

QUICK REFERENCE GUIDE

BEING HEALTHY AT HOME AND AWAY

PREVENTIVE CARE

Our medical and dental plans provide preventive care at no cost to you.

 www.aetna.com – Sony Consumer Choice, PPO, EPO
www.kp.org – Kaiser HMO
www.deltadentalins.com/sony – Delta Dental plans



SUPPORT FOR WOMEN'S HEALTH

Aetna's Women's Health Program provides resources and preventive services like Breast Health Education Center, maternity support and more.

 www.aetna.com



ON-THE-LOT PHYSICAL THERAPY

A licensed physical therapist is conveniently available three times a week, by appointment only.

 Medgate_Medical@spe.sony.com
 1-310-244-5560

ON-THE-LOT/VIRTUAL NUTRITIONIST

Meet with a registered dietitian **free** of charge.

 Medgate_Medical@spe.sony.com
 1-310-244-5560

NEW! SPRING HEALTH (AVAILABLE JANUARY 2022)

Convenient and confidential mental and emotional health resources.

 sonypictures.springhealth.com
 1-240-558-5796

ON-THE-LOT/VIRTUAL COUNSELOR

Sony Pictures has an on-the-lot counselor in Culver City who offers employees clinical counseling and access to confidential referrals, resources, support and information on a variety of work-life solutions.

 theseconsultinggroup@gmail.com

HELP FOR JOINT PAIN

Access to innovative digital programs for back, knee, hip, neck and shoulder pain.

 www.hingehealth.com/sony

CONVENIENT CARE

HEALTH CARE WHEN YOU NEED IT

MinuteClinics are open extended hours — even nights and weekends — in select CVS pharmacies to provide many health care services — and there's an app for that.

Free visits for Aetna EPO and PPO, and for the Consumer Choice Plan after deductible.

 www.cvs.com/minuteclinic

VIRTUAL DOCTOR


With Teladoc, you can talk to board-certified doctor 24/7 over your phone or computer for diagnosis and treatment of minor conditions. Teladoc is free for Aetna EPO and PPO, and for the Consumer Choice Plan after the deductible. Services include behavioral health and dermatology.

 1-855-TELADOC (1-855-835-2362)

HEALTH CARE ADVICE AND SUPPORT



ONLINE ADVICE 24/7

With the 24 Hour Nurse Line, you can talk to trained nurses 24/7 about medical conditions, treatment options and other health concerns.

 1-800-556-1555


AETNA NURSE ADVOCATE

When you need health care guidance, our Nurse Advocate can help.

 glassw@aetna.com
 1-312-549-3781

YOUR MEDICAL 'PERSONAL ASSISTANT'

The Aetna Concierge Program can help with billing, provider, plan design and coverage questions.

 1-888-385-1053

FLEXIBLE SPENDING ACCOUNTS

SET ASIDE \$\$ FOR HEALTH CARE

With a Health Care Flexible Spending Account, you can set aside pre-tax dollars to spend on health care.

 www.payflex.com

DEPENDENT CARE FSA

Set aside up to \$5,000 of your pre-tax income to pay for dependent care.


 www.payflex.com

PLANNING FOR A FAMILY

FERTILITY BENEFITS

Fertility treatment and egg freezing through Progyny.


 www.progyny.com

 1-833-404-2011

ADOPTION REIMBURSEMENT

Reimburses up to \$20,000 per child.


 www.progyny.com

 1-833-404-2011

SURROGACY REIMBURSEMENT

Reimburses up to \$20,000 per successful surrogacy.


 www.progyny.com

 1-833-404-2011

AETNA MATERNITY MANAGEMENT

Aetna Maternity Management Program is with you every step of your way.

 www.aetna.com

 1-800-cradle1 (1-800-272-3531)

EXPECTANT MOTHER'S PARKING


Available in Culver City parking structures and the Thalberg parking lot. If you need an accommodation, reach out to your Business Partner. Quarterly Maternity/Parental Leave of Absence information sessions — check mySPE or email SPE_Benefits@spe.sony.com for details.

SUPPORT FOR KIDS, BIG AND SMALL

PARENTAL LEAVE

Twelve weeks paid parental leave for eligible employees.


 www.matrixabsence.com

 1-888-256-4094

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 sonypictures.springhealth.com

 1-240-558-5796

ESTATE PLANNING HELP

Get legal help with estate planning for your family.

 info.legalplans.com

 1-800-821-6400

RETURNING TO WORK AND BEYOND

Wellness/Lactation Rooms available for nursing moms. Go to mySPE to find locations.

BREAST MILK SHIPPING

Milk Stork ships your breast milk home when you travel for business.

 www.milkstork.com/sonypictures

SUPPORT FOR PARENTS OF CHILDREN WITH EMOTIONAL/BEHAVIORAL NEEDS

Rethink offers web-based, mobile-friendly support and information.

 <http://spe.rethinkbenefits.com> (code: spe)

NURSING SUPPORT

Breast pump, lactation support from Aetna and Kaiser plans.

