

A man with curly hair, a beard, and sunglasses is sitting on a sandy beach, looking out at the ocean. He is holding a brown and white dog. The sky is a mix of blue and orange, suggesting sunset or sunrise. The man has tattoos on his arms and is wearing a black t-shirt and white pants. The dog is sitting upright, looking out at the water.

Emotional Well-Being Resources Guide

for all Disney employees and Cast Members



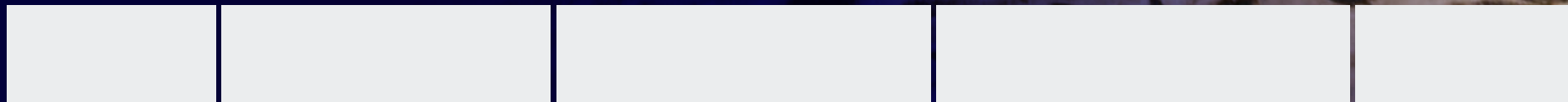
How's it going?

Your usual answer might be "Fine, thanks" without thinking about it. Over time, being fine has become another unwritten rule of having a polite conversation. **That's not a good thing.**

Disney Benefits wants to make it easier for you to discuss your mental and emotional well-being openly and honestly. The first step? Checking in with yourself.

In this guide, you'll find extensive resources to support your mental and emotional well-being. The benefits we offer are designed to meet you where you are, whether you're fine, so-so, not good, or need help now.

Click the links below to see available emotional well-being resources:



So, how's it going?

I'm OK



I'm OK

Good to hear! Let's maintain that. Disney Benefits is full of ways to keep a good mood going and to make a difference at work and in your community.

Notice the little things

How does your cat's fur feel in your hand? How does your shower feel on your skin? Mindfulness exercises on **Headspace**, some of them as short as one minute, will have you appreciating routine moments like never before.



Enrich your lifestyle

Try a new exercise class or recipe. Better yet, do both! Movement causes your body to release endorphins (literally, a natural high), and a post-workout meal is always in order. **Log in to Grokker** for thousands of guided fitness and cooking videos.



Engage at Disney

Our Business Employee Resource Groups (BERGs) connect you with other Disney employees who understand your lived experience. Rely on each other for support, learning opportunities, career development, and community engagement. All are welcome to **find a BERG**.



Make the world a better place

Your community needs you, and you need your community! Connecting with your neighbors is easy at Disney. Disney VoluntEARS empowers you to get involved and make a difference. **Volunteer opportunities are available now.**

So, how's it going?

Life is adding up



Life is adding up

It happens. Your Disney Benefits includes in-person and virtual counseling, self-care tools, and services to handle some responsibilities for you.



Talk to someone

This is what the **Employee Assistance Program (EAP)** is for. The EAP has counselors available to chat with you, confidentially, anytime about stress, conflict, relationships, family, and more. You have 10 onsite or virtual sessions per year paid for by Disney. Call **1-800-952-6676** or visit **MyCigna.com** for an appointment.



Take a deep breath

Meditating and breathing doesn't solve everything, but it can make you feel more clearheaded. Change the course of your day with a mindfulness exercise on **Headspace**. You won't stress about a major time commitment, either. Headspace sessions take as little as one minute.



Step back

Don't allow your obligations to weigh you down for the whole day. Use **Grokker** for guided videos on stress management, preventing burnout, and winding down to fall asleep.



Relieve the pressure

Too many tasks? **LifeCare** is ready to step in and handle some of them for you. They're experts who can help you find a caregiver for a loved one, set up a grocery delivery, find a plumber, and much more. Make a to-do list, and give LifeCare a call at **1-866-574-7229**. Chances are they can help.

So, how's it going?

I feel overwhelmed



I feel overwhelmed

Let's work together to change that. Disney Benefits offers counseling for any issue, an assistant to handle life demands for you, and financial resources when money is your foremost concern.



Find an ear

The **Employee Assistance Program (EAP)** is a versatile tool. Their counselors are trained to help you work through depression, anxiety, work or home conflicts, grief, stress, and more. Call the EAP at **1-800-952-6676**, and address what's on your mind.



Call for backup

Let **LifeCare** run errands for you. Their experts can handle little things, like finding backup child care, or bigger things, like helping you deal with a totaled car. Get in touch with them at **1-866-574-7229**.



Make a financial plan

Money-related stress is common. Disney Benefits has one-on-one financial coaching, useful and unique savings programs, and a Plan B for when you're really in a pinch. Read the **financial resources guide** for more details.

So, how's it going?

I need help right now

I need help right now

The right resource—or combination of resources—depends on what you're dealing with. No matter what's going on, Disney Benefits has your back.



Talk through it

The **Employee Assistance Program (EAP)** is equipped to address any problem weighing on you. Disney Benefits covers 10 onsite or virtual sessions per year. Call them at **1-800-952-6676** anytime you need to chat. EAP counselors can also refer you to a licensed mental health specialist in your area if you need additional support.



Find a helper

You need a place for your elder parent to live ASAP. An unplanned expense has you scrambling.

When life changes, call **LifeCare** at **1-866-574-7229**. They'll handle the details, so you can focus on getting your life back on track.



Get counseling

One in five Americans lives with a mental health condition. Five in five Americans experience stress, obstacles, and trauma. As long as you're enrolled in a Disney medical plan, appointments with therapists and psychiatrists are covered.

If you're not enrolled in a Disney medical plan, take advantage of the **EAP**, and check with your insurance provider about mental health coverage.



In immediate need?

Call Cigna at **1-800-952-6676** (option 1, then option 4). Ask to speak with an EAP consultant the same day. Support is available 24/7/365. Single-topic calls last about 20 to 30 minutes.

So, how's it going?

Contacts

Contacts

Whatever type of support you need, you aren't alone.
Reach out to Disney Benefits and our benefit partners.

Benefit	Contact information
Disney Benefits Center	U.S.: 1-800-354-3970 Outside the U.S.: 1-508-787-9902 Haitian Creole: 1-866-686-6783 (press 1) Vietnamese: 1-866-686-6783 (press 2) Benefits.Disney.com
Cigna EAP (for all Disney employees and Cast Members)	1-800-952-6676 (Spanish language assistance available)
Headspace	https://work.headspace.com/disney/join
LifeCare	1-866-574-7229 lifecare.com/disney
Grokker	grokker.com/disney support@grokker.com