



Holidays

Eligible employees receive 12 paid holidays observed annually:

- New Year's Day
- Martin Luther King Day
- Presidents' Day
- Good Friday
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving Day
- Christmas Day
- Floating Holidays (2 days)

Additional Benefits

- Employee Assistance Program
- On-site Child Development Center (Culver City only)
- On-site Athletic Club (Culver City and New York only)
- Sony Electronics Purchase Discounts
- SPE Merchandise Purchase Discounts
- Tuition Reimbursement Program
- Professional and Management Development Classes
- IT Training Courses
- Direct Deposit
- First Entertainment Federal Credit Union
- Fitness Program
- Matching Charitable Gift Program
- Employee Screenings
- Employee Referral Program

This brochure is intended to highlight certain components of SPE's compensation programs and is not a contract. The terms of the respective plan documents govern these programs.

Compensation

As part of our compensation package, we provide all eligible employees with incentive opportunities. Our performance appraisal process promotes fairness and rewards strong contributors who help us achieve our Company goals.

SPE's bonus programs, the ASPIRE Program and the ScreenLighter SpotLight Program, provide opportunities for employees to receive rewards and recognition for exceptional effort.

The Aspire Program

The Aspire Program offers eligible employees the opportunity to receive an annual bonus based on a combination of three performance factors: Company, Group/Division and Individual.

The Aspire Program awards cash bonuses to employees who meet or surpass annual goals that they help establish at the beginning of each fiscal year. The size of the bonus pool is tied to the Company's overall financial performance.

Aspire bonuses are discretionary from year to year, and are not an entitlement.



The ScreenLighter SpotLight Program

The ScreenLighter SpotLight Program offers eligible employees the opportunity to be recognized and rewarded for outstanding contributions to SPE.*

The ScreenLighter SpotLight Program provides cash payments to eligible employees who demonstrate extraordinary effort, beyond their regular job responsibilities.

Managers or co-workers may nominate an individual, or group of individuals, for the SpotLight award.

SpotLight awards are available in different dollar increments (\$100, \$200 and \$300). Eligible employees may receive up to \$500 in awards per fiscal year.

* Regular, full-time employees not eligible for the Aspire Program.



Sony Pictures Entertainment (SPE) maintains an industry leadership position by hiring and developing the best talent, and offering flexible, comprehensive and fully competitive compensation and benefits packages.

This brochure briefly describes the compensation and benefits programs available to eligible SPE employees through our Total Rewards program.

By providing superior compensation and benefits packages, SPE strives to create a strong partnership with our employees and be known as the “best place to work” in the industry. More detailed information on these packages may be found in the following pages of this brochure.



Comprehensive Benefits

We offer you and your family insurance protection (medical, dental, vision, life and disability), a 401(k) retirement savings program, profit-sharing and many additional benefits. In most cases, SPE pays a substantial portion or the full cost of these benefits.

Medical and Dental Insurance

SPE provides insurance protection for you and your eligible dependents for medical, hospital, surgical, dental and related expenses through our group insurance programs. Several types of insurance plans are available. You may choose whatever plan best meets your needs. All medical plan options include a vision plan and a prescription drug care program. Coverage under SPE's medical and dental plans takes effect on the first day of the first month following your hire date.

Preferred Provider Plans

These plans allow you and your covered dependents to use your health care provider and facilities of your choice. The various options offer different benefit levels in some key areas; you choose which is best for you. In general, SPE's medical plans will cover 80% of eligible expenses after a deductible or co-payment, until you reach the out-of-pocket limit. After reaching that limit, eligible expenses are covered at 100% for the rest of the calendar year.

Health and Dental Maintenance Organization Plans

Two health maintenance organization (HMO) plans and one dental maintenance organization plan (DMO) are available to eligible SPE employees. These plans offer more comprehensive coverage than the preferred provider plans, but you are required to use the HMO and DMO physicians, dentists and facilities. Most medical expenses are paid in full after a nominal co-payment. There is usually no deductible. Routine dental expenses are often paid in full and a substantial portion of most other procedures are covered.

Flexible Spending Accounts (FSAs)

FSAs allow eligible employees to use tax-free dollars for eligible health care expenses that are not covered by any medical, dental or vision plan, and for dependant day-care expenses you incur in order to work.

Employee Stock Purchase Plan

Eligible employees may buy American Depository Receipt (ADR) common stock in our parent company, Sony Corporation, through automatic, after-tax payroll deductions.

Savings and Profit Sharing Plan

Eligible employees are offered an opportunity to build retirement savings through the SPE Savings and Profit Sharing Plan. Following your hire date, you may contribute up to 15% or 25% of your eligible earnings (depending on your salary level) on a pre-tax or after-tax basis to a 401(k) retirement savings plan. After 12 months of continuous employment, SPE will match the first 3% of pay you contribute at 100% and 50% on the next 3% of pay you contribute each pay period. At its discretion, SPE may also make an additional annual profit sharing contribution. After four years of employment, you are vested in 100% of the Company contributions made to your account. Various investment options are available.

Life Insurance

Company-paid group life insurance covers eligible employees for death from any cause, in an amount equal to one times your annual base earnings to a maximum of \$1,000,000. Company-paid accidental death and dismemberment coverage pays an additional amount for death or dismemberment from accidental causes. You may also purchase optional life insurance for yourself and your spouse or qualifying domestic partner and children at low group rates.

Travel Accident Insurance

SPE provides Travel Accident Insurance in an amount equal to three times your annual base earnings to protect you while you are traveling on Company business.

Sick Leave

Eligible employees receive 10 days of sick leave with pay each year. This sick leave covers short-term absences of five or fewer consecutive days. Sick leave may be used for doctor visits and to care for a sick family member.

Salary Continuation

The Salary Continuation Plan provides eligible employees with full or partial pay for absences of more than five consecutive days resulting from a disability or serious medical condition.

Long-Term Disability

Eligible employees are covered by Company-paid Long-Term Disability Insurance (LTD), which pays 60% of your base monthly salary during an extended disability to a maximum of \$35,000 per month. Benefits begin after 180 days of disability and continue for as long as you are disabled, up to age 65. You may purchase supplemental LTD coverage, which will increase your LTD benefit to 70% of your base salary if you become disabled.

Vacation

Eligible employees receive 10 days of paid vacation per year. Additional paid vacation time is provided as the length of your continuous employment increases.