GE Aerospace

Retirement Savings Plan (RSP) — Employee Planning Guide

Key features, contribution strategies, and common questions answered

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WHAT GE AEROSPACE PUTS IN FOR YOU

Company Match	GE matches **50 cents for every dollar you contribute, on your first 8% of pay.**[7][8][9] This equals up to **4% of your salary** — but only if you contribute at least 8%. Contributing less means you receive less than the full match.
Company Retirement Contribution (CRC)	**3% of your pay deposited automatically,**[7] credited to your account by January 31 of the following year.[7] You must be employed on **December 15** to receive that year's credit.[7]
Combined Potential	Up to **7% of pay in company contributions** (4% match + 3% CRC).[7] Example: $100,000 salary = up to $7,000 per year from GE alone.
Vesting	Your contributions and the company match are **immediately vested.**[8] The 3% CRC generally requires approximately **3 years of RSP service** to vest, or age 65. Confirm your specific schedule at NetBenefits.com.

YOUR THREE CONTRIBUTION OPTIONS

Pre-Tax (Traditional)	Contributions reduce your taxable income today. Taxes are paid when you withdraw in retirement. Generally favored when you expect to be in a **lower** tax bracket in retirement.
Roth	Contributions are made after taxes — no current tax deduction. However, **qualified withdrawals in retirement are completely tax-free,**[11] including all growth. Generally favored for younger employees or those who expect higher taxes in the future.
After-Tax	A third option beyond the pre-tax/Roth limit.[10] Your contributions come out tax-free at withdrawal (already taxed), but **earnings on those contributions are taxable.**[11] Useful as a supplemental savings vehicle once other tax-advantaged options are maxed.

A Note on After-Tax Contributions — Understanding the Trade-Offs

After-tax contributions inside the RSP grow on a **tax-deferred basis** — not tax-free.[11] When you leave GE, you can roll your after-tax contributions (the basis) into a Roth IRA tax-free, and any earnings into a Traditional IRA.[11] This is sometimes called the "Mega Backdoor Roth" strategy.

Important distinction: This is different from contributing directly to a Roth IRA, where your money grows tax-free immediately. For a 35-year-old with 30+ years until retirement, maximizing a Roth IRA first typically produces more tax-free wealth because the Roth IRA's tax-free growth begins right away.

The right order for most employees:

1. Contribute at least 8% to RSP to capture the full company match[7]
2. Max your Roth IRA ($7,500 in 2026, or $8,600 age 50+)[1] for immediate tax-free growth
3. Max your pre-tax or Roth RSP contributions ($24,500 in 2026)[1]
4. Consider after-tax RSP contributions only after steps 1 through 3 are funded[10]

The GE RSP does not appear to offer in-plan Roth conversions per the current Summary Plan Description, meaning after-tax contributions grow tax-deferred until you roll them out at separation.[11] Consult a financial advisor to evaluate whether after-tax RSP contributions make sense for your situation.

2026 CONTRIBUTION LIMITS (IRS Notice 2025-67)

Regular Limit (Pre-Tax + Roth combined)	**$24,500**[1][2]
Catch-Up — Age 50–59 and 64+	**+$8,000** additional (pre-tax or Roth)[2]
Super Catch-Up — Age 60–63	**+$11,250** — a SECURE 2.0 benefit; replaces the standard catch-up for these ages[1]
Total 415 Limit (all sources)	**$72,000** — includes your contributions plus all company contributions[3]
IRS Compensation Cap	**$360,000** — company match and CRC are calculated on pay up to this limit[4]
Roth Catch-Up Mandate (Effective January 1, 2026)	If your FICA wages from GE exceeded **$150,000 in 2025,** all catch-up contributions must be made as **Roth** starting 2026.[6] Existing pre-tax catch-up elections were cancelled — you must affirmatively re-elect on a Roth basis or contributions stop.[6]

ACCESSING YOUR MONEY

After-Tax Withdrawals	Your after-tax contributions are available for withdrawal **at any time** while employed.[11] Only the earnings portion is taxable.[11]
Age 59½	Once you reach age 59½, you may withdraw pre-tax and Roth balances without a hardship requirement, regardless of whether you are still employed.
Hardship Withdrawal	Pre-tax funds may be accessed for qualifying financial hardship, including medical expenses, tuition, home purchase or foreclosure prevention, burial expenses, casualty losses, or FEMA-declared disasters. See NetBenefits.com or your Summary Plan Description (SPD) for the full list of qualifying events and requirements.
RSP Loans	The RSP permits loans up to the IRS limit of the lesser of **$50,000 or 50% of your vested balance.**[12] See NetBenefits.com or your Summary Plan Description (SPD) for GE-specific loan terms, minimums, and repayment periods.

WHEN YOU LEAVE GE AEROSPACE

Rollover Options	Your vested balance can be rolled to an IRA or a new employer's plan, generally deferring taxes.[11] Roth balances roll to a Roth IRA. After-tax basis rolls to a Roth IRA tax-free; after-tax earnings roll to a Traditional IRA.[11] **Please keep in mind that rolling over your qualified employer-sponsored retirement plan (QRP) assets to an IRA is just one option. You generally have four options for your QRP distribution:** 1. Roll over your assets into an Individual Retirement Account (IRA) 2. Leave assets in your former QRP, if the plan allows 3. Move assets into your new employer's existing QRP, if the plan allows 4. Take a lump-sum distribution and pay associated taxes and applicable penalties Each of these options has advantages and disadvantages, and the one that is best depends on your individual circumstances. Consult a financial advisor before making this decision.
GE Stock — NUA	If you hold GE Aerospace Stock Fund units, a special IRS rule called Net Unrealized Appreciation (NUA) under IRC §402(e)(4)[14][15] may allow the stock's growth to be taxed at **capital gains rates** rather than ordinary income rates.[14] Per IRS Notice 98-24, NUA is always taxed at long-term capital gains rates regardless of holding period inside the plan.[15][16] This opportunity is lost if GE stock is rolled to an IRA.[13]
Mandatory Withholding	The plan withholds 20% from any taxable distribution not directly rolled over. You can avoid this by electing a direct rollover.[11]

COMMON ACTIONS TO REVIEW WITH YOUR ADVISOR

- ☐ Confirm you are contributing **at least 8%** to receive the full company match[7][8]
- ☐ Evaluate **pre-tax vs. Roth** based on your current and expected future tax bracket
- ☐ If you earn $150K+ and are over 50, re-elect catch-up as **Roth before year-end**[6]
- ☐ If age 60–63, verify you are using the **$11,250 super catch-up**[1]
- ☐ Review your **investment election** — the auto-enrollment default is a Target Date Fund
- ☐ Confirm your **beneficiary designation** is current at NetBenefits.com
- ☐ Understand your **Roth IRA options** before considering after-tax RSP contributions[11]
- ☐ If approaching separation, analyze **NUA treatment** on any GE stock holdings[13][14][15]

Sources

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[4] Mayer Brown — 2026 IRS Benefit Plan Limits https://www.mayerbrown.com/en/insights/publications/2025/12/irs-annual-limits-for-benefit-plans-2026-cost-of-living-adjustments

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[15] IRS Notice 98-24 — NUA Holding Period / Long-Term Capital Gains https://www.stayexempt.irs.gov/pub/irs-drop/not98-24.pdf