

# Hulu Enhanced Benefits Guide

HEALTH

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UNIQUELY DISNEY

WHERE TO GO FOR HELP

FEATURED SITUATIONS

## Welcome to your **Disney** benefits!

This guide was created just for you, as your transition to Disney benefits continues—to help you understand the full value of all your Disney benefits in one convenient place.

Providing meaningful benefits that support you personally and professionally is important to Disney, and we continually evaluate—and evolve—our programs to ensure we're meeting your needs.

- Recent examples include expanded family building benefits and expanded emotional well-being support.
- For 2022, this means expanding our virtual health options to cover you when you need it most and enhancing Paid Time Off to offer greater flexibility.
- We also want you to enjoy the perks and special extras that you can only get by working here, so you can experience the magic of Disney every day.

◀ Click through the tabs on the left to see all the Disney benefits and resources available to you.

▼ Or see what benefits you may like based on your personal situation.



Growing my family



Balancing my work and life



Keeping my costs down

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## Health

Support your physical well-being with Disney's medical, dental and vision coverage—and more!

### Medical

Based on your location, you can choose from a range of HMO or PPO medical options to help you cover the cost of medical, prescription drugs and behavioral health expenses. All of the medical options pay 100% of eligible expenses for preventive services with a network provider, with no copayment or deductible required.

### Dental and Vision

Disney offers both dental and vision options for employees and their covered dependents, with in-network preventive services covered at 100%. Dental coverage is provided by Delta Dental and vision coverage is provided by VSP.

### Family-Building Benefit

Disney's family-building benefits offer coverage for fertility services, surrogacy and adoption, as well as egg and sperm freezing, up to a combined, single lifetime maximum of \$75,000. You must be enrolled in a Disney medical plan for fertility services to apply. You will be able to leverage a WinFertility Nurse Care Manager to help you navigate the entire process.

### Things you should know

The medical options available to you depend on where you live—take note of this during Annual Benefits Enrollment.

If you enroll in a medical option for 2022 you can earn up to \$600 in wellness rewards for you and your eligible spouse/partner, if applicable.

The Consumer Choice medical option gives you access to an HSA to save for qualified health care expenses now and in the future.

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## \$ Savings

Focus on your financial well-being with Disney's savings opportunities.

### FOR SALARIED

#### 401(k) Savings Plan

Contributions to the Disney 401(k) Plan will begin automatically at 4% of base pay after 90 days of service, unless you choose otherwise. After one year of service, Disney matches \$0.50 for every dollar contributed up to 4% of base pay. Contributions to your account are immediately vested at 100%.

#### Disney Retirement Savings Plan

After one year of service, Disney contributes a percentage of your annual eligible pay—between 3% and 9%, based on your age and years of service. You are not required to contribute to this account to receive the benefit. Disney's contributions are made on a quarterly basis and you will be vested in your account after three years of service.

#### Tax-Advantaged Accounts

Tax-advantaged accounts help pay for your health care and dependent day care expense with pre-tax dollars. Depending on your medical plan option, you can participate in a Health Savings Account (HSA), Health Reimbursement Account (HRA) or Health Care and Dependent Day Care Flexible Spending Accounts (FSAs). You do not need to enroll in a Disney medical plan in order to participate in the FSAs. Learn more about the [tax-advantaged accounts](#).

### FOR VIEWER EXPERIENCE AGENTS (VXA)

#### 401(k) Savings Plan

Contributions to the Disney 401(k) Plan will begin automatically at 4% of base pay after 90 days of service, unless you choose otherwise. After one year of service, Disney matches \$0.75 for every dollar contributed up to 4% of base pay, plus an additional \$0.50 per dollar up to the next 4% of base pay. Contributions to your account are immediately vested at 100%.

#### Tax-Advantaged Accounts

Tax-advantaged accounts help pay for your health care and dependent day care expense with pre-tax dollars. Depending on your medical plan option, you can participate in a Health Savings Account (HSA), Health Reimbursement Account (HRA) or Health Care and Dependent Day Care Flexible Spending Accounts (FSAs). You do not need to enroll in a Disney medical plan in order to participate in the FSAs. Learn more about the [tax-advantaged accounts](#).

### Things you should know

Your Hulu retirement benefits will transition to the Disney plans in 2022. Your Hulu years of service will count towards the 401(k) and Disney Retirement Savings Plans. Look for more information starting in November.

