

QUICK REFERENCE GUIDE

HEALTH CARE PLANS AND RESOURCES

MEDICAL PLANS

Aetna – Sony Consumer Choice, PPO, EPO

www.aetna.com

Kaiser – HMO

www.kp.org

PRESCRIPTIONS

Express Scripts

www.express-scripts.com/sonypics

Kaiser

www.kp.org

DENTAL PLANS

Delta Dental – High Plan, Standard Plan

www.deltadentalins.com/sony

VISION PLAN

VSP


www.vsp.com

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

AETNA WOMEN'S HEALTH PROGRAM

Provides resources and preventive services like Breast Health Education Center, maternity support, and more.

 www.aetna.com

AETNA HINGE HEALTH

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

 www.hingehealth.com/sony

MINUTECLINICS (AETNA)

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

AETNA TELADOC – VIRTUAL HEALTH CARE

Talk to a 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)

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

AETNA HEALTH CARE CONCIERGE SERVICES

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 dedicated Aetna Nurse Advocate can help.

 vegas@aetna.com

 1-312-549-3918

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

HEALTH CARE FSA

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

FAMILY PLANNING RESOURCES


PROGYNY FAMILY PLANNING BENEFITS (AETNA)

Fertility treatment and egg freezing.

 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

MATERNITY RESOURCES

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.

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

NURSING SUPPORT

Breast pump, lactation support from Aetna and Kaiser plans. Hospital-grade breast pumps are available in most wellness rooms. Email SPE_Benefits@spe.sony.com for details.

FAMILY SUPPORT SERVICES

PARENTAL LEAVE

Twelve weeks paid parental leave for eligible employees.

 www.matrixabsence.com
 1-888-256-4094

SUPPORT FOR PARENTS OF CHILDREN WITH EMOTIONAL/BEHAVIORAL NEEDS

RethinkCare offers web-based, mobile-friendly support.



 connect.rethinkcare.com/sponsor/spe (code: spe)

BRIGHT HORIZONS FAMILY SUPPORT

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

BRIGHT HORIZONS BACKUP CARE

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

 clients.brighthorizons.com/sonypictures
(username: SPE; password: Benefits4You)
 1-877-BH-CARES (1-877-242-2737)

ELDER CARE RESOURCES



CAREGIVER LEAVE

Twelve weeks paid caregiver leave for eligible employees.

 www.matrixabsence.com
 1-888-256-4094

BRIGHT HORIZONS BACKUP CARE

Up to 25 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)

METLIFE LEGAL HELP FOR YOUR PARENTS

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

 info.legalplans.com
 1-800-821-6400

MENTAL HEALTH & EMOTIONAL WELLBEING RESOURCES

SPRING HEALTH

Convenient and confidential mental and emotional health resources.

 sonypictures.springhealth.com
 1-855-629-0554

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

AETNA TELADOC – VIRTUAL HEALTH CARE

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)

ON-THE-LOT/VIRTUAL COUNSELOR

Sony Pictures has an on-the-lot counselor, Wendy Talley, 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

TRAVEL RESOURCES



CIGNA TRAVEL PROTECTION

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

 www.cignaenvoy.com

CIGNA MEDICAL BENEFITS ABROAD

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

PAYFLEX COMMUTER BENEFITS

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

 www.payflex.com

FINANCIAL & LEGAL RESOURCES



RETIREMENT (T. ROWE PRICE)

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)

ED ASSIST TUITION REIMBURSEMENT

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

 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

SHORT- AND LONG-TERM DISABILITY

If you can't work because of an illness or injury, disability provides income protection.

 www.matrixabsence.com
 1-888-256-4094


AURA IDENTITY THEFT PROTECTION

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

 my.aura.com
 1-833-552-2123

METLIFE LEGAL SERVICES PLAN

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

 www.legalplans.com
 1-800-821-6400



TUITION.IO STUDENT LOAN ASSISTANCE

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

 sonypictures.tuition.io
 1-855-353-9395



AETNA ACCIDENT AND HOSPITAL INDEMNITY

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


 www.myaetnasupplemental.com
 1-800-607-3366

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

METLIFE EXECUTIVE LIFE INSURANCE

 1-800-756-0124

PET CARE RESOURCES

INSIDERX PETS PROGRAM

Save on human prescriptions for your pets.

 insiderxpets.com/?source=sony

PET SITTING SERVICES

Find reliable in-home caregivers for your furry friends

 www.sittercity.com/sonypictures

PET INSURANCE



Compare discounted pet insurance plans on BenefitHub.

 www.benefitHub.com (referral code on mySPE)

ON-THE-LOT RESOURCES



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

ON-THE-LOT/VIRTUAL COUNSELOR

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

 theleseconsultinggroup@gmail.com