



Dear Sir or Madam:

Sony Pictures Entertainment (“SPE”) is writing to provide you with information about a significant system disruption SPE experienced on Monday, November 24, 2014.

SPE has determined that the cause of the disruption was a brazen cyber attack. After identifying the disruption, SPE took prompt action to contain the cyber attack, engaged recognized security consultants and contacted law enforcement.

SPE learned on December 1, 2014, that the security of personally identifiable information that SPE received about you and/or your dependents during the course of your current or prior employment with SPE potentially may have been compromised as a result of such brazen cyber attack. Although SPE is in the process of investigating the scope of the cyber attack, SPE believes that the following types of personally identifiable information that you provided to SPE may have been obtained by unauthorized individuals: (i) name, (ii) address, (iii) social security number, driver’s license number, passport number, and/or other government identifier, (iv) bank account information, (v) credit card information for corporate travel and expense, (vi) username and passwords, (vii) compensation and (viii) health/medical information that you provided to SPE.

SPE has made arrangements with a third-party service provider, AllClear ID, to offer potentially impacted current and former employees and dependents twelve (12) months of identity protection services at no charge. If you believe you are eligible for these services and have not yet received your enrollment information, please contact us at the number below. UPDATE: As of January 15, 2015, you may also enroll by visiting <https://spe-global.allclearid.com>.

For your security SPE encourages you to be especially aware of email, telephone, and postal mail scams that ask for personal or sensitive information. Neither SPE nor anyone acting on its behalf will contact you in any way, including by email, asking for your credit card number, social security number/government identifier or other personally identifiable information. If you are asked for this information, you can be confident SPE is not the entity asking. To protect against possible identity theft or other financial loss, SPE encourages you to remain vigilant, review your account statements, monitor your credit reports to the extent available and change your passwords.

Please contact us at (512) 201-2183 should you have any additional questions or if you would like this letter translated into another language.