限内识别出了18种鸟类，荣获优秀奖。

“这是我第一次观鸟，比我先前想的要有趣得多，虽然感觉上城市中鸟儿不多，但其实我们周围生活了许多各种各样可爱的鸟类，只不过我们之前从未仔细地去发现它们。”CTC志愿者大队环保类项目负责人、GE全球研发中心上海煤炭多联产研究室研究员王明敏说道，“唯有当你停下自己忙碌的脚步、静下心来关注周围的自然世界，你才能发掘出自然无与伦比的美。而随后，生态保护的行动就在不知不觉中形成了。我们将组织更多类似的活动以增强这种意识。”

On April 18th, eight CTC volunteers participated in the 4th Shanghai Bird Watching Competition held by the Shanghai Botanical Garden. This competition was one of the series of activities of the “Shanghai Bird-Loving Week” Program, which was designed to strengthen citizens’ awareness of wildlife protection. Surprisingly, most CTC volunteers who had never participated in such activities were able to recognize 18 different kinds of birds within two hours, earning an award of excellence after the brief training.

“This was the first time for me to go bird watching. It is much more fun than I thought! There’re various kinds of lovely birds living all around us. I can’t believe I never noticed before,” said Mingmin Wang, leader of the CTC Volunteer Environment Protection team and researcher from the Coal Poly Generation Tech Lab of GE GRC in Shanghai. “Only when you slow down can you really take note of our surrounding natural world. And that awareness naturally leads to eco-protection. Our team will organize more similar activities to help more people enhance this kind of awareness.”



生态保护，从社区小事做起
To Serve Our Earth, Beginning with Our Neighbor

4月19日，来自GE CTC的三位志愿者与上海市仁恒社区的许多中国公民以及外国友人一起参与了由上海绿洲生态保护交流中心主办的“4-22世界地球日”主题活动。这一系列活动包括生态环境介绍、庭院旧物出售和清洁能源讲座。来自GE能源集团的魏传峰和赵海蓉介绍了风能技术的概况，GE水处理的朱艳亢经理更以自己六岁的儿子作为小助手，为大家现场演示了水质检测过程和数据分析。

来自CTC能源集团的工程师刘新说：“环保生态教育和GE的ECO清洁能源的主题非常契合，我们一定能利用CTC的科技专长设计出更多更好的生态教育活动，在保护生物多样性、普及生态环保知识上做出我们特殊的贡献。”

On April 19th, three volunteers from GE’s CTC and many Chinese citizens, together with numerous foreigners from the Shanghai Renheng Community, took part in the “4.22 World Earth Day” activity held by the Shanghai Oasis Ecological Conservation and Communication Center. The event included an introduction of the ecological environment, a yard sale, and lectures on clean energy. Chuanfeng Wei and Hairong Zhao from GE Energy introduced the development of wind power technology. And Yanrong Zhu, Manager of GE Water, presented the process of water quality testing and data analyzing.

Xin Liu, an engineer from GE Energy, said: “The Eco Education Program is closely related to the concept of GE’s ECO clean energy. We will take advantage of the CTC’s scientific expertise to design more and better Eco Education activities, which may range from protecting wildlife to spreading eco-protection knowledge, and we will constantly endeavor to make it a better program.”

GE与中美政府携手推动
广东环境伙伴项目
GE Partners with Chinese
and U.S. Governments to
Promote GEP



2009年5月13日，广东可持续发展国际合作论坛在中山大学岭南学院举行。GE携手中、美两国政府和其它私人合作者启动了广东环境伙伴项目。此项目由美国可持续发展社区协会发起，旨在推动使用清洁能源、促进经济长期发展与环境健康安全。

作为广东环境伙伴项目的初期计划，美国可持续发展社区协会将在中山大学岭南学院建立环境健康安全学院。作为主要赞助者，GE派出专家与培训员为学院制订了创新的课程设计。通用电气公司环境健康安全总监、项目指导委员会成员安康德表示：“希望学院成为中国首屈一指的培训机构，为中国培养一代优秀的环境、健康与安全领袖，帮助中国本地的环境健康安全行业成为世界顶级水平。”

广东环境伙伴项目旨在建立一个由相关机构、组织、行业和学校组成的网络，将广东转变成为一个使用清洁能源、经济可持续发展的省份。项目的其它合作伙伴还包括三个中国实验社区、来自美国、中国和日本的大学及教育机构、以及私人基金会与政府伙伴等。

On May 13th, 2009, GE partnered with the Chinese and U.S. governments and other private collaborators to launch the Guangdong Environmental Partnership (GEP) program at the Guangdong International Forum on Sustainable Development in Sun Yat-sen University’s Lingnan College. This program was initiated by the U.S. Institute for Sustainable Communities (ISC) to promote clean energy, improve long-term economic development, and environment, health and safety (EHS) measures.

