

SETTLEMENT AGREEMENT AND GENERAL RELEASE

This Settlement Agreement and General Release ("Agreement") is entered into by and between Edward Regan all persons acting by, through, or on her behalf ("Employee") and Sony Pictures Entertainment Inc. ("SPE") and its parents, subsidiary and related companies, shareholders, directors, officers, executives, employees, agents and successors, and their parents, subsidiaries, and related companies, shareholders, directors, officers, executives, employees, agents and successors (the "Company").

WHEREAS, Employee through his attorney alleged, among other things, that he was subjected to discrimination based on age and suffered emotional distress;

WHEREAS, the Company denies that any monies are owed to Employee or that it is liable to Employee in any amount; and

WHEREAS, Employee and the Company each desire to settle fully and finally all claims, known or unknown, which Employee has or may have against the Company.

NOW, THEREFORE, in consideration of the premises and mutual promises contained herein, it is agreed as follows:

1. No Admission of Liability.

This Agreement shall not in any way be construed as an admission by the Company of any wrongful acts whatsoever against Employee or any other person.

2. Consideration by the Company.

a) Within eight business days after Employee executes this Agreement and Employee and his counsel each provide to the Company the below requested forms, the Company agrees to deliver to counsel for Employee:

1) A check made payable to "Edward Regan" in the total gross amount of \$10,000.00 for Employee's claim for emotional distress;

2) A check made payable to "Client Trust Account of the Feldman Law Firm" in the amount of \$6,666.00.00; and

3) A check made payable to "Edward Regan" in the gross amount of \$3,334.00, less applicable deductions and withholdings.

b) The Company will issue 1099 forms to Employee for payments set forth in paragraphs 2(a)(1) and 2(a)(2). Employee hereby acknowledges and agrees that he is solely responsible for all tax obligations, if any, including but not limited to all reporting and payment obligations, which may arise as a consequence of this settlement. Employee hereby agrees to indemnify and hold the Company harmless from and against any and all loss, cost, damage or

expense, including without limitation, attorney's fees incurred by the Company, arising out of any dispute over the tax treatment of the proceeds received by Employee as a result of this settlement.

3. Confidentiality.

Employee agrees that neither he nor his representatives will reveal any confidential information relating to his employment with or termination from the Company, its operations, or any confidential matters entrusted to him as an employee of the Company. Employee further represents and agrees that he will keep his claims and the terms and fact of this Agreement completely confidential, and that he will not hereafter disclose any information concerning this Agreement to anyone, including but not limited to any past, present or prospective employee or applicant for employment with the Company; provided, however, that nothing in this Paragraph shall prohibit Employee from disclosing any information which Employee is required to disclose by law.

Employee understands and agrees that Paragraph 3 is a material provision of this Agreement and that any breach of Paragraph 3 shall be a material breach of this Agreement. Because the damages for a breach of Paragraph 3 would be substantial but difficult to ascertain, it is further agreed that for each such breach by Employee or any person to whom Employee has disclosed information under this Paragraph, Employee will be required to pay to Sony Pictures liquidated damages in the amount of Five Thousand Dollars (\$5,000.00).

4. Resignation/No Re-Employment:

Employee represents that he will not be re-employed by the Company at any time in the future, and that he will not apply for or otherwise seek work or employment with the Company at any time.

5. Complete Release of All Claims, Known or Unknown; Covenant not to Sue.

a) As a material inducement to the Company to enter into this Agreement, to the fullest extent permitted by law, Employee hereby irrevocably and unconditionally releases, acquits and forever discharges the Company and each of the Company's owners, shareholders, predecessors, successors, assigns, agents, directors, officers, employees, representatives, attorneys, divisions, subsidiaries, parents, and affiliates (and agents, directors, officers, employees, representatives and attorneys of such divisions, subsidiaries, parents and affiliates), and all persons acting by, through, or in concert with any of them (collectively "Releasees") and each of them, from any and all charges, complaints, claims, liabilities, obligations, promises, agreements, controversies, damages, actions, causes of action, suits, rights, demands, costs, losses, debts and expenses (including attorney's fees and costs actually incurred), of any nature whatsoever, known or unknown ("Claim" or "Claims"), which Employee now has, owns or

holds, or claims to have, own or hold, or which Employee at any time heretofore had, owned, or held, or claimed to have, own or hold, or which Employee at any time hereafter may have, own, or hold or acquire or claim to have, own, hold or acquire against any of the Releasees, and any Claims under Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act, the Family and Medical Leave Act, the National Labor Relations Act, the Employee Retirement Income Security Act, the Age Discrimination in Employment Act, the California Fair Employment and Housing Act, the California Family Rights Act, the California Labor Code, or any other statute or law prohibiting discrimination in employment, and any Claims arising in any way out of Employee's employment with the Company or termination thereof, including, but not limited to, all claims based on contract, common law and/or statute.

b) Employee and the Company each agree and expressly acknowledge that this Agreement includes a waiver and release of all claims which Employee has or may have under the Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C. Section 621, *et seq.* ("ADEA"). The following terms and conditions apply and are part of the waiver and release of ADEA claims under this Agreement: The waiver and release of claims under the ADEA contained in this Agreement does not cover rights or claims that may arise after the date on which Employee signs this Agreement. Employee is advised to consult an attorney before signing this Agreement. Employee is granted twenty-one (21) days after he is presented with this Agreement to decide whether or not to sign this Agreement. Employee will have the right to revoke the waiver and release of claims under the ADEA within seven (7) days of signing this Agreement, and this Agreement shall not become effective or enforceable until that revocation period has expired. Employee hereby acknowledges and agrees that he is knowingly and voluntarily waiving and releasing his rights and claims only in exchange for consideration (something of value) in addition to anything of value to which he is already entitled.