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## Insurance

Get the protection you need through Disney's insurance benefits and more.

### Life and Accident Insurance

Certain levels of Basic Employee Life and Accidental Death & Dismemberment (AD&D) Insurance and Spouse/Partner and Child Life Insurance are available at no cost. Additional coverage under Supplemental Employee Life and AD&D, Spouse/Partner and Child Life Insurance is available at an additional cost. Learn more about the [Life and Accident Insurance options](#).

### **NEW!** Short-Term Disability (STD)

(for Viewer Experience Agents (VXA) only)

In 2022, Disney will provide a basic STD benefit equal to 60% of base pay up to \$200 per week for eligible hourly employees in states that do not have a required state disability program. Eligible hourly employees may elect a supplemental STD benefit at an additional cost. [You may view details about your current disability benefits here until December 31, 2021.](#)

### **NEW!** Short-Term Illness (STI)

(for salaried only)

In 2022, Disney will provide an STI benefit equal to 100% of base pay up to 12 weeks after a waiting period of five consecutive working days. This benefit coordinates with your state of residence's disability benefit, if applicable. [You may view details about your current disability benefits here until December 31, 2021.](#)

### **NEW!** Long-Term Disability (LTD)

To help provide income protection if a disability prevents you from working, for 2022 there will be expanded Long-Term Disability (LTD) coverage.

- **Employees will be provided a new Company-paid Basic LTD benefit** that pays a benefit equivalent to 50% of base pay, up to \$2,500 per month, and
- **Employees will automatically be enrolled in an employee-paid Supplemental LTD option** that pays a benefit equivalent to 60% of base pay, up to \$30,000 per month, that begins after 90 days of consecutive disability (180 days for California residents)

[You may view details about your current disability benefits here until December 31, 2021.](#)

### Identity Theft Protection

Disney provides privacy protection services to monitor your identity for any suspicious activity at no cost. You'll receive regular credit monitoring and unlimited access to an online annual credit report. Family coverage is available at an additional cost. Learn more about your [identity theft protection benefit](#).

### Voluntary Benefits

Through Disney Voluntary Benefits, you have access to group rates on pet insurance, home and auto insurance. Group Legal provides access to a network of affordable legal services, and Purchasing Power lets you make large purchases, such as computers and appliances, with easy payroll deductions. Learn more about [pet, home and auto insurance](#), [Group Legal](#) and [Purchasing Power](#).

## Things you should know

If you don't want the new employee-paid Supplemental LTD coverage for 2022, you must actively decline coverage during Annual Benefits Enrollment. You will still be enrolled in Basic LTD coverage.

You are automatically enrolled in Identity Theft Protection at no cost to you unless you choose "No Coverage" during Annual Benefits Enrollment.

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## Wellness

Enhance your physical, financial and emotional health with Disney's well-being resources.

### **NEW!** Wellness Rewards

If you enroll in a Disney medical option, you can earn up to \$300 in wellness rewards—or \$600 if your enrolled spouse or partner participates too. Rewards are deposited into the tax-advantaged account associated with your medical option to help pay for medical expenses. [You may view details about the current Be Well stipend here until December 10, 2021.](#)

### Employee Assistance Program (EAP)

EAP provides mental health and counseling resources for each member of your household, whether you are eligible for or enrolled in Disney benefits. You can speak with an advocate anytime over the phone, plus you and each of your household members are entitled to up to 10 free sessions with a network counselor (per concern). Learn more about [EAP](#).

### Wellness Resources

Disney provides a range of resources, programs and services to support your well-being. Learn more about the [Wellness Resources](#) available to you.

## Things you should know

[Headspace](#)—your personal guide for meditation, sleep, focus and stress reduction—is available to you at no cost.

As part of the EAP, you have access to [TalkSpace](#), which offers online mental health support through text, voice or video.

Condition management programs are available to you and your family to care for serious or chronic illnesses. Other programs include diabetes support, smoking cessation, maternity management and nutrition and weight loss support. [Learn more!](#)

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## Flexibility

Balance your work and life, and take time to rest, recharge, or bond with a new addition.