As a part of GEP’s initiative, the ISC will establish an EHS Academy at Sun Yat-sen University’s Lingnan College. As a major sponsor, GE sent experts and trainers to shape the innovative curriculum for this academy. “We hope the Academy will become China’s leading institution and train a whole generation of EHS leaders who can help local Chinese businesses become world class in EHS,” said Ann Condon, Director and Counsel of GE’s EHS Programs in Europe, the Middle East and Africa.

GEP aims to build a network of agencies, organizations, businesses and schools to transform Guangdong into a model of clean energy and sustainable economic development in China. Other partners include three Chinese pilot communities, universities and educational institutions from the U.S., China and Japan, private foundations, and government partners.



GE消费与工业产品集团举办家庭日活动

GE C&I Fun Day



2009年7月11日，约200名GE消费与工业产品集团志愿者携家人一同来到上海静安体育中心参加2009GE消费与工业产品家庭日活动。来自上海瑞视眼科门诊的医生、21名上海广慈福利院的残疾孤儿以及一些GE的客户和分销商也来参与了活动。

本次活动的主题是“健康创想”，旨在让参与者通过活动提高健康意识。在亚洲运营领导季泰瑞的简短致辞后，来自瑞视眼科门诊的医生与大家共同讨论了护眼知识。

随后，大家分成小组参与了各种互动游戏，游戏的优胜者可以获得相应的奖品。由于正值暑假，许多员工还带着自己的孩子一同参加了活动，大家都十分享受这趣味的互动时光。

GE志愿者还与来自广慈福利院的小朋友们组成了“临时家庭”，陪他们一起参加各种互动游戏。小朋友们还为志愿者表演了他们精心准备的歌曲联唱，虽然表演较为稚嫩，却深深打动了在场每一名参与者的心。广慈福利院的负责人表示：“感谢GE志愿者为孩子们提供了这样一个机会，能和大家一起参与这么多有趣味的游戏。这样的活动能帮助他们熟悉外面的世界，并提升社会技巧。”

On July 11th, 2009, about 200 C&I Asia employees and their families gathered at Shanghai Jing'An Sports Center to attend the 2009 GE C&I Asia Fun Day. Some special guests who joined the fun included doctors from New Vision Eye Clinics, 21 orphans from the Shanghai Guangci Orphanage for Disabled Kids as well as a few GE customers and distributors.

With Healthymagination as this year's theme, special programs were arranged to raise health awareness among all participants. After Tyrone Jeffers, the Asia Operations Leader kicked off the event with a brief introduction on this new GE initiative, a 20-minute interactive seminar was given by doctors from the New Vision Eye Clinic on how to effectively protect eyes and avoid eye diseases. They also provided on-site eye checks and eye health consultation to all participants.

Afterwards, the participants were divided into different groups to participate in the 20 sports games ranging from slow-cycling, basketball to puzzles. Winners received stamps which made them eligible for certain prizes. As this event was held during summer vacation, most employees brought their kids along, and they all enjoyed the engaging activities.

GE volunteers also took the chance to accompany children from the Guangci Orphanage and participate in the games together. Kids from the orphanage also sang a couple of songs for volunteers to express their gratefulness. Their songs touched the hearts of all GE Volunteers. Staff from Guangci Orphanage stated: "We want to thank GE Volunteers for giving our orphans the opportunity to participate in so many fun games. Such activities will help our kids learn about the outside world and improve their social skills."