6. Unknown Claims.

Employee expressly waives and relinquishes all rights and benefits afforded by Section 1542 of the California Civil Code, and does so understanding and acknowledging the significance and consequence of such specific waiver of Section 1542. Section 1542 of the California Civil Code states as follows:

"A general release does not extend to claims which the creditor does not know or suspect to exist in his or her favor at the time of executing the release, which if known by him or her must have materially affected his or her settlement with the debtor."

Thus, notwithstanding the provisions of Section 1542, and for the purpose of implementing a full and complete release and discharge of each and all of the Releasees, Employee expressly acknowledges that this Agreement is intended to include in its effect, without limitation, all Claims which Employee does not know or suspect to exist in her favor at the time of execution hereof, and that this Agreement contemplates the extinguishment of such Claim or Claims.

7. Entire Agreement; No Representations.

This Agreement sets forth the entire agreement between the parties hereto, and fully supersedes any and all prior agreements or understandings between the parties hereto pertaining to the subject matter hereof. This Agreement may be amended only by a written agreement signed by both parties. Employee represents and agrees that he understands his right to discuss all aspects of this Agreement with an attorney and has availed himself of that right to the fullest extent she desires, that he has carefully read and fully understands all of the provisions of this Agreement, and that he is voluntarily entering into this Agreement, and that he does not and has not relied in any way on any representations or statements of any of the Releasees.

8. No Attorneys' Fees or Costs.

Employee acknowledges and agrees that the Company shall not be required to pay Employee any attorneys' fees or costs of any kind incurred in connection with Employee's claims against the Company or in connection with any representation of Employee by any attorney in this matter, or in any other matter or generally.

9. Ownership of Claims.

Employee represents and agrees that he has not heretofore assigned or transferred, or purported to have assigned or transferred, to any person whomsoever, any Claim or portion thereof or interest therein, and Employee agrees to indemnify, defend and hold harmless each and all of the Releasees against any and all Claims based on, arising out of, or in connection with any such transfer or assignment, or purported transfer or assignment, of any Claims or any portion thereof or interest therein.

10. Successors.

This Agreement shall be binding upon Employee, and his heirs, representatives, executors, administrators, successors and assigns, and shall inure to the benefit of each and all of the Releasees, and to their heirs, representatives, executors, administrators, successors and assigns.

11. Enforcement by Arbitration

Any controversy or claim arising out of or relating to this Agreement, its enforcement, arbitrability or interpretation, or because of an alleged breach, default, or misrepresentation in connection with any of its provisions shall be submitted to final and binding arbitration, to be held in Los Angeles County, California, before a single arbitrator, in accordance with the then-current JAMS Arbitration Rules and Procedures for Employment

Disputes, as modified by the terms and conditions contained in this paragraph. The arbitrator shall be selected by mutual agreement of the parties or, if the parties cannot agree, then by striking from a list of arbitrators supplied by JAMS. The arbitrator shall issue a written opinion stating the essential findings and conclusions upon which the arbitrator's award is based. The Company will pay the arbitrator's fees and arbitration expenses and any other costs unique to the arbitration hearing (recognizing that each side bears its own deposition, witness, expert and attorneys' fees and other expenses to the same extent as if the matter were being heard in court).

If, however, any party prevails on a statutory claim, which affords the prevailing party attorneys' fees and costs, then the arbitrator may award reasonable attorneys' fees and costs to the prevailing party. Any dispute as to who is a prevailing party and/or the reasonableness of any fee or cost shall be resolved by the arbitrator. Nothing in this paragraph shall affect either party's ability to seek from a court injunctive or equitable relief at any time.

12. Miscellaneous.

This Agreement is made and entered into in the State of California and shall in all respects be interpreted, enforced and governed under the laws of said state. The language of all parts of this Agreement shall, in all cases, be construed as a whole, according to its fair meaning, and not strictly for or against any of the parties.

Should any provision of this Agreement, with the exception of the releases set forth in Paragraphs 5 and 6, be declared or be determined by any court to be illegal or invalid, the validity of the remaining parts, terms or provisions shall not be affected thereby and said illegal or invalid part, term or provision shall be deemed not to be a part of this Agreement. The releases set forth in Paragraphs 5 and 6 are of the essence of this Agreement, and should either or both of these paragraphs be deemed invalid or unenforceable, this Agreement may, at the sole discretion of the Company, be declared null and void and any consideration received under this Agreement shall be returned to the Company.

As used in this Agreement, the singular or plural number and masculine or feminine genders shall be deemed to include the other whenever the context so indicates or requires.

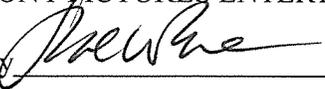
This Agreement may be executed by signature of each of the parties hereto, or

their authorized representatives, on multiple copies of this Agreement, including copies transmitted by facsimile machine, and upon being so executed by all parties hereto, shall be effective as if all signatures appeared on the original of this Agreement.

PLEASE READ CAREFULLY. THIS SETTLEMENT AGREEMENT AND GENERAL RELEASE INCLUDES A RELEASE OF ALL KNOWN AND UNKNOWN CLAIMS.

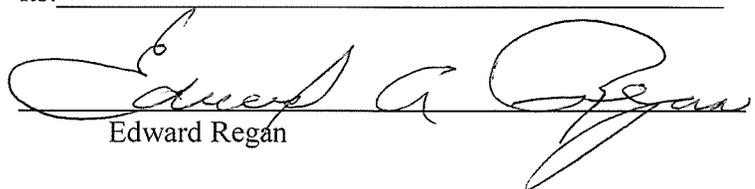
Dated:

SONY PICTURES ENTERTAINMENT INC.

By  _____

Its: _____

Dated: 3-7-13


Edward Regan