

Notice of Investment Returns & Fee Comparison

150113-01 Sony USA 401(k) Plan
www.empower-retirement.com/sony

Your employer-sponsored retirement savings plan allows eligible employees to invest for their retirement. These plans can be valuable in helping participants reach their retirement savings goals. The goal is to build your account through additional contributions and investment returns in your plan. Fees and expenses related to your plan can affect the overall long-term value of your account. The investment options you choose also affect your account. It is important for you to have a clear understanding of the investment options available through your plan and the fees and expenses that are part of your plan.

This notice includes information to help you understand plan costs and compare your retirement plan's investment options. It was designed to meet the participant fee disclosure regulations of the United States Department of Labor (DOL).

For more information on the plan's investment options including investment objectives or goals, principal strategies and risks, portfolio turnover rate, current returns and expenses, please visit the Participant website listed above. This website also includes educational information and tools designed to help you with making investment decisions.

Additional information on the plan's investment options is also available on the Participant website which may include prospectuses or similar documents and fund reports to the extent applicable and fund share/unit valuations.

Paper copies of the investment related information available on the Participant website can be obtained at no cost by contacting Empower Retirement at:

Empower Retirement
P.O. Box 173764 Denver, CO 80217-3764
Participant Call Center: 1-877-SONY-SAVE

SECTION	Document Summary
1	Investment Rate of Return Information - Shows investment return information for your Plan's investment options. It shows past performance and comparisons to the performance of a comparable benchmark over 1, 5 and 10 year periods or since inception if the investment option's inception date is less than 10 years.
2	Investment-Related Fees, Expense Information, and Transfer Restrictions - Shows fees and expenses associated with the investments in your Plan. This section also shows any investment restrictions.
3	Plan-Related Information - Shows your Plan related information and the General Administrative Services Expenses and Participant Elected Services Expenses tables. The General Administrative Services Expenses table shows non-investment expenses that pay for operating your Plan. The Participant Elected Services Expenses table shows expenses for optional services available through your Plan that may be charged to your individual account for the services you use.

Your Plan offers a Self-Directed Brokerage Account (SDBA) through Charles Schwab. The SDBA allows you to select from securities and investments that have not been chosen by and are not monitored by your employer and/or the Plan Sponsor. What investments you may actually invest in depends on the specifics of your Plan design. These investment options are not offered through your retirement plan recordkeeper. You may invest through the SDBA by logging in to your Plan's web site and completing the SDBA enrollment process online.

The SDBA is for knowledgeable investors who acknowledge and understand the risks associated with many of the investments contained in the SDBA. By utilizing the account, you acknowledge that none of the available options in the SDBA have been selected for use in the Plan, reviewed for suitability or will be monitored by your employer, Plan Sponsor, SDBA provider, or retirement plan recordkeeper. You are solely responsible for determining the suitability and for the selection and ongoing monitoring of the investments that are available and utilized in the SDBA.

If you decide to use the SDBA, there may be an annual maintenance fee for using the SDBA as reflected in the Participant Elected Services Expenses table in this document. There may be additional expenses and fees associated with using Charles Schwab, such as commissions and sales loads. More information regarding these fees is located in the SDBA pricing summary at the back of this notice. Before investing, investors should carefully consider a fund's investment objectives, risks, charges and expenses. Fund prospectuses contain this and other important information and may be obtained by calling the SDBA provider at 1-888-393-7272 or through the SDBA's website at www.schwab.com. Investors should read prospectuses carefully before investing.

Transfers into and out of Charles Schwab will be subject to minimum transfer restrictions. If your transfer request does not meet the minimum amount, your transfer will not be completed. You must initially transfer a minimum of \$1,000. Subsequent transfers must be at least \$1,000. You are also required to maintain a minimum balance of the greater of \$1,000 or 50% in your core account. If your core account is below the minimum balance, any percentage of your future

contribution investment elections allocated to the SDBA will be allocated pro-rata across your other investment elections (or to the Plan's default fund if 100% of your investment elections are allocated to the brokerage account) until the minimum balance is reached.

More detailed information about the SDBA is available on the Participant website.

1 – Investment Rate of Return Information

Variable Rate of Return Investments Table

This table looks at the rates of return from investments that increase and decrease in value. The table shows how these investments have performed over time. You can compare each investment option to a benchmark for the same time periods. Past performance does not guarantee how the investment option will perform in the future. Your investment in these options could lose money. In addition to the web addresses listed in the table, more information about the investments in your Plan including an investment option's principal risks is available on the Participant website listed in the title.