活动负责人 Project leader:
肖傲霜 Aoshuang Xiao
AoShuang.Xiao@ge.com

GE志愿者基金会

支持CTC民工子弟小学项目

GEVF Supports CTC Migrant School Programs

2009年春天，CTC志愿者项目捷报频传。继3月份育才民工子弟小学志愿者项目首度喜获GE志愿者基金会年度项目基金（GEVF Grant）之后，CTC志愿者的另一个明星项目——昌林民工子弟小学项目也在4月众望所归地获得了它的第二笔GEVF基金。

该基金由GE全球员工及其家人和朋友共同捐助，旨在支持GE的志愿者事业。GE中国研发中心总裁陈向力对CTC志愿者项目获得该基金资助表示了高度的赞赏：“这不仅仅是资金上的支持，更是对于我们志愿者项目的极大认同。”

CTC昌林民工子弟小学志愿者项目由CTC水处理团队于06年发起，已历时三载，吸引了近千名志愿者参与，共5000余师生及家庭受益。这次是该项目第二次获得GEVF基金，并在2008年荣获GE志愿者最具影响力奖，是该年度GE在亚洲区唯一授予的教育类大奖。2009年，该项目在光环下继续前进，除了继续深化、细分英语教学之外，重点开展ECO类生态环保教育和实践。

育才民工子弟小学志愿者项目则包括两周一次的课堂课程和“大哥哥大姐姐”结对子项目两部分。各种妙趣横生的活动带给了孩子们无限的乐趣和宝贵的知识。

CTC had lots of good news this spring. Following the first wave of good tidings in March that the CTC Yucai Migrant School Education Program received initial funding from GE Volunteers Foundation Grant (GEVF) for 2009, the prestigious Changlin Migrant School Education Program led by CTC also won GEVF Grant for the second time since its establishment.

The GEVF Grant, which relies on the contributions of committed GE employees, retirees, families and friends, provides financial support for GE volunteers worldwide. "This is not only a form of vital financial support, but also a kind of recognition for our program," Xiangli Chen, President of CTC, shared with volunteer teams after hearing the good news.

Initiated in 2006 by GE Water team and later joined by other businesses such as Energy, Innovative Plastics, C&I, and EHS, the Changlin program has benefited over 5,000 students and their

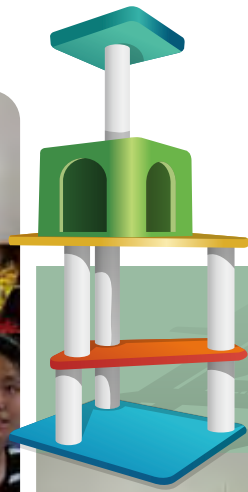
families over the past three years. With the strong support of the GE China Volunteer Council, the project won extra funding from GEVF in 2007, and also won the only GE Volunteer Impact Award in Asia in the education category in 2008. In 2009, the program kept progressing and switched its focus to English and Eco-protection education work.

Yucai Migrant School Education Program includes a bi-weekly class and a monthly Rising Star Program. The volunteers of this program brought a great deal of knowledge as well as fun to the kids of Yucai through a wonderful set of activities.

活动负责人 Project leaders:
昌林 Changlin: 罗晨 Stanley Luo
stanley.luo@ge.com

育才 Yucai: 冷洪滨 Hongbin Leng
Hongbin.Leng@ge.com





情系你我

——GE志愿者联营民工小学项目

2009年3月27日，来自GE CTC的志愿者们来到了位于浦东三林的联营民工小学进行志愿者活动。这所学校里的学生大多是附近贫困地区的民工子女。

为了表达对志愿者的欢迎，小学生们为每个志愿人员系上红领巾，同学们灿烂的笑容让志愿者们的心情变得开朗起来。志愿者们精心策划了一场别开生面的美国节日介绍，让孩子们熟悉西方文化，并且希望把节日的快乐带给他们。

GE电子系统与控制部门全球研发技术总监Eric Butterfield 先生为小学生们介绍了传统的美国节日，每个节日都准备了相应的礼品和活动。Eric介绍完节日后，同学们根据印象最深的节日制作了手工画，并由志愿者们评比出了最佳团队奖、最佳创意奖和最佳设计奖。