BRIGHT HORIZONS FAMILY SUPPORT

- Find sitters, nannies, housekeepers and more
- Discounted tutoring for SAT/ACT, standardized tests and general help

BACK-UP CARE

Up to 20 days a year of child care at subsidized rates of \$6/hour for in-home care or \$15-\$25 for center-based care.

 clients.brighthouse.com/sonypictures

(username: SPE; password: Benefits4You)

 1-877-BH-CARES (1-877-242-2737)

VACCINATIONS


Protect your dependents — and yourself. Most age-appropriate vaccines are preventive care so are available at no cost.

 www.aetna.com

ORTHODONTIC CARE

Delta Dental High Plan only.


 www.deltadentalins.com/sony

 1-800-471-7059


LIFE INSURANCE

Financial protection for your loved ones in the event of your death.

 www.lifebenefits.com

 1-866-293-6047

EXECUTIVE LIFE INSURANCE THROUGH METLIFE


 1-800-756-0124

CARING FOR A PARENT

CAREGIVER LEAVE


Twelve weeks paid caregiver leave for eligible employees.


 www.matrixabsence.com

 1-888-256-4094

BACK-UP CARE

Up to 20 days a year of elder care at subsidized rates of \$6/hour.


 www.careadvantage.com (Username SPE; password Backup)

 1-877-BH-CARES (1-877-242-2737)

LEGAL HELP FOR YOUR PARENTS

Add your parents and parents-in-law to MetLife Legal Plan.


 info.legalplans.com

 1-800-821-6400

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 sonypictures.springhealth.com


 1-240-558-5796

MENTAL HEALTH AND EMOTIONAL WELLBEING

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 sonypictures.springhealth.com

 1-240-558-5796

BEHAVIORAL HEALTH RESOURCES

All Sony Medical plans provide coverage for behavioral health services.

 AETNA: www.aetna.com  1-888-385-1053

 KAISER: www.kp.org  1-800-464-4000

VIRTUAL DOCTOR

With Teladoc, you can talk to a board-certified doctor 24/7 over your phone or computer for behavioral health diagnosis, treatment and referrals.

 1-855-TELADOC (1-855-835-2362)

TRAVEL AND COMMUTING BENEFITS

TRAVEL PROTECTION

Sony Pictures' travel accident insurance pays benefits in the event of your death while you're traveling for business.


 www.cignaenvoy.com

MEDICAL BENEFITS OVERSEAS

Cigna Medical Benefits Abroad (MBA) protects you if you have an accident or illness while traveling abroad on business.

 www.cignaenvoy.com


(ID: 02428AMBA; password: Cigna1)

 1-800-441-2668

EMERGENCY HELP ABROAD

International SOS provides medical, travel and security services.

 www.internationalsos.com

 1-800-523-6586

SAVE ON COMMUTING COSTS

Pay for commuting expenses — transit, carpool or parking — with pre-tax payroll deductions from your paycheck.

 www.payflex.com

MANAGING FINANCES, PLANNING FOR THE FUTURE

RETIREMENT

Sony's USA 401(k) Plan can help you save and invest money now for your retirement.


 www.rps.troweprice.com

 1-877-SONY-SAVE (1-877-766-9728)

TUITION REIMBURSEMENT

Sony Pictures reimburses eligible employees for certain tuition-related costs through EdAssist.


 <https://spe.edassist.com>

 1-855-853-5017

HEALTH SAVINGS ACCOUNT (HSA)

Available with the Sony Consumer Choice medical plan; you can use the tax-free money to pay health care expenses.


 www.payflex.com

 1-888-678-8242

LONG-TERM DISABILITY

If you can't work because of a long-term illness or injury, LTD replaces 60% of your monthly base pay.


 www.matrixabsence.com

 1-888-256-4094

IDENTITY THEFT PROTECTION

Protect yourself from the financial and emotional devastation ID theft can cause; provided by Sony Pictures and Aura.


 <https://my.aura.com/>

 1-833-552-2123

LEGAL SERVICES PLAN

Estate planning, wills, trusts, refinancing your home and more.


 www.legalplans.com

 1-800-821-6400

STUDENT LOAN ASSISTANCE

Let Sony Pictures help you pay off your student loan debt.


 sonypictures.tuition.io

 1-855-353-9395

ACCIDENT AND HOSPITAL INDEMNITY

These plans pay you a benefit if you're injured or hospitalized.


 <https://www.myaetnasupplement.com>

 1-888-772-9682

OWN A PIECE OF SONY

You can buy Sony stock (SNE) through the Employee Stock Purchase Plan (ESPP) with payroll deductions.

 www.computershare.com

 1-800-621-3777

CARING FOR YOUR FUR BABIES

INSIDERX PETS PROGRAM

Save on human prescriptions for your pets.

