



2026 Disney Wellness Rewards (1/1/2026 to 12/31/2026)

Questions & Answers

1) Who is eligible to earn 2026 wellness rewards?

Active full-time or part-time U.S.-based (and U.S. expat) Employees, Cast Members and their spouses/domestic partners enrolled in a 2026 Disney medical option (Cigna, Kaiser or HMSA) are eligible to participate in 2026 wellness rewards.

2) How do eligible members earn wellness rewards?

Get a preventive exam, cancer screening, or complete a Journey on Disney CareConnect between 1/1/26 and 12/31/26 to earn \$300 deposited into your HRA or HSA.

Members enrolled in a Disney Cigna medical plan option will automatically receive the preventive or screening reward when the claim is processed.

Ex-Pats and members enrolled in a Disney Kaiser or HMSA medical plan option should bring the preventive exam form found on benefits.disney.com > Wellness Rewards to their doctor's appointment.

3) How do I access a Journey?

- Log in to your Disney CareConnect account via the Evernorth mobile app or web.
- Go to Explore Wellness & Rewards > Activities > Journeys
- Journeys may also be accessed through a recommendation on the home screen.

4) What if I just recently completed my preventive exam, do I have to wait a full year to earn my rewards?

You do not need to wait until your next preventive exam, you may complete one of the other activities in order to earn your rewards.

5) My spouse/partner and I both work for Disney. Which one of us participates in the wellness rewards as the spouse, and which one as the Disney Employee or Cast Member?

The wellness rewards each of you earn will be credited to the HSA or HRA of the Employee/Cast Member (not the dependent) who enrolls in 2026 medical coverage through Disney. If you're each enrolled separately, your rewards will be paid to your individual accounts.

6) Is there a deadline to earn 2026 wellness rewards?

You will have until December 31, 2026 to earn 2026 wellness rewards.

7) How will my rewards be paid?

Any 2026 wellness rewards you and your spouse/partner earn will be credited to your Optum Financial HSA or HRA, depending on the Disney medical option you choose for 2026.

Generally, wellness rewards will be credited to your account within four to six weeks after completing the activity.

8) Can I choose to have my wellness rewards added to my paycheck instead of credited to my HSA or HRA?

No. Wellness rewards are only payable directly to an HSA or HRA account.

9) When will my wellness rewards funds be credited to my HSA or HRA?

Wellness rewards will generally be paid four to six weeks after they are earned.

10) I qualified for a reward – where can I go to see if it's been deposited in my HSA or HRA?

You should first confirm your rewards have been properly recorded on Disney CareConnect. If your preventive exam, cancer screening, or completion of Journey completion is not showing as completed within six weeks after the activity is completed, connect with a Care Guide by calling **1-800-577-7498**.

To verify if your rewards have been posted to your HSA or HRA, select the Optum Financial link on the Contacts page on Benefits.Disney.com, or directly at Optumbank.com/Disney.

11) What is the maximum amount I can earn?

An employee or Cast Member enrolled in a Disney medical plan option can earn \$300 maximum in wellness rewards for 2026. Spouses/partners enrolled in a Disney medical plan option can earn an additional \$300 maximum in wellness rewards for 2026.

12) What happens if I earn rewards, but leave Disney before they are posted to my HSA/HRA?

You must be actively employed with Disney or on furlough with benefits at the time your rewards are posted. If you leave Disney after earning wellness rewards, but before the money is credited to your account, you will not receive payment.

13) Who do I call if I have a question about the status of my 2026 wellness rewards?

Call the Disney Benefits Center at **1-800-354-3970** if you have questions. Representatives are available Monday-Friday from 8:30am to 8:30pm ET (5:30am to 5:30pm PT).

Any rewards that remain unpaid 90 days after the end of the program year cannot be paid.

14) Will the Company receive my personal health information and, if so, how will they use it?

Disney takes your privacy seriously. Any personal health information you provide will remain confidential and will be handled by Fidelity and other designated health care partners according to strict privacy guidelines. No personally identifiable information will be provided to Disney at any time.

Disney will only receive aggregate data, which is used to identify opportunities to provide specific programs in targeted areas based on these identified needs.

15) Can a dependent restrict access to their information so the employee won't see it?

If a dependent would like to request a privacy restriction so that the employee who covers them cannot see any of their information, they can do so by calling the phone number on the back of their Cigna ID Card to request a HIPAA restriction. The customer service representative will direct the depend to the "Request for Restriction of Use and Disclosure of Private Health Information form, which can be found by using the following path via Cigna.com>Find a form>Privacy Forms>Cigna Health Care and Behavioral Privacy Forms>Request for Confidential Communications or Restrictions Request. Once the form is received the Member Rights Repository will be updated with a notation and all applicable downstream systems will be updated accordingly.

16) Who can I call for questions related to health coaching from the Disney dedicated Wellness Team?

You may call Cigna at **1-800-577-7498** to connect with a Coach. Onsite and virtual coaching is available at many Disney locations. Coaching locations and times may vary.

17) Do I still have access to Headspace for mindfulness activities?

While you can no longer earn Wellness Rewards this way, Headspace is available on Disney CareConnect.