最后，在欢乐的圣诞歌声中，本次民工子弟小学的走访活动圆满结束。志愿者和大家合影留念，同学们都依依不舍地问志愿者们下次什么时候再来。看着这些孩子们在如此艰苦的条件下，依然保持着快乐的童真和顽强学习的心，志愿者更加坚定了对学校的后期帮助计划。

4月24日，GE化学与材料部门全球研发技术总监Terry Leib女士带领40名志愿者来到联营小学，进行了一场“快乐劳动，快乐彩

绘”的主题活动。Terry女士为小朋友们介绍了美国小孩的一些日常生活和学习情况。志愿者们为联营小学粉刷了教室，还带领小学生们进行了一场别开生面的彩绘活动。

6月19日，上海全球研发中心（GRC）总经理王军文先生带领34名志愿者来到联营小学，与那里的孩子度过了一个特殊的下午。志愿者的行列中包括实验室经理，以及近期在技术职业生涯（TCP）得到晋升的工程师们。

这是GRC志愿者第三次来到联营小学。本次活动的主题是“迎接2010上海世博会”，200名参加的同学被分为4个小组，每个小组由8名志愿者教授世博会的知识，并一起做游戏。在趣味游戏中，孩子们既得到了快乐，又学到了世博会的相关知识。

随后，志愿者还为学校图书馆捐赠了书籍。而这所学校的图书馆也是由志愿者们帮助建立的。在捐赠仪式上，学校赠予了志愿者一幅锦旗，以感谢GE志愿者对这所学校的长期支持。

活动负责人 Project leader:
吕迎霞 Elva Lv
yingxia.lv@ge.com



Connected by Caring - GE Lianying Migrant School Program

On March 27th, 2009, GE CTC volunteers visited the Lianying Migrant School to carry out various volunteer activities. The school's student body is made up mostly by children of migrant workers from the poverty-stricken areas of China.

The students welcomed the volunteers with sincere smiles which brought all the volunteers a great sense of pride. The volunteers prepared an introduction of western festivals for the students to help them become more familiar with western culture.

Eric Butterfield, Technical Director of Global Research and Development, GE Electronic Systems and Control Department, introduced traditional American festivals to the students, with gifts and activities prepared for each individual festival. After the introduction, the students drew pictures depicting these different festivals which impressed all of the volunteers. Later in the day, volunteers recognized the most excellent works and awarded teams with the Best Team Award, Most Creative Award, and Best Design Award.

The event was concluded by singing Christmas songs. Impressed by the students' perseverance, the volunteers became determined to keep visiting these students in the future.

On April 24th, led by Terry Leib, the Global Technology Leader (GTL) of Chemistry Technologies & Material Characterization (CTMC) of the GE Global Research Center (GRC), about 40

volunteers from GRC went to Lianying Migrant School to host a group of colorfully fun activities themed "Happy Painting, Happy Labor" with the students. Terry Leib gave an introduction on the school life of American kids to the students, and the volunteers were divided into two groups, with one group painting with students while the other group decorated the classroom.

On June 19th, 34 volunteers from GRC Shanghai spent a special afternoon at Lianying Migrant School. The volunteer team was led by Kelvin Wang, General Manager of GRC Shanghai. The volunteers included lab managers and engineers who were recently promoted in the Technical Career Path (TCP).

This was the third time that GRC volunteers visited the school. The theme of this event was "Welcoming the 2010 World Expo in Shanghai". A total of 200 students participated in the event, and were divided into four teams to join the introduction session. Each team had eight volunteers, who prepared a lot of information and interesting games on the World Expo. The students enjoyed the games and learned World Expo knowledge from the GRC teachers.

After the World Expo knowledge introduction session, the volunteers donated books to the school library. During the donation ceremony, Kelvin delivered a speech, and received a silk banner from the school to recognize all the contributions from GE volunteers.