### **NEW!** Vacation

Employees accrue vacation time each pay period up to a maximum, or cap. If you don't use all of the vacation time you accrue in a calendar year, you can carry it over to the following year up to a maximum amount. Annual accruals are based on your job status and years of service as follows:

#### Salaried Exempt & Non-Exempt

Years 0–9: 3 weeks (Executives start at 4 weeks)  
Years 10–19: 4 weeks  
Years 20+: 5 weeks

#### Viewer Experience Agents (VXA)

Years 0–3: 2 weeks  
Years 4–9: 3 weeks  
Years 10–19: 4 weeks  
Years 20+: 5 weeks

### **NEW!** Paid Holidays

12 paid holidays each calendar year

11 paid holidays each calendar year

### **NEW!** Care/Sick Time

10 days are allotted at the beginning of each year to care for oneself and family members, or for other personal and safety reasons, whether physical or emotional. Unused Care/Sick Time does not carry over to the following calendar year.

Accrue up to 80 hours each year to care for oneself and family members, or for other personal and safety reasons, whether physical or emotional. Unused Care/Sick Time carries over to the following calendar year up to a maximum amount.

### **NEW!** Paid Leave

Disney provides up to 12 weeks, eight of which are paid, to bond with a child born or placed in the home.  
  
Disney provides up to 12 weeks, eight of which are paid, to care for a family member.

Disney provides up to 12 weeks, eight of which are paid, to bond with a child born or placed in the home.

### Work-Life Resources

LifeCare resources can help with a variety of life- or work-related needs such as childcare and parenting, homework assistance, legal consultations or eldercare options for aging parents. This service is offered to you and your household members free of charge, whether or not you are eligible for or enrolled in Disney benefits. Child and adult Backup Care is also available at a low cost. Learn more about your [Work-Life Resources](#). Note: in 2022, you will access LifeCare using a different URL and phone number. More details are on [D Life | My Benefits](#).

### Things you should know

Salaried exempt employees will have three weeks of PTO frontloaded in 2022, so you don't have to wait to accrue your PTO. If eligible, any additional time will accrue.

Non-exempt employees will be able to roll over accrued vacation balances, up to a certain maximum amount, into 2022. Any amount not rolled over will be paid out.

In 2022, parental leave time is available through Disney or legacy Hulu policy entitlement, whichever is greater.

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## Perks and more

Take advantage of the special perks available to you.

### Commuter Assistance

The Disney Commuter Assistance Program enables pre-tax deductions from your paycheck to cover commute-related transit, vanpool and parking expenses. In some regions, you can also earn points for alternative commuting to redeem for direct payroll rewards.

### Matching Gifts

Eligible employees can double their charitable donations with a matching gift from The Walt Disney Company Foundation.

**NEW!**

### Educational Reimbursement

(for salaried only)

Disney offers tuition reimbursement of up to \$700 per credit/unit and for the costs of any books for courses directly related to your role.

**NEW!**

### Disney ASPIRE

(for Viewer Experience Agents (VXA) only)

Disney pays 100% tuition up front at network schools for programs that include high school completion, language learning, skilled trade diplomas, undergraduate degrees, Master's degrees, and more.

### Learning and Development Resources

Employees at Disney have the opportunity to learn continuously on the job, through projects and special assignments, learning alongside and from the expertise of others and through formal development offerings.

### Things you should know

You can still participate in the legacy Hulu Student Loan Assistance Program if you're enrolled by December 31, 2021.

If you already are receiving Hulu VIP, you will continue to have free access through 2022.

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## Uniquely Disney

Experience the magic with perks that are unique to Disney.

### Complimentary Theme Parks Admissions

You can enjoy the magic of Disney with complimentary Theme Park admission privileges and discounts on Disney dining, vacations and more. To take advantage of these unique experiences, eligible employees must have a Disney personnel number (PERNR) and a Company-issued badge.

### Discounts

As part of the Disney family, eligible employees can save on Disney merchandise with their PERNR and Company-issued badge. National and local discounts are also available through [LifeMart](#), LifeCare's discount program.

### VoluntEARS

Employees contribute their time and talents to help strengthen communities around the world. Since the program's founding in 1983, Disney VoluntEARS in more than 40 countries have given over 8 million hours of volunteer service.

### VoluntEars Grant Program

The VoluntEars Grant Program provides an opportunity for employees to turn their hours of volunteer service into a financial contribution to eligible educational institutions and charitable organizations.