Variable Return Investments								
Investment Option	Average Annual Total Return as of 10/31/2017				Benchmark** as of 10/31/2017			
	1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.	Since Inception
Asset Allocation								
Sony Target Date Retirement Fund	8.76%	5.13%	N/A	5.69%	0.90%	2.04%	N/A	2.50%
	Bloomberg Barclays US Aggregate Bond TR							
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Sony Target Date Fund 2020	10.59%	6.35%	N/A	7.02%	12.72%	8.00%	N/A	*
	S&P Target Date 2020 TR USD							
www.empower-retirement.com/sony								
Sony Target Date Fund 2025	12.84%	7.28%	N/A	7.96%	14.65%	8.84%	N/A	*
	S&P Target Date 2025 TR USD							
www.empower-retirement.com/sony								
Sony Target Date Fund 2030	14.89%	8.06%	N/A	8.77%	16.43%	9.65%	N/A	*
	S&P Target Date 2030 TR USD							
www.empower-retirement.com/sony								
Sony Target Date Fund 2035	16.87%	8.81%	N/A	9.52%	18.19%	10.35%	N/A	*
	S&P Target Date 2035 TR USD							
www.empower-retirement.com/sony								
Sony Target Date Fund 2040	18.67%	9.47%	N/A	10.18%	19.40%	10.84%	N/A	*
	S&P Target Date 2040 TR USD							
www.empower-retirement.com/sony								
Sony Target Date Fund 2045	19.78%	9.98%	N/A	10.72%	20.29%	11.21%	N/A	*
	S&P Target Date 2045 TR USD							
www.empower-retirement.com/sony								
Sony Target Date Fund 2050	20.15%	10.35%	N/A	11.14%	21.10%	11.56%	N/A	*
	S&P Target Date 2050 TR USD							
www.empower-retirement.com/sony								
Sony Target Date Fund 2055	20.14%	10.61%	N/A	11.47%	21.58%	11.80%	N/A	*
	S&P Target Date 2055 TR USD							
www.empower-retirement.com/sony								
Sony Target Date Fund 2060	20.13%	N/A	N/A	7.33%	21.58%	N/A	N/A	*
	S&P Target Date 2055 TR USD							
www.empower-retirement.com/sony								
International Funds								
Emerging Markets Stock Fund	21.32%	3.76%	N/A	5.33%	26.45%	4.83%	N/A	*
	MSCI EM NR USD							
www.empower-retirement.com/sony								
International Stock Fund	22.16%	8.84%	N/A	9.65%	23.44%	8.53%	N/A	8.76%
	MSCI EAFE NR USD							
www.empower-retirement.com/sony								

Investment Option	Average Annual Total Return as of 10/31/2017				Benchmark** as of 10/31/2017			
	1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.	Since Inception
Specialty								
Global REIT Fund	5.84%	5.96%	N/A	8.57%	6.12%	6.45%	N/A	*
					FTSE EPRA/NAREIT Developed NR USD			
www.empower-retirement.com/sony								
Small Cap Funds								
Small Cap Stock Fund	27.03%	14.47%	N/A	14.11%	27.85%	14.49%	N/A	*
					Russell 2000 TR USD			
www.empower-retirement.com/sony								
Mid Cap Funds								
Mid Cap Stock Fund	23.40%	15.08%	N/A	15.15%	23.48%	15.13%	N/A	*
					S&P MidCap 400 TR			
www.empower-retirement.com/sony								
Large Cap Funds								
Large Cap Growth Stock Fund	31.02%	17.59%	N/A	17.59%	29.71%	16.83%	N/A	*
					Russell 1000 Growth TR USD			
www.empower-retirement.com/sony								
Large Cap Stock Fund	23.62%	15.15%	N/A	15.46%	23.63%	15.18%	N/A	*
					S&P 500 TR USD			
www.empower-retirement.com/sony								
Large Cap Value Stock Fund	21.49%	14.74%	N/A	15.49%	17.78%	13.48%	N/A	*
					Russell 1000 Value TR USD			
www.empower-retirement.com/sony								
Bond								
High Yield Bond Fund	8.64%	5.59%	N/A	7.22%	8.92%	6.27%	N/A	*
					Bloomberg Barclays US Corporate High Yie			
www.empower-retirement.com/sony								
Intermediate-Term Bond Fund	1.60%	2.29%	N/A	3.08%	0.90%	2.04%	N/A	2.50%
					Bloomberg Barclays US Aggregate Bond TR			
www.empower-retirement.com/sony								
Stable Value								
Stable Value Fund	N/A	N/A	N/A	0.43%	N/A	N/A	N/A	0.27%
					Morningstar Cash TR USD			
www.empower-retirement.com/sony								

Please note that if an investment option has not been in existence for 10 years, a "Since Start/Inception Date" return will be displayed. If the investment option has been in existence for 10 years or more, a "10-Year" return will be displayed. Returns shown for the corresponding benchmark are for the same time period as the investment option.