 <https://insiderxpets.com/?source=sony>


PETSITTING SERVICES

Find reliable in-home care givers for your furry friends

 <https://www.sittercity.com/sonypictures>

PET INSURANCE

Access to discounts on Nationwide pet insurance. Mention "bswift Specials" when you call.

 1-877-738-7874

CONTACTS

BENEFIT	PROVIDER	PHONE NUMBER	WEBSITE
Sony Pictures Benefits Center	Sony Pictures	1-833-9-SONY-01	https://benefitscenter.spe.sony.com
Benefits Information	SPE Benefits	N/A	https://benefits.sonypictures.com/ Email: SPE_Benefits@spe.sony.com
Mental Health and Emotional Wellbeing	Mental Health and Emotional Wellbeing Resources	ComPsych by GuidanceResources (thru 2021)	1-855-327-7669 www.guidanceresources.com Web ID: EAPSONY
		Spring Health (Available January 2022)	1-240-558-5796 sonypictures.springhealth.com
Medical	<ul style="list-style-type: none"> • Sony Consumer Choice • Sony PPO • Sony EPO • Kaiser HMO 	Aetna	1-888-385-1053 www.aetna.com
		Kaiser Permanente	1-800-464-4000 www.kp.org
	Family Planning	Progyny	1-833-404-2011 www.progyny.com/for-employees
	Medical Plan Comparison Tools	Sony Pictures	N/A EMMA: https://benefitscenter.spe.sony.com
	Medical Benefits Abroad (MBA)	Cigna	1-800-441-2668 CignaEnvoy.com
	Business Travel Benefits Information	International SOS	1-800-523-6586 (US) 1-215-942-8226 www.internationalsos.com (Member Number 11BCPA000212)
Prescription Drugs	Prescription Drugs	Express Scripts	1-800-716-2773 www.express-scripts.com/sonypics
		Kaiser (Sony Plans)	1-800-464-4000 www.kp.org
Aetna Resources	Telephone Counseling	Teladoc	1-855-835-2362 www.teladoc.com/Aetna Mobile: www.teladoc.com/mobile
	24/7 Nurseline	Aetna	1-800-556-1555
	Virtual Physical Therapy	Hinge Health	N/A www.hingehealth.com/sony
Dental	<ul style="list-style-type: none"> • Sony Standard Plan • Sony High Plan 	Delta Dental	1-800-471-7059 www.deltadentalins.com/sony
Vision	Vision Coverage	Vision Service Plan	1-800-877-7195 www.vsp.com
Flexible Spending Accounts	<ul style="list-style-type: none"> • Flexible Spending Accounts (FSAs) • Health Savings Account (HSA) • Commuter Benefits 	Payflex	1-888-678-8242 www.payflex.com
Leave/ Long Term Disability	Leaves of Absence/Disability	Matrix	1-888-256-4094 www.matrixabsence.com
Leave/Life/ AD&D	Executive Life Insurance	MetLife	1-800-756-0124 mybenefits.metlife.com
	Life and AD&D	Securian	N/A Lifebenefits.com/insuranceneeds
	Accident Plan	Aetna	1-888-772-9682 https://www.myaetnasupplemental.com
	Hospital Indemnity	Aetna	1-888-772-9682 https://www.myaetnasupplemental.com
401(k)	Sony USA 401(k) Plan	T. Rowe Price	1-877-766-9728 www.rps.troweprice.com
Family Support	Backup Child Care, Elder Care	Bright Horizons	1-877-242-2737 https://clients.brighthorizons.com/sonypictures First time users: User name: SPE Password: Benefits4You
	Behavior Coaching Assistance	Rethink	1-800-714-9285 http://spe.rethinkbenefits.com Enrollment code: spe
	Breast Milk Shipping	Milk Stork	1-877-242-1306 www.milkstork.com/sonypictures
Financial and Legal	Tuition Assistance	EdAssist	1-855-853-5017 http://spe.edassist.com
	Student Loans	Tuition.IO	1-855-353-9395 sonypictures.tuition.io
	ID Theft Protection	Aura	1-833-552-2123 https://my.aura.com/
	Legal Services	MetLife Legal	1-800-821-6400 info.legalplans.com
	Employee Stock Purchase Plan (ESPP)	ComputerShare	1-800-621-3777 www.computershare.com
Pet Protection	Pet Insurance	Nationwide	1-877-738-7874 https://benefitscenter.spe.sony.com
	Pet Prescriptions	Inside Rx	N/A https://insiderxpets.com/?source=sony
	Petsitting Services	Sittercity	N/A https://www.sittercity.com/sonypictures
On-the-lot	On-the-Lot Nurse Advocate	Wendy Glass	1-312-549-3781 Email: glassw@aetna.com
	On-the-Lot Counselor	Dr. Wendy Talley	N/A Email: theseconsultinggroup@gmail.com
	On-the-Lot Nutritionist	Medical Center	1-310-244-5560 Email: Medgate_Medical@spe.sony.com
	On-the-Lot Physical Therapy	Medical Center	1-310-244-5560 Email: Medgate_Medical@spe.sony.com