


# QUICK REFERENCE GUIDE

## HEALTH CARE PLANS AND RESOURCES

### MEDICAL PLANS


Aetna – Sony Consumer Choice, PPO, EPO

 [www.aetna.com](http://www.aetna.com)

 1-888-385-1053

Kaiser – HMO


 [www.kp.org](http://www.kp.org)

 1-800-464-4000

### PRESCRIPTIONS


Express Scripts


 [www.express-scripts.com/sonypics](http://www.express-scripts.com/sonypics)

 1-800-716-2773

### DENTAL PLANS

Delta Dental – High Plan, Standard Plan


 [www.deltadentalins.com/sony](http://www.deltadentalins.com/sony)

 1-800-471-7059

### VISION PLAN

VSP


 [www.vsp.com](http://www.vsp.com)


 1-800-877-7195

### PREVENTIVE CARE

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

 [www.aetna.com](http://www.aetna.com) – Sony Consumer Choice, PPO, EPO

 [www.kp.org](http://www.kp.org) – Kaiser HMO

 [www.deltadentalins.com/sony](http://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](http://www.aetna.com)

### AETNA HINGE HEALTH

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

 [www.hingehealth.com/sony](http://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 Sony EPO and Sony PPO, and for the Sony Consumer Choice Plan after deductible.

 [www.cvs.com/minuteclinic](http://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 Sony EPO and Sony PPO, and for the Sony 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](http://www.aetna.com)

### ORTHODONTIC CARE

Delta Dental High Plan only.


 [www.deltadentalins.com/sony](http://www.deltadentalins.com/sony)

 1-800-471-7059

### PROGYNY MENOPAUSE SUPPORT

Specialized virtual medical care for a personalized treatment path.


 <https://progyny.com/smart-benefits/>

 1-833-404-2011

## 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](mailto: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 SAVINGS ACCOUNT

### HEALTH CARE FSA LIMITED PURPOSE FSA

Set aside pre-tax dollars to spend on health care. Limited Purpose FSA available only with Sony Consumer Choice Plan.


 [inspirafinancial.com](http://inspirafinancial.com)

 1-888-678-8242

### DEPENDENT CARE FSA

Set aside some of your pre-tax income to pay for dependent care.


 [inspirafinancial.com](http://inspirafinancial.com)

 1-888-678-8242

### HEALTH SAVINGS ACCOUNT (HSA)

Available with the Sony Consumer Choice Plan; use the tax-free money to pay health care expenses.



 [inspirafinancial.com](http://inspirafinancial.com)

 1-888-678-8242

## FAMILY PLANNING RESOURCES



### PROGYNY FAMILY PLANNING BENEFITS (AETNA)

Fertility treatment and egg freezing.

 [www.progyny.com](http://www.progyny.com)  
 1-833-404-2011



### ADOPTION REIMBURSEMENT

Reimburses up to \$20,000 per child.

 [www.progyny.com](http://www.progyny.com)  
 1-833-404-2011

### SURROGACY REIMBURSEMENT

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

 [www.progyny.com](http://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](http://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 PARENTAL LEAVE OF ABSENCE INFO SESSIONS

For information sessions, check mySPE or email [spe\\_benefits@spe.sony.com](mailto: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 in our California offices.

### BREAST MILK SHIPPING

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

 [www.milkstork.com/sonypictures](http://www.milkstork.com/sonypictures)  
 1-510-356-0221

### 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](mailto:spe_benefits@spe.sony.com) for details.

## FAMILY SUPPORT SERVICES

### PARENTAL LEAVE

Twelve weeks paid parental leave for eligible employees.

 [www.matrixabsence.com](http://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](http://connect.rethinkcare.com/sponsor/spe)  
(code: spe)  
 1-800-714-9285

### BRIGHT HORIZONS FAMILY SUPPORT

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

### BRIGHT HORIZONS BACK-UP 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.brighthouse.com/sonypictures](http://clients.brighthouse.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](http://www.matrixabsence.com)  
 1-888-256-4094

### BRIGHT HORIZONS BACK-UP CARE

Up to 25 days a year of elder care at subsidized rates of \$6/hour.

 [clients.brighthouse.com/sonypictures](http://clients.brighthouse.com/sonypictures)  
(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. Family First offers unlimited access to assistance with caregiving challenges.

 [info.legalplans.com](http://info.legalplans.com)  
 1-800-821-6400

## MENTAL HEALTH & EMOTIONAL WELLBEING RESOURCES

### SPRING HEALTH

Convenient and confidential mental and emotional health resources.

 [benefits.springhealth.com/sonypictures](http://benefits.springhealth.com/sonypictures)  
 1-855-629-0554

### BEHAVIORAL HEALTH RESOURCES

All Sony Medical plans provide coverage for behavioral health services.

 AETNA: [www.aetna.com](http://www.aetna.com)  1-888-385-1053  
 KAISER: [www.kp.org](http://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](mailto: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](http://www.cignaenvoy.com)

### CIGNA MEDICAL BENEFITS ABROAD

Protects you if you have an accident or illness while traveling abroad on business.

 [www.cignaenvoy.com](http://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](http://www.internationalsos.com)  
 1-800-523-6586

### INSPIRA FINANCIAL COMMUTER BENEFITS

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

 [inspirafinancial.com](http://inspirafinancial.com)  
 1-888-678-8242

## 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.troweprice.com/workplace](http://www.troweprice.com/workplace)  
 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](http://spe.edassist.com)  
 1-855-853-5017

### DISABILITY COVERAGE

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

 [www.matrixabsence.com](http://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](http://my.aura.com)  
 1-833-552-2123

### METLIFE LEGAL SERVICES PLAN

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

 [www.legalplans.com](http://www.legalplans.com)  
 1-800-821-6400

### LONG-TERM CARE

Protect yourself and your retirement with Trustmark's coverage.

 [www.getitci.com/sony](http://www.getitci.com/sony)  
 1-855-549-8911



### TUITION.IO STUDENT LOAN ASSISTANCE

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

 [sonypictures.tuition.io](http://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](http://www.myaetnasupplemental.com)  
 1-800-607-3366

### SONY EMPLOYEE STOCK PURCHASE PLAN

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

 [www.equateplus.com](http://www.equateplus.com)  
 1-800-599-6323

### METLIFE EXECUTIVE LIFE INSURANCE

 [www.mybenefits.metlife.com](http://www.mybenefits.metlife.com)  
 1-800-756-0124

## PET CARE RESOURCES

### INSIDER RX PETS PROGRAM

Save on human prescriptions for your pets.

 [insiderxpets.com/?source=sony](http://insiderxpets.com/?source=sony)


### PET SITTING SERVICES

Find reliable in-home caregivers for your furry and feathered friends.

 [www.sittercity.com/sonypictures](http://www.sittercity.com/sonypictures)

### PET INSURANCE



Compare discounted pet insurance plans on BenefitHub.

 [spe.benefitHub.com/](http://spe.benefitHub.com/)  
Access code: JH4D2M

## ON THE LOT RESOURCES



### ON THE LOT PHYSICAL THERAPY

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

 [medgate\\_medical@spe.sony.com](mailto: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](mailto: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.

 [theseconsultinggroup@gmail.com](mailto:theseconsultinggroup@gmail.com)