

California COVID-19 Notice
Notice of potential exposure to COVID-19

The company has been notified that an individual with a positive test result or diagnosis of COVID-19 has been in or around your worksite. Individuals who have been identified through the company's contact tracing process as having been in Close Contact (as defined by applicable public health standards) with the individual will be notified and instructed to quarantine. The company will implement cleaning protocols for the affected areas of the worksite.

Below is information about COVID-19-related benefits to which you may be entitled under company policy or applicable federal, state or local laws. The company will not discriminate or retaliate against you for disclosing or taking time off from work due to a positive COVID-19 test or diagnosis or an order to quarantine or isolate.

Q: What COVID-19-related leave of absence or other benefits are available to me?

For Regular full time employees, detailed information about leaves of absence can be found in the [Employee Handbook](#) and about benefits can be found on [mySPE](#). In addition, in the [Benefits Voyage News and Highlights](#) SPE has detailed existing benefits and new programs designed specifically for the challenges related to COVID-19. If you have any questions contact SPE_Benefits@spe.sony.com.

For production and union-represented employees if you have questions about leave of absence or other benefits contact your union or guild representative or P&O Employee Direct at PO_EmployeeDirect@spe.sony.com or x4-7062 (U.S. business hours 9 a.m. – 6 p.m. PT).

Additional negotiated COVID-19 related benefits for eligible union and guild members are provided in the COVID-19 Return to Work Agreement with DGA, IATSE, SAG-AFTRA, and Teamsters/Basic Crafts dated September 21, 2020 ("RTW Agreement"). Contact your union or guild representative for more information.

Q: Where can I get more information about government programs supporting sick leave and worker's compensation benefits for COVID-19?

For employees in California, more information can be found [here](#).

If you have any questions contact the Global Security Operations Center at (310) 244-5505 or GSOC@spe.sony.com.