### Disney Scholars

The Disney Scholars program awards 100 tuition scholarships of up to \$20,000 USD (\$5,000 per year, over four years) to dependents of employees who are currently high school seniors (i.e., students in their final year of secondary school) and plan to attend accredited, degree-granting colleges, universities or technical/trade schools in the next academic year.

### Things you should know

Each fall you get to choose whether you receive a Main Entrance Pass or a one-year subscription to the Disney bundle streaming subscription (Disney+, ESPN+ and Hulu).



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## ? Where to Go for Help

### FOR YOUR 2021 BENEFITS

#### [AskHR](#)

Starting with the vendor directly is highly recommended. For general benefits questions, submit a ticket through AskHR within the ServiceNow portal.

#### [BenefitsatHulu.com](#)

Benefitsathulu.com will be available until December 31, 2021, to view details of your *current* benefits.

#### [Vendor Contacts](#)

Get in touch directly with your 2021 vendors when you have questions about your benefits.

### FOR YOUR 2022 BENEFITS

#### Disney Benefits Center

**AVAILABLE OCTOBER 13**

For information and assistance on Health, Insurance, and Retirement benefits.

**Phone (US)**  
1-800-354-3970

**Hours of Operation**  
8:30 a.m. – 8:30 p.m. ET, Mon-Fri

#### Global HR Operations

For information on other perks and policies, like time away and education assistance.

**Phone (US)**  
1-321-939-7000

**Hours of Operation**  
9:00 a.m. – 8:00 p.m. ET, Mon-Fri

**Questions about a leave of absence?**  
Call 1-321-939-7800  
9:00 a.m. – 8:00 p.m. ET, Mon-Fri

#### [D Life | My Benefits](#)

**AVAILABLE OCTOBER 5**

Sign in for a more personalized experience and information tailored to you.

**AVAILABLE OCTOBER 13**  
When you're ready to enroll for 2022, select "Enroll now" and you'll be brought to Fidelity NetBenefits® to make your elections.

#### [Vendor Contacts](#)

Get in touch directly with your 2022 vendors when you have questions about your benefits.

### Things you should know

Annual Benefits Enrollment is October 13–29. Make sure you actively enroll to get the coverage you need in 2022.

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## Growing & supporting my family

Families are an important part of our lives—and how we grow and care for them is unique. That's why you have access to resources that support you and your loved ones in a variety of ways, no matter what stage you're at.

### FAMILY-BUILDING BENEFITS

Disney's family-building benefits offer coverage for fertility services, surrogacy and adoption, as well as egg and sperm freezing, up to a combined, single lifetime maximum of \$75,000. You must be enrolled in a Disney medical option for fertility services to apply.

### BONDING LEAVE

Disney provides up to eight weeks of paid leave to bond with a child born or placed in the home while you are employed with Disney. In 2022, Parental Leave is available through Disney or the legacy Hulu policy entitlement, whichever is greater.

### FAMILY CARE LEAVE

Disney provides up to 12 weeks of leave to care for a family member with the ability to use paid time while you're away from work.

#### FOR SALARIED

Disney provides up to 12 weeks, eight of which are paid, to care for a family member.

### BACKUP CARE

The Backup Care Program provided through LifeCare connects you to local, reliable and prescreened care providers who can look after your loved ones—even at the last minute. You'll have access to:

- A network of licensed accredited childcare centers, or a professional caregiver to care for your child in your home
- A network of credentialed in-home care providers who can care for older adults
- Expert guidance to help you understand your options and prepare your children and older adults for their temporary change in care

You may also use a trusted Personal Caregiver, such as a babysitter, family member or friend, and qualify for reimbursement!

Note: For 2021, LifeCare can be accessed via [member.lifecare.com](https://member.lifecare.com). In 2022, you will have a new way to access LifeCare—at [lifecare.com.disney](https://lifecare.com.disney).

Get a comprehensive view of [Disney's family care resources](#), including additional resources for returning to work after welcoming a child into your home and caring for your loved ones.

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## Balancing my work and life

*It's important to take time for yourself—and your family—to allow you to bring your best self to work.*

### VACATION, HOLIDAYS AND CARE TIME

In addition to your Vacation, you have holidays to celebrate the days most important to you and Care/Sick Time available to care for yourself or your loved ones when you need it.

