



Disney Human Resources Strategies and Services, LLC

Dear Disney Benefits Plan Participant,

Each year, we and our Disney benefits providers send you a variety of communications, some in print and some on-line or other media. In most cases, we are informing you about the features of our benefits plans, any upcoming changes, or ways in which you can take best advantage of the plans in which you participate. Other times, such as this one, we are required by Federal law to provide you with specific documents or information, often in a format that seems very technical in nature.

On this Legal and Regulatory Notices page are individual **Summary Annual Reports** for each Disney benefits plan in which you might have been covered at any time during the **2019** plan year. These documents are summaries of the full annual reports that the Company filed with the government for that year.

Also on this page you will find:

- **Summary of Material Modifications** that lists all changes to the Disney benefit plans which will become effective in **2021** for participants in these plans. Depending on where you work and your job status, not all of these changes may apply to you.
- **Privacy Notice** required under the Health Insurance Portability and Accountability Act (HIPAA). This notice provides important information about how your medical information may be used and disclosed.
- **Wellness Program Notice**, which explains what personal information may be required in order to earn incentives under the *Disney Healthy Pursuits* Wellness Rewards Program, and how that information is used and protected.
- **Nondiscrimination Notice**, which describes how 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.
- A link (at the very bottom of the page) to your **Summary Plan Description** for the Disney *Signature* Benefits Plan.

If you have any questions concerning this information you can call the **Disney Benefits Center toll-free at 1-800-354-3970**. Representatives are available from 8:30 a.m. to 8:30 p.m. ET (5:30 a.m. to 5:30 p.m. PT).

This letter has been designed to give you some key information about your Disney benefits plan(s). However, it does not attempt to spell out all the details, provisions, limitations, restrictions, and exclusions of the plans. The Company reserves the right to amend, suspend or terminate the entire plans, or any part of the plans, at any time. See your Summary Plan Description for additional information on the benefits plans.

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