

Nondiscrimination Notice

The Signature Benefits Plan (“Plan”) complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. Disney does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

The Signature Benefits Plan:

- Provides free aids and services to people with disabilities to communicate effectively with us, such as:
 - Qualified sign language interpreters
 - Written information in other formats (large print, audio, accessible electronic formats, other formats)
- Provides free language services to people whose primary language is not English, such as:
 - Qualified interpreters
 - Information written in other languages

If you need these services, contact the **Disney Benefits Center (DBC)**:

- Toll Free Number: **800-354-3970**
- TDD/Hearing Impaired: **888-343-0860**

If you believe that The Signature Benefits Plan has failed to provide these services or discriminated in another way on the basis of race, color, national origin, age, disability, or sex, you can file a grievance with:

Mercedes Ikard, Director, Integrated Benefits Operations,
Enterprise Benefits Civil Rights Coordinator
500 South Buena Vista Street
Burbank, CA 91521-7381
Email: Mercedes.Ikard.-Disney.Employee.Benefits@disney.com
Fax: 818-558-2042

You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, Mercedes Ikard, Civil Rights Coordinator, is available to help you.

You can also file a civil rights complaint with the U.S. Department of Health and Human Services, Office for Civil Rights, electronically through the Office for Civil Rights Complaint Portal, available at <https://ocrportal.hhs.gov/ocr/portal/lobby.jsf>, or by mail or phone at:

U.S. Department of Health and Human Services
200 Independence Avenue, SW
Room 509F, HHH Building
Washington, D.C. 20201
1-800-368-1019, 800-537-7697 (TDD)
Complaint forms are available at <http://www.hhs.gov/ocr/office/file/index.html>

Español (Spanish)

ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-800-354-3970 (TTY: 1-888-343-0860).

繁體中文 (Chinese)

注意: 如果您使用繁體中文, 您可以免費獲得語言援助服務。請致電 1-800-354-3970 (TTY: 1-888-343-0860)。

Français (French)

ATTENTION : Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-800-354-3970 (ATS : 1-888-343-0860).

Kreyòl Ayisyen (French Creole)

ATANSYON: Si w pale Kreyòl Ayisyen, gen sèvis èd pou lang ki disponib gratis pou ou. Rele 1-800-354-3970 (TTY: 1-888-343-0860).

Tagalog (Tagalog – Filipino)

PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 1-800-354-3970 (TTY: 1-888-343-0860).

Tiếng Việt (Vietnamese)

CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1-800-354-3970 (TTY: 1-888-343-0860).

한국어 (Korean)

주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-800-354-3970 (TTY: 1-888-343-0860)번으로 전화해 주십시오.

Deutsch (German)

ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 1-800-354-3970 (TTY: 1-888-343-0860).

تڨيرعلا (Arabic)

ملحوظة: إذا كنت تتحدث اذكر اللغة، فإن خدمات المساعدة اللغوية تتوافر لك بالمجان. اتصل برقم 1-888-343-0860 (رقم هاتف الصم

والبكم: 1-800-354-3970)

Русский (Russian)

ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-800-354-3970 (телетайп: 1-888-343-0860).

Italiano (Italian)

ATTENZIONE: In caso la lingua parlata sia l'italiano, sono disponibili servizi di assistenza linguistica gratuiti. Chiamare il numero 1-800-354-3970 (TTY: 1-888-343-0860).

Português (Portuguese)

ATENÇÃO: Se fala português, encontram-se disponíveis serviços linguísticos, grátis.
Ligue para 1-800-354-3970 (TTY: 1-888-343-0860).

हंद (Hindi)

ध्यान दः यद आप हंद बोलते ततो आपके लए मुफ्त भाषा सहायता सेवाएं उपलब्ध ह।
1-800-354-3970 (TTY: 1-888-343-0860) पर कॉल कर।

Polski (Polish)

UWAGA: Jeżeli mówisz po polsku, możesz skorzystać z bezpłatnej pomocy językowej.
Zadzwoń pod numer 1-800-354-3970 (TTY: 1-888-343-0860).

日本語 (Japanese)

注意事項：日本語を話される場合、無料の言語支援をご利用いただけます。
1-800-354-3970 (TTY:1-888-343-0860) まで、お電話にてご連絡ください。