活动负责人
Project leader:
严灵焱
Rainbow Yan
Rainbow.yan@ge.com

迎世博盛会，展育红风采 GE C&I Volunteers Welcome World Expo with Migrant Students

2009年5月30日，来自GE消费与工业产品集团照明工厂的100名志愿者来到上海嘉定，为育红民工子弟中学的1000名学生承办了以“迎世博盛会，展育红风采”为主题的六一活动。

伴随着少先队铿锵有力的出旗曲拉开了整场汇演的帷幕，整个表演形式丰富多彩：舞蹈、合唱、童声串烧、小品、三人快板、健美操、世博知识有奖竞猜、手语表演等等，整个活动有张有弛，充分展示了徐行民办育红中学学生的风采与魅力。“学生们展示出的才能令我印象深刻，”校长刘女士说道，“这次活动在校政府，嘉定教育局和GE的大力支持下举办得非常成功。非常感谢社会对民工子弟的关注。”

GE消费与工业产品集团亚洲首席执行官金飞翔，亚洲供应链领导季泰瑞，以及照明工厂经理赵军为育红中学赠送了电扇和日光灯，并为带来精彩节目的学生们颁发了奖品。志愿者们还和学生们一同参与了有关2010年世博会的知识问答，大家都又快又准确地回答出了问题。

“大家今天的表演非常精彩，”金飞翔对学生们说道，“你们的勤奋和活力令人印象深刻。只要保持你们的热情，今天的梦想就能在明天实现。”

On May 30th, 2009, 100 volunteers from GE C&I's lighting plant went to Shanghai's Jiading District in the early morning to hold an event for 1,000 kids from Shanghai Yuhong Migrant School to

celebrate Children's Day in China and welcome the 2010 Shanghai World Expo.

During the two-hour event, students presented various kinds of performances including songs, dances, and short plays, all demonstrating their amazing talent. "I am so impressed with the potential our students have shown," said Ms Liu, the school's headmaster. "It was the great support from the Xuhang government, Jiading Education Bureau and most importantly, GE that made this event happen. We appreciate GE's concern and care for these children of migrant worker families."

Leaders from GE including C&I Asia CEO Jim Fisher, C&I Asia Supply Chain Leader Tyrone Jeffers, and Lighting Plant Manager Paul Zhao presented electric fans and fluorescent lamps to the school and awarded students who had the best performances. Volunteers also teamed up with the kids to compete in a quiz on the 2010 Shanghai World Expo. Most contestants could give the answers quickly and accurately.

"I am so impressed with your excellent performance today," Jim said to the students. "Your diligence, discipline and dynamism touched me greatly. If you keep that aspiration alive, all your dreams will be realized in the future."

GE 大中华区Volunteer SupportCentral全新改版 GE Volunteers Greater China SupportCentral Revamped



欢迎大家访问GE Volunteer SupportCentral (http://supportcentral.ge.com/@Volunteer_CN) 并充分利用其中的资源掌握最新资讯。如有问题或建议，请联系以下同事：
Employees are welcome to visit the new version of GE Greater China Volunteer SupportCentral at http://supportcentral.ge.com/@Volunteer_CN, and give feedback and comments about this portal to colleagues listed below:

Rachel Zeng rachel.zeng@ge.com
Kebin Li kebin.li@ge.com

为了让大中华地区所有的GE志愿者们更好地交流和分享，GE Volunteer SupportCentral已经全新改版！新版SupportCentral不仅更新和丰富了旧版的实用信息，而且还添加了活动日历、志愿者博客、相关链接等新功能。

通过新版SupportCentral，员工能够获得GE最新的志愿者活动讯息；志愿者能够发起新的社区服务项目并寻求所需资源；项目负责人能够借此号召更多的员工参与并与他人分享活动经验；同时业务集团领导人也能够了解各业务集团在志愿者行动上的进展。

这一平台致力于向大中华区的每一位员工提供丰富的志愿者活动资讯，让更多的员工有机会参与到志愿者活动中，并最终为我们生活和工作的社区带来积极的影响。

GE Volunteers Greater China SupportCentral was recently revamped. The newly designed platform was launched to create a better communication and sharing channel for every

GE volunteer in the Greater China region. This portal will provide employees with not only a user-friendly tool to obtain specific information about GE volunteerism, but also other useful tools such as an event calendar, volunteer blogs, related links, and more.

Through this new platform, employees will be able to access the latest information about GE volunteer activities in Greater China. They will also be able to initiate community projects or seek resources. Project leaders can call for more participants and share their best practices while business leaders can learn about what each business is doing with volunteerism throughout the region.

This tool was created to access with the goal of increasing volunteer opportunities for all employees throughout Greater China, and ultimately for us to make a positive impact in the communities where we live and work.