* Performance returns not available at time of production.

N/A - Performance returns are not applicable.

** A benchmark index is not actively managed. It does not have a defined investment objective and does not incur fees or expenses. You cannot invest directly in a benchmark index.

2 – Investment-Related Fees, Expense Information, and Transfer Restrictions

Investment-Related Fees, Expense Information and Transfer Restrictions

This table looks at fees, expenses and transfer restrictions associated with the investments in your Plan. Fees and expenses are only two of many things to consider when deciding to invest. You may also want to think about whether an investment in a particular investment option, along with your other investments, will help you reach your financial goals.

**Fees, Expenses and Restrictions
as of 11/27/2017**

Investment Option	Gross/Net Total Annual Operating Expenses As a %~	Gross Per \$1000	Transfer Rule	Shareholder Type Fees^
Asset Allocation				
Sony Target Date Retirement Fund	0.08%/0.08%	\$.80 per \$1,000		
Sony Target Date Fund 2020	0.08%/0.08%	\$.80 per \$1,000		
Sony Target Date Fund 2025	0.08%/0.08%	\$.80 per \$1,000		
Sony Target Date Fund 2030	0.08%/0.08%	\$.80 per \$1,000		
Sony Target Date Fund 2035	0.08%/0.08%	\$.80 per \$1,000		
Sony Target Date Fund 2040	0.08%/0.08%	\$.80 per \$1,000		
Sony Target Date Fund 2045	0.08%/0.08%	\$.80 per \$1,000		
Sony Target Date Fund 2050	0.08%/0.08%	\$.80 per \$1,000		
Sony Target Date Fund 2055	0.08%/0.08%	\$.80 per \$1,000		
Sony Target Date Fund 2060	0.08%/0.08%	\$.80 per \$1,000		
International Funds				
Emerging Markets Stock Fund	0.64%/0.64%	\$6.40 per \$1,000		
International Stock Fund	0.28%/0.28%	\$2.80 per \$1,000		
Specialty				
Global REIT Fund	0.30%/0.30%	\$3.00 per \$1,000		
Small Cap Funds				
Small Cap Stock Fund	0.38%/0.38%	\$3.80 per \$1,000		
Mid Cap Funds				
Mid Cap Stock Fund	0.02%/0.02%	\$.20 per \$1,000		
Large Cap Funds				
Large Cap Growth Stock Fund	0.21%/0.21%	\$2.10 per \$1,000		
Large Cap Stock Fund	0.01%/0.01%	\$.10 per \$1,000		
Large Cap Value Stock Fund	0.27%/0.27%	\$2.70 per \$1,000		
Bond				
High Yield Bond Fund	0.40%/0.40%	\$4.00 per \$1,000		
Intermediate-Term Bond Fund	0.15%/0.15%	\$1.50 per \$1,000		

Investment Option	Gross/Net Total Annual Operating Expenses As a %~	Gross Per \$1000	Transfer Rule	Shareholder Type Fees^
Stable Value				
Stable Value Fund	0.34%/0.34%	\$3.40 per \$1,000		

~ Gross Total Annual Operating Expenses are the gross fees potentially charged to the investment option and are displayed above in accordance with fee disclosure regulations. The Net Total Annual Operating Expenses, also displayed above as supplementary information, are the actual amounts charged by the investment option and may be different from the Gross Expenses due to certain fee waivers or additional expenses charged by other service providers. Expenses reduce the return of the investment option. Part of these fees may be shared with the plan's service providers to help pay for plan administration and/or recordkeeping fees. Part of these fees may be shared with the plan's service providers and, under an agreement with the applicable plan fiduciaries, may be used to help pay for plan administration and/or recordkeeping fees. The plan's fiduciaries may make changes to the plan's investments at any time subject to applicable notice requirements. Please see the participant website for more information.

NOTE: More current information about the Plan's investment options, including fees, expenses and performance updates, may be available on the Participant website listed in the title.

3 – Plan-Related Information

This section provides general Plan information, including a description of non-investment management fees and expenses that may be charged to your account. This section also includes information on General Administrative Services Expenses and Participant-Elected Services Expenses. Blank fields in the table below can be assumed to be not applicable or zero. If there is no General Administrative Services Expenses table displayed there are no General Administrative Services fees paid by you for your Plan.

