

TO: J. A. Svoboda, Manager
Quality Control

I have decided to volunteer for lack-of-work status. I have been informed I have not been identified for layoff at this time, and the lack-of-work status which I have elected will be of an indefinite duration. The decision to be placed on lack-of-work status has been entirely voluntary on my part.

In consideration of the Company's agreement to accept this request for voluntary lack of work, and the Company's agreement to provide IEA benefits in accordance with current layoff plan provisions upon my removal from the payroll, I release the Company from any claims relating to my employment or my leaving that employment and agree I will not bring any action against the Company as a result of my employment or separation.

Cyril M. Kears

Signature (Cyril M. Kears)

March 24, 1983

Date

Witnessed by:

Signature

Norm Johnson

Signature

Date

March 24, 1983

Date

GENERAL ELECTRIC

GENERAL ELECTRIC COMPANY, 1540 SOUTH 54TH AVENUE, CICERO, ILLINOIS 60650-1899
AREA CODE 312 780-2600

MAJOR
APPLIANCE
BUSINESS
GROUP
WRITER'S DIRECT DIAL NUMBER

June 13, 1983

Cyril M. Kearl, Manager
Process Control Engineering-Refrigerator

Dear Cy:

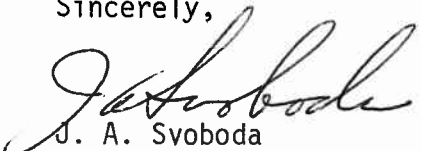
This will confirm our discussion with regard to the current lack-of-work situation. Due to a realignment and consolidation of work brought about by shifting of business priorities and to better position the business for the future, we have found it necessary to conduct a planned reduction in employment. Because you have decided to volunteer for lack-of-work status, I will be unable to utilize your services in your present status beyond July 8, 1983.

You should begin immediately to initiate the actions related to the status you wish to establish following removal from payroll for lack of work (i.e. optional retirement, new career opportunity, etc.) and devote all or most of the time you need to this effort.

Your lack-of-work status will entitle you to certain layoff benefits which have been discussed with you.

I sincerely appreciate your years of dedicated service and wish you the best for the future. Personally, I will be happy to help you in any way possible.

Sincerely,


J. A. Svoboda
Manager-Quality Control

JAS/Oht

I acknowledge the receipt of this lack-of-work notification and understand its provisions.


Signature 6/13/83