

Benefits Updates



Summary of Material Modifications – 2023

This document contains information on changes to Disney benefits plans effective January 1, 2023 (or as otherwise noted). Depending on your job location and work status, not all plans may apply to you. Please keep this document for reference.

Amendments to Signature Benefits Plan

The *Signature* Benefits Plan (the “Plan”), is amended effective January 1, 2023 (except as otherwise specified below), in the following respects:

MEDICAL AND PRESCRIPTION DRUG PROGRAMS

- **Medical Travel Benefit:** Effective July 1, 2022, the medical travel benefit offered under all Cigna and Allegiance medical options increased to a maximum of \$10,000 and it is available for continued access to similar levels of care in another location for a range of medical situations, including cancer treatments, transplants, transgender procedures and family planning.
- **Kaiser Medicare Advantage:** Over 65 retirees in groups PRM 1, PRM 2, 3, 4, PRM 5 and CMC enrolled in the Kaiser Sr. Advantage Plan will see a reduction of \$500 in their medical out-of-pocket maximum. The out-of-pocket maximum is changing from \$1,500 to \$1,000.
- **HMSA PPP:** Prostate Specific Antigen (PSA) Screening. PSA laboratory test screening for men will be covered with no member copayment when received from a network provider. This change is being made to comply with the Prepaid Health Care Act, which requires benefits equal to those offered by the prevalent HMSA HMO plan.
- **Preventive Care:** Covered preventive care services are those required by regulations issued under the Patient Protection and Affordable Care Act and are covered by the Plan with no cost sharing when provided by in-network providers. Covered services include those listed under, "Preventive Care Benefits for adults, women and children" on the <http://www.healthcare.gov/center/regulations/prevention.html> website — individual links are provided for each of the categories below (with charts listing all the required preventive care services in each category):
 - An evidence-based item or service that has in effect a rating of “A” or “B” in the current recommendations of the United States Preventive Services Task Force;
 - An immunization that has in effect a recommendation from the Advisory Committee on Immunization Practices of the CDC;
 - evidence-informed preventive care and screenings provided for in the comprehensive guidelines supported by the Health Resources and Services Administration (“HRSA”) for infants, children, and adolescents; and
 - other evidence-informed preventive care and screenings provided for in comprehensive guidelines supported by HRSA for women.

The Plan also covers items, services, or immunizations that are intended to prevent or mitigate COVID-19 that meet the criteria outlined above.

HEALTH CARE FLEXIBLE SPENDING ACCOUNT AND HEALTH SAVINGS ACCOUNTS

- **Health Care Flexible Spending Account (FSA)** – The maximum annual contribution to a Health Care FSA will change from \$2,750 to \$2,850.
- **Health Savings Accounts (HSA)** – For active employees and COBRA participants enrolled in the Consumer Choice medical option, the maximum annual contribution (Company and participating employee) to an HSA will increase from \$3,650 to \$3,850 for those electing individual coverage and from \$7,300 to \$7,750 for family coverage. Employee contribution maximums are decreased by the potential amount of Company-paid wellness rewards and the

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annual Company contribution to the Health Savings Account for eligible active employees participating in the Consumer Choice medical option.

- The Dependent Care Flexible Spending Account (DCFSA) annual contribution limit for highly compensated employees (defined by Internal Revenue Code §414(q)) is being reduced to \$2,700 for 2023.

DISABILITY INSURANCE

- Supplemental Long Term Disability (LTD): Employees enrolled in the Supplemental 90-day LTD option will see a reduction of 7.8% in their weekly premiums. Employees enrolled in the Supplemental 180-day LTD option will see a reduction of 7.0% in their weekly premiums.
- The maximum weekly benefit provided under the Temporary Disability Insurance for eligible employees in Hawaii will be the 2023 maximum weekly benefit amount set by the Hawaii Department of Labor and Industrial Relations.

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EMPLOYEES RETURNED FROM LAYOFF

- The Plan states that employees who are laid off and return to work within 12 months will not have a 30- or 60-day waiting period applied to coverage.
- For certain coverages (such as medical, dental, and vision) employees who are laid off and are rehired from layoff after 12 months may be required to fulfill a 30-day or 60-day waiting period for coverage to begin. Effective April 19, 2020, waiting period requirements under the Plan were waived for eligible union employees who were rehired from layoff after 12 months, pursuant to negotiated agreements between the respective Bargaining Units and the Company. The waiting period requirements under the Plan will be reinstated for certain collectively bargained employees (described below) on the dates outlined in the table below:

Union	End of “Waiting Period” Requirement Waiver
AEA	September 10, 2022
STCU	October 1, 2022
IESA	December 31, 2022
Local 11	December 31, 2022
AFM	December 31, 2022
AGVA	December 31, 2022
IATSE 504/923	December 31, 2022
IATSE 706	December 31, 2022
Master Services/Ontario	December 31, 2022
Local 50	December 31, 2022
DLR CMC	December 31, 2022
Op Engineers	December 31, 2022
Laborers	December 31, 2022
Carpenters	December 31, 2022

COVID-19 CHANGES

- Plan Related Deadlines

The Plan extended certain deadlines for COBRA, claims and appeals, HIPAA special enrollment elections, and external review due to the COVID-19 National Emergency. The President has announced that the National Emergency will end on May 11, 2023. Please contact your Claims Administrator or Insurance Company if you have questions about how the end of the National Emergency will impact these deadlines.

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*This Summary of Material Modifications is designed to highlight certain information about Disney benefits plan changes in the Plan effective January 1, 2023 (unless otherwise indicated). However, it does not attempt to spell out all the details, provisions, limitations, restrictions and exclusions of the Plan. The Company reserves the right to amend, suspend, or terminate an entire Plan or any part of the Plan(s) at any time. See your Summary Plan Descriptions for the Plan for additional information about the Plan. The Walt Disney Company complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. Please go to **Benefits.Disney.com** for the full text of the nondiscrimination notice as well as information on language assistance for those who do not speak English.*