#### FOR SALARIED

Disney provides 12 paid holidays each calendar year. For Care/Sick Time, you get 10 days allotted at the beginning of each year to care for yourself and family members, or for other personal and safety reasons, whether physical or emotional. Unused Care/Sick Time does not carry over to the following calendar year.

#### FOR VXA

Disney provides 11 paid holidays each calendar year. For Care/Sick Time, you accrue up to 80 hours annually each year to care for yourself and family members, or for other personal and safety reasons, whether physical or emotional. Unused Care/Sick Time carries over to the following year.

### LIFECARE RESOURCES AND REFERRAL SERVICES

Whether you need guidance and support during major life events or help with life's day-to-day challenges, LifeCare's work-life specialists do the busy work, freeing you up to focus on other things, or just relax and recharge. Take a look at the [work-life resources](#) offered at Disney, or go directly to LifeCare.

Note: For 2021, LifeCare can be accessed via [member.lifecare.com](#). In 2022, you will have a new way to access LifeCare—at [lifecare.com.disney](#).

### EMOTIONAL WELL-BEING RESOURCES

Disney is committed to destigmatizing mental health, breaking down barriers to access and giving you the tools that work best for you and your day-to-day life.

We offer easy to access and innovative programs that support your mental well-being, such as:

- **TalkSpace**, an online mental health support service
- **Headspace**, your personal guide for meditation, sleep, focus and stress reduction
- **Grokker**, an on-demand wellbeing platform for exercises and other activities

Get a comprehensive look at [Disney's emotional well-being resources](#).



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## Keeping my costs down

Whether you're saving for near-term expenses or planning for the future, Disney has benefits and perks to keep more money in your pocket.

### TAX-ADVANTAGED ACCOUNTS AND WELLNESS REWARDS

Depending on the medical option you enroll in, you have access to tax-advantaged accounts that help you save on taxes for eligible medical expenses. If you enroll in the Consumer Choice medical option, you get a Health Savings Account (HSA)—which you and Disney contribute to—to save for qualified medical expenses now and in the future with the option to invest. The other medical options offer a Health Care Flexible Spending Account to help you save on taxes while paying for eligible medical expenses for the year.

#### NEW!

If you enroll in a Disney medical option for 2022, you can also earn up to \$300 in Disney Wellness Rewards—or \$600 if your eligible spouse or partner participates too. Rewards are deposited into the HSA if you're enrolled in Consumer Choice, or a Health Reimbursement Account (HRA) if you're enrolled in one of the other medical options. (The HRA is for wellness rewards only—you cannot make your own contributions to that account.)

### RETIREMENT BENEFITS

In 2022, you will transition to the Disney 401(k) Savings Plan, which has the same features you enjoy today. Salaried employees will also transition to the Disney Retirement Savings Plan (does not apply to VXA). You will receive more information beginning in November about how your legacy Hulu account balances will transfer to the Disney Plan(s).

### DISCOUNTS AND COMMUTER ASSISTANCE

As part of the Disney family, eligible employees can save on Disney merchandise with their PERNR and Company-issued badge. National and local discounts are also available through LifeCare's LifeMart program.

The Disney Commuter Assistance Program enables pre-tax deductions from your paycheck to cover commuter-related transit, vanpool and parking expenses. In some regions, you can also earn points for alternative commuting to redeem for direct payroll rewards.

#### NEW!

### DISNEY ASPIRE (for Viewer Experience Agents (VXA) only)

Starting in 2022, Disney will pay 100% tuition up front at network schools for programs that include high school completion, language learning, skilled trade diplomas, undergraduate degrees, Master's degrees and more.

#### NEW!

### EDUCATION REIMBURSEMENT PROGRAM

(for salaried only)

Starting in 2022, Disney's Education Reimbursement Program will cover up to \$700 per unit/hour for classes of an educational or technical nature directly related to your current position.



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## DISCLAIMER

This document has been designed to give you some key information about Disney perks and Disney's benefit options for 2022 under Disney's *Signature* Benefits Plan. 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 perks or the entire *Signature* Benefits Plan, or any part of the Plan, at any time. See the Summary Plan Descriptions (SPDs) at [D Life | My Benefits \(Benefits.Disney.com\)](https://Benefits.Disney.com) or sample SPDs in the Reference Library on NetBenefits for additional information about Disney's benefits.