General Information

Non-Investment Management Fees and Expenses: Includes recordkeeping, accounting, legal or other administrative fees that may be charged to your account. The dollar amount actually charged to your account during the previous quarter for such administrative or individual expenses will be reported to you on your quarterly statement. If you have additional questions related to fees on your account, please contact the Participant Call Center at the number listed on the first page of this document.

Investment Instructions: Your Plan lets you direct the investment of your account in the investment options listed in Section 1. You may make changes to your investment options via the Participant website or by calling the Participant Call Center during normal business hours at the number listed on the first page of this document.

Limitations on Investments: Limits on making changes to your investment choices may be imposed by the Plan Sponsor or by a manager of an investment option. Any limits or restrictions made by a fund manager are described in the prospectus for the fund. They include restrictions intended to prevent "market timing" (i.e., rapid trading in and out of a fund). In addition to the limits and restrictions described in the prospectus, the Plan Sponsor may have other restrictions on making changes to your investment choices. These restrictions are included in the table in Section 2. For more information on investment restrictions in your plan, contact the Participant Call Center at the number listed on the first page of this document.

Voting, Tender, and Similar Rights: The appropriate Plan fiduciaries, or an individual or an institution designated by the Plan fiduciaries, will exercise any voting or other rights associated with ownership of the Designated Investment Alternatives offered in your Plan.

Plan Sponsor intends for this plan to be compliant with section 404(c) of the Employee Retirement Income Security Act, and 29 CFR 2550.404c-1. Fiduciaries of the Plan may be relieved of liability for any losses which are the direct result of investment instructions given by participants or beneficiaries.

General Administrative Services Expenses Table

This table shows non-investment expenses that pay for operating your Plan. These expenses are described below. Fees and expenses for general plan administrative services (for example, recordkeeping services and custodial services) may be charged to your Plan. These fees and expenses may be charged to your individual account if not paid by your Plan Sponsor and/or included in investment-related fees and expenses. How the expenses are charged to participant accounts will depend on the nature of the expense. For example, some fees may be charged as a fixed dollar amount per participant or as an amount spread across the account balances based on individual account balances.

**General Administrative Services Expenses
as of 11/27/2017**

Fee Type	Annual Amount	Quarterly Amount	Frequency	Description
Participant Account Maintenance	\$56.00	\$14.00	Quarterly	This fee is used to pay for some or all of the plan's general administrative expenses which may include costs for recordkeeping, advisory, legal and accounting services.

Participant Elected Services Expenses Table

This table shows expenses for optional services available through your plan. Certain fees may be charged to your individual account for optional services you use.

**Participant Elected Services Expenses
as of 11/27/2017**

Service	Fee Amount	Frequency	Description
Participant Loan (Origination)	\$50.00	Per Distribution	This fee is associated with originating a loan through your company's retirement plan.
WIRE Special Handling Charge	\$40.00	Per Distribution	Wire Charge
ACH Special Handling Charge	\$0.00	Per Distribution	ACH Charge
Advised Assets Group, LLC managed account service	Up to \$100K = 0.150000% Next \$150K = 0.112500% Over \$250K = 0.075000%	Quarterly	This fee applies if you are enrolled in the managed account service and is deducted from the assets within the service.
EXPRESS Special Handling Charge	\$25.00	Per Distribution	Express Delivery Charge
Brokerage Account Maintenance	\$15.00	Quarterly	This fee is for maintenance of self-directed accounts. This fee applies ONLY if you have a self-directed account.
Domestic Relations Order Services	\$500.00	Per Occurrence	This fee only applies if you request a QDRO distribution/withdrawal and covers the cost of reviewing and processing a Qualified Domestic Relations Order and is charged once per review request.

Your Plan may charge fees related to certain approval (e.g., Domestic Relations Orders, hardship withdrawals, etc.) or other (e.g. advisory) services. Please see your Plan Sponsor for further information regarding these potential fees.

Your Plan may also charge general administration fees related to the delivery of plan communications. In such event, a fee may be deducted from your individual plan account on a per communication basis or on a quarterly or annual basis. The cost per communication is generally between \$2 to \$3.

Fees and expenses do add up over time and can substantially reduce the growth of your retirement savings. Fees and expenses are only two of several factors to consider when you make investment decisions.

You can visit the Department of Labor's website for an example showing the long-term effects of fees and expenses at http://www.dol.gov/ebsa/publications/401k_employee.html.

Visit the Participant website listed in the title for a "Glossary of Investment Terms" relevant to the investment options under your Plan.

