Welcome to Disney! As a new employee, you now have access to a wide range of benefits as part of your total rewards package. To make the most of them, you’ll need to take certain actions in the initial weeks and months of your employment. Use this checklist to guide you.

### WHAT YOU NEED TO DO

<table>
<thead>
<tr>
<th>Action</th>
<th>When</th>
<th>How</th>
</tr>
</thead>
<tbody>
<tr>
<td>Explore your total rewards package at Disney and review your benefit options</td>
<td>Generally 3-5 days after your date of hire (which is 2-3 days after you are able to use your Disney ID for the first time), then anytime</td>
<td>Go to D Life</td>
</tr>
<tr>
<td>Enroll in benefits coverage by the deadline shown on your Personal Fact Sheet</td>
<td>Your enrollment deadline is generally 31 days after your eligibility date. If you enroll by this deadline, coverage is retroactive to your benefits effective date.*</td>
<td>Go to D Life</td>
</tr>
<tr>
<td>Earn up to $300 in wellness rewards if you are eligible for and enroll in a Disney medical option—or up to $600 if your enrolled spouse/partner participates</td>
<td>Anytime before September 30 after you enroll in a Disney medical option</td>
<td>Go to D Life</td>
</tr>
<tr>
<td>Learn about the Disney 401(k) Savings Plan and watch for details about enrolling (if eligible)</td>
<td>Generally 45-50 days after your date of hire (you can begin contributions after 90 days)</td>
<td>Go to D Life</td>
</tr>
<tr>
<td>Enroll in the Disney 401(k) Savings Plan</td>
<td>Anytime, although your contributions won’t begin until you have worked at Disney for 90 days**</td>
<td>Go to D Life</td>
</tr>
</tbody>
</table>

* If you do not enroll by the deadline on your Personal Fact Sheet, you will be enrolled in default coverage. Your next opportunity to elect coverage will be during Annual Benefits Enrollment in the fall for coverage effective the following January.

** Keep in mind that you can roll over existing 401(k) account balances at any time. Rollover information (including forms) is available on Fidelity NetBenefits®. Choose “Rollover” from the Quick Links menu for the Disney 401(k) Savings Plan.
At D Life | My Benefits, you’ll find the information and resources you need to make the most of your Disney health, savings, insurance and wellness benefits. There are two ways to access the site:

- Select My Disney Benefits from the D Life home page, or
- Access it directly at Benefits.Disney.com, where you can log in with your Disney ID or the username and password you set up when you registered for the site.

Note: Your spouse or partner can also access general information at Benefits.Disney.com without having to log in.

You can also call the Disney Benefits Center at 1-800-354-3970 for help with all your benefits needs. Fidelity representatives are available Monday through Friday between 8:30 a.m.–8:30 p.m. ET (5:30 a.m.–5:30 p.m. PT).

REGISTRATION INSTRUCTIONS

Before you can register for access to D Life | My Benefits, you’ll have to wait for your eligibility information to be sent from Disney to Fidelity Investments®, our benefits administrator. This could take 3–5 days, or more. Then, the first time you visit the site:

- Go to Benefits.Disney.com and select the “New User Registration” link
- Enter the last four digits of your Social Security number, your first and last name, and your date of birth
- Create your username and password

ENROLLMENT PROCESS

Fidelity administers the Disney health, savings, insurance and wellness benefits. You’ll be able to register and enroll in your benefits online during your enrollment window, anytime on or after your benefits effective date. You don’t have to wait for your enrollment kit to arrive in the mail.

- To enroll online: Go to D Life | My Benefits at Benefits.Disney.com and select the “NetBenefits” link at the top of any page.
- To enroll by phone: Call the Disney Benefits Center at 1-800-354-3970 and select “Health and Wellness” after entering your username and password with your keypad. You’ll be connected with a representative who can assist you.

After you enroll, you can print a confirmation of your enrollment through NetBenefits, if you need care before your ID cards arrive in the mail.

WANT TO LEARN MORE ABOUT YOUR BENEFIT OPTIONS?

Attend a benefits orientation webcast and get your questions answered.

- When: First and third Friday of every month at 1:00 p.m. ET (10:00 a.m. PT)
- What: More detailed overview of your benefit options and how to enroll, including a Q&A session
- How: Go to disneybenefits.webex.com to register for and/or attend a session

Eligibility for certain benefits may vary based on your job status, work location or collective bargaining agreement.