

**GE GUIDELINES FOR
WORKERS ASSIGNED TO GE “SECURITY SENSITIVE” POSITIONS**

I. Actions or events that preclude the supplier or subcontractor from assigning a worker to a GE worksite or facility in a “security sensitive” position:

- (a) A worker is serving probation¹ for any criminal conviction, whether or not a felony.
- (b) The worker misrepresents information provided to his/her employer on the employment application or pre-placement questionnaire.

Care should be taken to ensure that decisions are in accordance with applicable state and federal regulations regarding hiring practices. Supplier should consult with its local Human Resources and/or Legal Department to ensure compliance with these guidelines and applicable law. In general, however, these regulations prohibit disqualifying an applicant solely on the basis of a felony or misdemeanor conviction unless the conviction relates to:

- Dishonesty or breach of trust; or
- A matter that directly relates to the worker’s suitability for assignment to the position for which he or she is intended.

II. Actions or events that require the supplier or subcontractor to notify GE and seek approval prior to assigning a worker to a GE worksite or facility in a “security sensitive” position.

- (a) The worker has been convicted of, or pled guilty to, any of the following felonies at any time.
 - Homicide
 - Burglary
 - Aggravated Assault
 - Criminal Sexual Abuse
 - Kidnapping, Abduction, Unrestraint
 - Threatening or Harassing
 - Altering or tampering with Motor Vehicle ID Numbers
 - All offenses involving drugs
 - Offenses involving Criminal enterprises and Racketeering
 - Prostitution, Sexual Exploitation of minors, and Obscenity

¹Typically, background checks will not give sufficient details to permit a determination of whether an applicant remains on probation. Often the record will show when probation began. Based on the date probation began, the applicant should be interviewed to determine current status.

- Individual Rights (Peonage, Involuntary Servitude, and Slave Trade)
 - Antitrust
 - Public Safety (Explosives and Arson, Firearms, Mailing Injurious Articles)
- (b) Other types of felonies and misdemeanors should also result in exclusion for a GE “security sensitive” assignment if:
- The nature of the act is such that it would cause us to doubt the trustworthiness of the worker; or
 - Assigning the worker to GE could cause GE to be put in a significantly increased risk of litigation or negative publicity.
- (c) In reaching a placement decision in light of (a) and (b) above, consideration should be given to factors that may mitigate the doubts and/or risks noted above. These factors may include such things as the circumstances surrounding the act(s) or event(s), the amount of time that has elapsed since the conviction, the age of the individual when he/she committed the act and whether there have been repeated incidences of unlawful acts.