



**Sony
Interactive
Entertainment**

**Sony Interactive Entertainment Summary of Benefits
Short Term Disability - Plan Highlights**

The purpose of the Sony Interactive Entertainment Short Term Disability Plan is to assist you in meeting your reasonable income needs in the event you suffer a short-term disability and are unable to work.

Eligibility	All regular, full or part time, expatriate or inpatriate of Sony Interactive Entertainment or participating affiliates in Sony Interactive H&W who is regularly scheduled to work 20 or more hours per week.						
Benefit Amount	Following your elimination period, if any, you will be eligible for benefits equal to: <table border="1" style="margin-left: 40px;"> <thead> <tr> <th>Weeks</th> <th>Percentage of Earnings</th> </tr> </thead> <tbody> <tr> <td>1 - 12</td> <td>100%</td> </tr> <tr> <td>13 - 26</td> <td>75%</td> </tr> </tbody> </table> <p>Your earnings mean your base salary or hourly wages in effect on the date immediately prior to the start of your disability. Your earnings do not include bonuses, commissions, overtime pay or any other type of additional compensation.</p>	Weeks	Percentage of Earnings	1 - 12	100%	13 - 26	75%
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1 - 12	100%						
13 - 26	75%						
Elimination Period	For your period of disability, benefits will begin on (i) your eighth day of disability due to an injury or illness, or (ii) on your first day of hospitalization or your first day of outpatient surgery or outpatient treatment. You may use your personal time off to cover your elimination period, if any.						
When Benefits End	On the date immediately following 26 weeks of disability benefits. However, if your disability ends before then, if your employment with the Company ends (or if you die), your benefits will end as of that day.						
Contribution Requirements	Coverage is employer paid. Your Plan benefits are provided by Sony Interactive Entertainment Inc.						
Definition of Disability	You suffer an injury or illness (physical, mental) which prevents you from performing the primary duties of your job (or any reasonably related job).						
Benefit Offsets	The amount of your STD benefit will be reduced by the amount of benefits you are eligible to receive from other sources, such as federal Social Security disability benefits or state disability benefits. See your plan booklet for details.						
Partial Benefits	If you return to work for the Company on a part-time or modified schedule basis while eligible for disability benefits, you will receive your regular income for any hours that you work and your STD benefits for hours not worked.						
Exclusions	Benefits will not be payable for any disability caused by: an intentionally self-inflicted injury; an act of war (declared or undeclared); riot; commission of a felony; elective cosmetic surgery; injury or sickness occurring while confined in any penal or correctional institution.						
How to File a Claim	You must notify Matrix Absence Management, Inc., the Claims Administrator, of your claim as soon as is reasonably possible. Contact the Matrix Intake Center at 1-888-256-4053 or online at www.matrixabsence.com .						

This is a Summary of the Sony Interactive Entertainment Short Term Disability Plan. The Plan Document actually governs the Plan and describes all of the provisions in more detail. A copy of the complete Plan Document is available for your review at the Human Resources Department.

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