

Your Bright Horizons education and care benefits

When you have the right support, everything else falls into place. Here are your employer-provided **Bright Horizons®** benefits, designed to fit the needs of busy working families and help you take care of those who matter most.



Back-up care

When school's out (again!), your caregiver cancels, or any time your regular family care arrangements are unavailable, *Bright Horizons Back-Up Care™* has you covered.

Benefit details:

- ▶ 25 days per employee per year
- ▶ Center copay: \$15/child/day or \$25/family/day
- ▶ In-home copay: \$6/hour (up to 3 care recipients, minimum of 4 hours, maximum of 10 hours)
- ▶ If Bright Horizons is unable to secure care within our network, you are eligible to receive a set reimbursement amount to use toward care from your own personal network through the Out-of-Network Care benefit
- ▶ Reservations can be made up to 90 days in advance and up until the day care is needed
- ▶ On-the-go access through the back-up care app (find it here: [App Store](#) | [Google Play](#))
Employer Username: SPE | Employer Password: Benefits4You

How to register:

Registration is free and can be completed at any time.

- ▶ Visit clients.brighthouse.com/sonypictures
- ▶ Click **Join Today** to register

How to access:

- ▶ Log into clients.brighthouse.com/sonypictures
- ▶ Click **My Benefits** and click **Back-Up Care** from the drop down to access the benefit
OR select **Back-Up Care** from the **Benefit summary** box and click **Request care**
- ▶ Questions? Call 877-BH-CARES (242-2737)

On-site full service center in Culver City

Sony Pictures has a dedicated full-service center near the Culver City studio lot.

Sony Pictures Child Development Center

10202 W Washington Ave, Culver City, CA 90232 | 310-244-8400

sony@brighthouse.com | www.brighthouse.com/specdc

Email: child_development_center@spe.sony.com

Hours of operation: 8:00 a.m.-6:30 p.m., Monday – Friday, year round

Center and program highlights

- ▶ Mud kitchen and a rotating multi-purpose room with focuses on art and stem
- ▶ Playground with dedicated move matters areas
- ▶ Enrichment activities, as well as gardening, music, and Spanish foreign language programs
- ▶ Family appreciation events, parent/teacher conferences, educational workshops, parenting seminars, and more
- ▶ Back-up care and drop-in care (whenever spaces are available; additional fees apply)

Ages served

- ▶ **Infant:** 6 weeks-12 months
- ▶ **Toddler:** 12-24 months
- ▶ **Twos:** 24-36 months
- ▶ **Preschool:** 3-4 years
- ▶ **Transitional Kindergarten:** 4-5 years

Meals

- ▶ AM/ PM snacks and lunch



Security features

- ▶ Secure entryways with keypad access for parents and guardians
- ▶ Extensive evacuation policies and procedures

Tutoring

Schoolwork questions? Professional tutoring can help — and it's available to you through your back-up care benefit.

- ▶ Online through Sylvan Learning, Varsity Tutors, and Revolution Prep
- ▶ In-person at Sylvan Learning locations nationwide
- ▶ Assistance in 3,000+ subjects; targeted support in math and reading
- ▶ Available for learners ages 5+ (including you!)
- ▶ Support throughout TK-12, college, graduate school, and professional skills
- ▶ Receive 4 hours of virtual tutoring or 3 hours of in-person tutoring

How to access:

- ▶ Select **Tutoring** on the back-up care site
- ▶ Select **student**, select **number of hours**, and select **provider**
- ▶ Confirm request
- ▶ Add/select funding account if there's a copay and agree to terms and conditions
- ▶ Click **Reserve Credits**
- ▶ Receive email confirmation
- ▶ Schedule a convenient time with the tutoring provider
- ▶ Use tutoring hours within 90 days

Virtual camp

Virtual camp saves the day when you have to work, and your kids are home from school. Powered by Steve & Kate's Camp, and available through back-up care.

- ▶ Offered weekdays from 9:00 a.m.-6:00 p.m. ET (excluding major holidays)
- ▶ For children ages 4-12
- ▶ Wide variety of activities including arts and crafts, coding, fitness, game design, and more
- ▶ One, easy-to-use platform

How to access:

- ▶ Select **Camps** on the back-up care site
- ▶ Select **child** and select **dates**
- ▶ Review and submit request
- ▶ Follow the steps in the Steve & Kate's Camp activation email to create account
- ▶ Once registered, attend as many virtual sessions as desired throughout the day

In-person camp

No school? Camp saves the day when you have to work during school holidays and breaks. Access in-person camps, available through back-up care.

- ▶ Available for children ages 5-12

- ▶ Wide variety of activities including arts and crafts, coding, fitness, game design, and more (activities can vary by location)
- ▶ School holiday and vacation camps, including summer
- ▶ Hours that support working families

How to access:

- ▶ Select **Camps** on the back-up care site
- ▶ Search dates and click **Find Camps**
- ▶ Select care recipient(s) and address
- ▶ Review and select care options
- ▶ Verify information
- ▶ Confirm care details

Full-time child care

Are you looking for ongoing care for your children? Bright Horizons centers offer the best child care and early education experience — with welcoming classrooms, infant through Transitional Kindergarten programs, a curriculum that prepares children for school success, strict health and safety policies, flexibility for working parents, and more.

Benefit details:

- ▶ Community-welcoming Bright Horizons centers nationwide
- ▶ Priority access and waived registration fees at most Bright Horizons centers
- ▶ Tuition discounts (up to 10%) at participating partner network centers

How to access:

- ▶ Visit clients.brighthorizons.com/sonypictures
- ▶ Click **My Benefits** and click **Center Finder** in the drop-down OR select **Center Care** in the **Benefit summary** box and click **Find a center**
- ▶ Use the center locator tool to search for a convenient center

Family supports

Curated family resources with exclusive discounts — family care, academic support, household help, and more — are available through *Bright Horizons Enhanced Family Supports™*. These programs are all self-sourced and fully paid for by you.

Benefit details:

- ▶ Free 1:1 dedicated support finding high-quality local child care programs through Wonderschool
- ▶ Summer discounts at Steve & Kate's Camp
- ▶ Search and book kids' camps, classes, and events in-person and online with ActivityHero — with discounts
- ▶ Free Sittercity membership (\$180 value) to help employees find sitters, pet care, and housekeepers
- ▶ Expert local help for nanny placement and vetted sitters, with a 50% discount on the registration fee
- ▶ Before- and after-school programs from Right at School
- ▶ Parental Leave Toolkit: online support to help employees plan for leave and navigate their return to work
- ▶ Tutoring — with discounts — through Sylvan Learning, Varsity Tutors, and Revolution Prep

- ▶ Enrichment programs including MarcoPolo, codeSpark, and Little Passports — with discounts
- ▶ Elder care support including online needs assessments, resources, and guidance in finding senior care providers through Years Ahead
- ▶ Resources for new parents including NAPS and BabySparks

How to access:

- ▶ Log into clients.brighthorizons.com/sonypictures
- ▶ Click **Enhanced Family Supports** from the **Benefit summary** box
- ▶ Click **Explore benefits**
- ▶ Select desired program to learn more or use it