

Sony Pictures Studios

TRANSPORTATION

WEST COAST NO SMOKING POLICY

It is the policy of Sony Picture Studios and its units, divisions and subsidiaries to comply with all applicable smoking laws. To this end, the Company (collectively referred to as "Company") adopts the following no-smoking policy, effective January 1, 1995, applicable to all Company owned, or occupied facilities.

1. Smoking shall mean the carrying or holding of a lighted pipe, cigar, or cigarette of any kind or any other lighted smoking equipment. Smoking also includes the lighting, emitting, or exhaling of the smoke of a pipe, cigar, or cigarette of any kind.
2. Smoking is not permitted in any Company building, meeting room, restaurant, banquet room, or any other enclosed place. Smoking may also be prohibited in certain outdoors areas.
3. Smoking is also not permitted in any Company carpool or vanpool vehicle, or in any vehicle owned, rented, leased or operated by the Company.
4. Smoking shall only be permitted outdoors, where not otherwise prohibited.
5. "NO SMOKING" signs will be placed at all building entrances. Please observe and obey them at all times. The absence of a "NO SMOKING" sign in any enclosed space does not imply that smoking is permitted.
6. The Company shall not discharge, refuse to hire, or in any manner retaliate against any employee or applicant for employment because said employee or applicant exercised any rights under the no-smoking policy or applicable law, including making good faith reports of alleged violations.

This policy is adopted in compliance with the California law, municipal ordinances and with the health of all Company employees in mind.

Driver's Signature

Name Printed

Date