




## US Total Rewards Overview Guide

BENEFIT/PERK	DESCRIPTION
<b>COMPENSATION</b>	<p><b>ASPIRE Incentive Plan</b> (discretionary award)--drives business results by establishing a clear link between performance and rewards.</p> <p><b>Sony USA 401(k) Plan</b>--immediate company match and fully vested upon enrollment.</p> <p><b>Flexible Spending Accounts</b>--opportunity to elect to save pre-tax dollars for reimbursement for eligible Health Care and Dependent Care expenses.</p> <p><b>Sony Stock Purchase Plan</b>--purchase Sony stock through regular payroll deductions, and no broker fees.</p> <p><b>First Entertainment Credit Union</b>--membership is available to employees and their family members and domestic partners. Branches conveniently located at SPE Culver City and in New York.</p>
<b>HEALTH, LIFE &amp; DISABILITY COVERAGE</b>	<p>SPE offers four different medical plan options--</p> <p><b>Aetna Consumer Choice Plan with a Health Savings Account</b>—a high deductible medical plan that also comes with a tax-advantaged health savings account feature.</p> <p><b>Aetna EPO</b>— similar to an HMO but doesn't need a referral to see a specialist.</p> <p><b>Aetna PPO</b>— gives you the flexibility of going to in- or out-of-network doctors.</p> <p><b>Kaiser HMO</b>-- (available in Southern California only)</p> <p><u>All of the options include coverage for medical, hospital, surgical, prescription drug, and behavioral health.</u></p> <p>All plans cover 100% for preventive services in-network. Vision and prescription coverage included in enrollment of medical plans.</p> <p><b>Dental Plans</b>--Two dental plan options</p> <p><b>Basic Life Insurance and Accidental Death &amp; Dismemberment (AD&amp;D)</b>--1x annual base salary at no cost.</p> <p><b>Optional Life</b>-- for your spouse/qualified domestic partner and for dependent child(ren).</p> <p><b>Optional AD&amp;D</b>-- for individual or family coverage.</p> <p><b>Basic Long Term Disability (LTD)</b>—60% of monthly base pay, up to a maximum of \$20,000.</p> <p><b>Optional LTD</b>--purchase optional coverage for 70% of monthly base pay, up to a maximum of \$20,000.</p>
<b>VACATION/SICK/LEAVES</b> <i>(Rules may vary based on employee eligibility)</i>	<p><b>Floating holidays, Vacation - and Sick Days</b></p> <p><b>Holidays</b> -- 10 paid recognized company holidays per year</p> <p><b>Jury Duty/Witness Duty and Bereavement Time Off</b></p> <p><b>School Visitation Time Off</b>--to participate in child's school or child care activities, up to 40 hours per calendar year. (California only)</p>
<b>Work/Life Balance</b>	<p><b>Employee Assistance Program (EAP)</b> 24/7 Confidential counseling for all employees and families. Financial and legal assistance as well as work/life balance assistance.</p> <p><b>Family /Parenting</b></p> <ul style="list-style-type: none"> <li>• Back Up Care Advantage--temporary care for both children and adult/elderly family members during a lapse or breakdown in normal care arrangements offered through Bright Horizons.</li> </ul>

*This is a summary of certain SPE benefits. The SPE benefits are governed by the official plan documents (which may include underlying contracts). This overview is not intended to amend or revise any official plan document or change the terms of any plan in any way. In the event of a conflict between this guide and the governing plan documents, the plan documents will control. This guide is for information purposes only and information contained herein may include programs that are not applicable to all employees. Receipt of this guide does not constitute a waiver of any applicable eligibility requirements. SPE reserves the right to amend (or terminate) any of its benefits programs at any time and for any reason subject only to applicable limitations imposed by law.*



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	<ul style="list-style-type: none"><li>• Bright Horizons Child Care Center provides near-site child care to eligible SPE employees' children from 6 weeks to 5 years of age.</li></ul>
<b>CULTURE</b>	 <p><b>Health and Wellness:</b> KENKO is SPE's global commitment to focus on the health and wellness of our employees and their families.</p> <p>KENKO includes health benefits, family/parenting, work/life balance and:</p> <ul style="list-style-type: none"><li>• <b>Fitness / Nutrition Programs:</b> Onsite Athletic Club (Culver City, eligible employees only); Low corporate rates to gyms through Global Fit network; Free Registered Dietician services. Onsite Weight Watcher programs.</li><li>• <b>Food Services</b> with subsidized healthy meals and salad bars</li><li>• <b>Health and Medical Center</b> (Culver City only) services include health screenings, flu shots, onsite Physical Therapist.</li></ul>

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	<p> <b>Diversity &amp; Inclusion</b>—we seek to applaud individual talent, celebrate differences and value contributions from a diverse global workforce as part of our SPECTRUM initiative:</p> <ul style="list-style-type: none"><li>▪ Employee Business Resource Groups are formed by employees who share a commonality or interest. Established EBRGs include Out@SPE, Latinos Unidos, SPE Veterans, SEAD (employees of African Diaspora) WAVE (Women) SPARC (Asian Pacific).</li><li>▪ LGBT Benefits-- Transgender medical benefits, benefits for registered same-sex partners. SPE scored 100% on 2012 Corporate Equality Index (CEI) which provides an in-depth analysis and rating of large U.S. employers and their policies and practices pertinent to lesbian, gay, bisexual and transgender employees.</li></ul>
	<p><b>Corporate Social Responsibility &amp; Charitable Giving</b></p> <ul style="list-style-type: none"><li>▪ <b>LINKS</b>—employee volunteer program that links employees with the company, the employees to the community and employees to one another.</li><li>▪ <b>Matching Gifts</b>--personal contributions to nonprofit educational institutions and organizations, arts and cultural groups, and environmental/conservation organizations, matched, dollar-for-dollar, up to an annual limit. <b>Matching volunteer hours</b>-- volunteer hours completed by an eligible employee at an eligible non-profit, are matched with a donation from SPE.</li></ul>

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