

BENEFITS & SUPPORT FOR LGBTQIA+ EMPLOYEES AND FAMILIES



As part of Sony Pictures' commitment to diversity, equity and inclusion, we offer comprehensive medical plans and programs with health and well-being benefits that support you and your same-sex or opposite-sex spouse/domestic partner and your children. You can enroll your dependents in medical, dental, vision and life insurance coverage. In addition to medical care, our plans include mental health and family-building benefits.

BEHAVIORAL HEALTH

Our health and wellbeing benefits support you, your spouse/domestic partner and dependent children. Here are some of the programs available to you:

Sony Pictures Employee Assistance Program (EAP)

Administered by Spring health, you and your eligible dependents each get eight free sessions per issue per calendar year.

📞 1-855-629-0554

🌐 sonypictures.springhealth.com

Teladoc

Aetna's Teladoc offers phone and video consults.

📞 1-855-TELADOC (1-855-835-2362)

🌐 Teladoc.com/Aetna

📱 Teladoc app

AbleTo

AbleTo is a personalized eight-week program that lets you work with a therapist and a behavior coach by phone or video chat. They provide specialized support to the LGBTQIA+ community.

📞 1-844-330-3648

🌐 AbleTo.com/Aetna

On-the-Lot Counselor (Culver City)

Wendy Talley offers employees clinical counseling and access to confidential referrals, resources, support, and information for a variety of work-life solutions.

✉️ theseconsultinggroup@gmail.com

PHYSICAL HEALTH

Sony Pictures' medical plans support you and your family in many ways, including:

Transgender-Inclusive Benefits

Sony Pictures' medical plans provide gender-affirming care for employees and dependents. Medication and hormone therapy are covered under your Sony medical plan, including puberty-suppression prescription medications for adolescents. For more information, see the Sony transgender benefits guide, "On your side."

BEHAVIORAL HEALTH PROVIDERS FOR LONG-TERM COUNSELING

Find in-network behavioral health providers with the Aetna provider search tool for Sony members or by logging in to your member website at Aetna.com. Enter terms like "LGBTQ" and "gender identity" to narrow your search. Many behavioral health providers offer telehealth options in addition to in-person visits.

If you need help finding the right mental health care, call:

Aetna Health Concierge team

📞 1-888-385-1053 (TTY: 711)

Stephanie Vega (Dedicated Nurse Advocate)

📞 1-312-549-3918

If you are enrolled in the Kaiser plan, a behavioral health liaison can help you transition to a Kaiser network provider if you need services beyond those provided by Spring Health.

HIV Prevention, Testing and Treatment

Pre-exposure prophylaxis (PrEP) is covered under Sony Pictures' pharmacy benefit, provided by Express Scripts. PrEP is preventive medication for people who don't have HIV that reduces their risk of getting HIV if exposed. Sony Pictures' medical plans also cover HIV testing.

Questions about your benefits?

📞 1-833-9-SONY-01

✉️ SPE_Benefits@spe.sony.com

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FAMILY-BUILDING BENEFITS

Recognizing there are many paths to parenthood, Sony Pictures offers access to these family-building benefits:

Fertility Benefits

We partner with Progyny to provide state-of-the art, compassionate fertility support to all Sony employees enrolled in a Sony Pictures Aetna health plan, including LGBTQIA+ individuals, single people, and those wanting to preserve their fertility. Cryopreservation and donor tissue are included in this coverage.

Adoption and Surrogacy Assistance

Our program will reimburse employees up to \$20,000 per adopted child or surrogacy for state-licensed adoption agency fees, legal costs, and medical expenses.

Caregiver Leave

If you give birth, adopt or foster a child, Sony Pictures provides up to 12 weeks paid bonding time off so you can bond with your new child.

Family Medical Leave (FMLA)

FMLA protects your job for up to 12 weeks when you take leave to give birth or adopt and bond with your new child.

BENEFIT	PROVIDER	PHONE	WEBSITE
Benefits General information and assistance	bswift	1-833-9-SONY-01	benefitscenter.spe.sony.com
Medical coverage	Aetna	1-888-385-1053	aetna.com
Medical coverage (CA only)	Kaiser (includes prescription drug, behavioral health, and family planning)	1-800-464-4000	kp.org
Behavioral health	Spring Health	1-855-629-0554	sonypictures.springhealth.com
	Aetna Teladoc	1-855-TELADOC (1-855-835-2362)	Teladoc.com/Aetna
	Aetna AbleTo	1-844-330-3648	AbleTo.com/Aetna
Family planning For members enrolled in Aetna	Progyny	1-833-404-2011	progyny.com
Prescription drug coverage For members enrolled in Aetna	Express Scripts	1-800-926-1662	express-scripts.com
Leave of absence	Matrix	1-888-256-4094	matrixabsence.com

This guide summarizes provisions of certain Sony benefits and enrollment rules that are effective January 1, 2023. However, this guide is not intended to be the summary plan description for any of the plans described herein. The benefits provided by Sony Pictures — including the benefits and enrollment rules described in this booklet — are governed solely by the official plan documents. In the event of any inconsistency between this book and the official plan documents, the terms of the official plan documents as interpreted by the plan administrator, in its sole discretion, will control. Sony reserves the right to amend, modify, or terminate any or all of the provisions of a plan at any time and for any reason or no reason. Any such changes may affect the benefits payable to you and/or your family members. Participation in the plans is not a guarantee of future benefits or continued employment.