NOTICE REGARDING WELLNESS PROGRAM

The Disney Wellness Rewards Program is a voluntary wellness program available to all active U.S.-based (and U.S. expatriate) regular full-time and regular part-time employees and their spouse or domestic partner who are enrolled in a Disney medical plan option for the current program year. The program complies with federal rules permitting employer-sponsored wellness programs that seek to improve employee health or prevent disease, including the Americans with Disabilities Act of 1990, the Genetic Information Nondiscrimination Act of 2008, and the Health Insurance Portability and Accountability Act, as applicable, among others.

If you and your spouse or partner choose to participate in the wellness program, you will each receive an incentive of $300 for getting a preventive exam or cancer screening, or completing a Journey on Disney CareConnect. Although you are not required to get the preventive exam or cancer screenings or complete the Journey, only employees (or their enrolled spouse or partner) who do so will be qualified to earn the incentive.

Protections from Disclosure of Medical Information:

We are required by law to maintain the privacy and security of your personally identifiable health information. Although the Disney Wellness Program may use aggregate information it collects to design a program based on identified health risks in the workplace, the Disney Wellness Program will never disclose any of your personal information either publicly or to Disney, except as necessary to respond to a request from you for a reasonable accommodation needed to participate in the wellness program, or as expressly permitted by law. Medical information that personally identifies you that is provided in connection with the wellness program will not be provided to your supervisors or managers and may never be used to make decisions regarding your employment.

Your health information will not be sold, exchanged, transferred, or otherwise disclosed except to the extent permitted by law to carry out specific activities related to the wellness program, and you will not be asked or required to waive the confidentiality of your health information as a condition of participating in the wellness program or receiving an incentive.

Anyone who receives your information for purposes of providing you services as part of the wellness program will abide by the same confidentiality requirements. The only individuals who may receive your personally identifiable health information are your primary care physician, if you elect to have this information provided, or a Disney Wellness Coach in order to provide you with services under the wellness program.

In addition, all medical information obtained through the wellness program will be maintained separate from your personnel records, information stored electronically will be encrypted, and no information you provide as part of the wellness program will be used in making any employment decision. Appropriate precautions will be taken to avoid any data breach, and in the event a data breach occurs involving information you provide in connection with the wellness program, we will notify you immediately.

You may not be discriminated against in employment because of the medical information you provide as part of participating in the wellness program, nor may you be subjected to retaliation if you choose not to participate.

If you have questions or concerns regarding this notice, or about protections against discrimination and retaliation, please contact:

Mercedes D. Ikard, Sr. Director, US Benefits Operations, Enterprise Benefits – HIPAA Privacy Officer
Email: **Mercedes.Ikard.-.Employee.Benefits@disney.com**

© Disney