Schwab Personal Choice Retirement Account® (PCRA)

Pricing Summary –
Effective August 1, 2016

Schwab provides a broad range of value-added services, some of which have associated fees. This document provides you with a summary of your plan-specific commissions and transaction fees for trade orders placed in your Schwab PCRA. This pricing summary supersedes any prior pricing summaries, pricing guides, and notices that you may have received. Schwab reserves the right to change or waive fees at our discretion.

Mutual Funds¹

Some funds may also charge sales and/or redemption fees. Please read the prospectuses for details. You can buy shares directly from a fund company or its principal underwriter or distributor without paying Schwab's transaction or services charges (except Schwab Funds®).

No-Transaction-Fee Funds (includes funds available through the Mutual Fund OneSource® service)²

Transaction-Fee Funds²

Trading Channel	Transaction Fee	Trading Channel	Transaction Fee
Electronic	\$0	Electronic	\$50 per buy, \$0 per sell
Broker-Assisted	\$25 service charge per trade may apply	Broker-Assisted	Electronic fee, plus \$25 service charge per trade

Note: For information about offshore funds (funds registered outside the U.S. for purchase by non-U.S. persons only), please call the Schwab PCRA Call Center.

Investors should consider carefully information contained in the prospectus, including investment objectives, risks, trading policies, charges, and expenses. You can request a prospectus by calling Schwab's dedicated PCRA Call Center at 1-888-393-PCRA (7272). You may also request a prospectus online at www.schwab.com/prospectus. Please read the prospectus carefully before investing.

Fixed Income Investments³

Schwab may act as principal on certain fixed income transactions. When Schwab acts as agent, a commission will be charged on the transaction. When Schwab acts as principal, the markup is included in the bond price.

Product Type	Electronic Commission or Mark-up	Broker-Assisted Commission or Mark-up
New issues for Certificates of Deposit	\$0 (a selling concession is included in the original offering price)	
Secondary transactions for Certificates of Deposit	\$1 per bond (\$10 minimum/\$250 maximum)	Electronic commission, plus \$25 per trade

Note: Large block transactions (orders of more than 250 bonds) may be eligible for special handling and/or pricing -- please call the Schwab PCRA Call Center for information.

Our commissions and markups may be slightly less than our published schedule (shown above) due to rounding.



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Notes:

- This pricing summary applies only to the PCRA accounts held at Charles Schwab & Co., Inc., and established on behalf of retirement plan participants. You can obtain more information about PCRA commissions and transaction fees by calling Schwab's dedicated PCRA Call Center at 1-888-393-PCRA (7272), Monday through Friday, 9:00 am through 7:30 pm (ET). Or, view the current *Charles Schwab Pricing Guide for Retirement Plan Accounts* on www.schwab.com for a more complete description of all other commissions and transaction fees.
- Your PCRA is a cash-up-front account. For all purchases, we require cleared funds in the account. When you're selling, we require securities on deposit. It is your responsibility to avoid overspending your account. If your account becomes overspent, Schwab reserves the right to liquidate a portion of your account to cover the debit balance. If liquidation is necessary, a broker-assisted fee of \$25 will apply.

¹Charles Schwab & Co., Inc. (Member SIPC) receives remuneration from fund companies for recordkeeping and shareholder services and for other administrative services for shares purchased through Schwab's Mutual Fund OneSource® program. Schwab also may receive remuneration from transaction-fee fund companies for certain administrative services.

Trades in no-load mutual funds available through OneSource (including Schwab Funds®), as well as certain other funds, are available without transaction fees when placed through Schwab's electronic channels such as, Schwab.com, mobile applications, or automated phone services. Schwab reserves the right to change the funds we make available without transaction fees and to reinstate fees on any funds. Funds are also subject to management fees and expenses.

Schwab's short-term redemption fee will be charged on redemption of funds purchased through Schwab's Mutual Fund OneSource® service (and certain other funds with no transaction fee) and held for 90 days or less. Schwab reserves the right to exempt some funds from this fee, including certain Schwab Funds®, which may charge a separate redemption fee, and funds that accommodate short-term trading.

²Standard fees apply on both transactions when placing simultaneous orders to sell one or more transaction-fee fund(s) and purchase additional transaction-fee fund(s) with the proceeds.

³For fixed income trades placed through one of Schwab's electronic channels, discounts may apply.

Schwab Personal Choice Retirement Account® (PCRA) is offered through Charles Schwab & Co., Inc. (Schwab), a registered broker-dealer that also provides other brokerage and custody services to its customers.

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