Disney's Inclusive Benefits and Resources

Our comprehensive benefits, services and resources provide care and support for our LGBTQIA+ employees, Cast Members and loved ones so they can be their authentic selves.

Review the summary of benefits and resources that can help in:

• Supporting your health and well-being
• Caring for your family

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

Disclaimer: This Benefits Resource Guide is intended primarily for employees and Cast Members eligible for Disney’s Signature Benefits. Access to resources and eligibility for specific benefits may vary depending on an employee or cast member’s work status or job location. Eligibility and terms of the benefits are governed by the official plan document(s).
Medical Care

All of Disney’s medical options provide coverage to eligible employees and Cast Members, their partners and dependent children. Learn more about who you can cover under your Disney benefits.

Disney medical options include preventive care and screenings for all genders and gender identities, as well as best-in-class gender affirmation benefits, such as surgeries, hormone replacement therapy, mental health services and supplemental gender affirming procedures and services.
Medical Care

The services listed below, as well as all services provided under Disney’s medical options are available to all eligible employees and Cast Members, their partners and dependent children of all genders and gender identities. To learn more click on the provider links below.

<table>
<thead>
<tr>
<th>Provider</th>
<th>Preventive Care Services &amp; Screenings</th>
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<tbody>
<tr>
<td>Cigna</td>
<td>• Cervical and breast cancer screenings</td>
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<td></td>
<td>• Prostate cancer screenings</td>
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<td>• Colon cancer screenings</td>
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<td></td>
<td>• Mental health screenings</td>
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<td></td>
<td>• Gynecology, Maternity/Obstetrics, Fertility services</td>
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<tr>
<td></td>
<td>• Other tests and vaccinations based on individual needs</td>
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<tr>
<td>Kaiser</td>
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<tr>
<td>Orlando Health</td>
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<tr>
<td>AdventHealth</td>
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Gender Affirmation Benefits

• Gender affirming surgery
• Breast surgery, including mastectomy and breast augmentation
• Hormone therapy and related lab testing
• Mental health counseling
• Children and adolescent care
• Travel Allowance for out of area care
• Supplemental gender affirmation procedures such as laser hair removal and voice therapy
• Routine medical care
• Dedicated member services teams
Onsite Medical Care – Central Florida

Disney’s Centers for Living Well provide eligible employees and Cast Members, their partners and dependent children of all genders and gender identities high-quality, culturally competent and inclusive medical care.

**Center for Living Well**

**Preventive Care Services & Screenings**
- Primary and preventive care
- Onsite pharmacy
- Infusion therapy
- Lab and diagnostic services
- Vision care
- Mental health counseling
- Health screenings, tests and vaccinations
- Condition management

**Gender Affirmation Services**
- Gender affirming hormone replacement therapy
- Referrals to in-network surgeons that perform gender affirming surgery
- Support for children and adolescent care
- All patients can access FindHelp.Premisehealth.com and search via Zip code for LGBTQIA+ resources
- Dedicated customer service team
- Providers trained in diverse and inclusive care
Virtual Care

The care you need—when, where and how you need it

Employees and Cast Members, their partners and dependent children of all genders and gender identities enrolled in a Disney medical option are eligible to receive virtual care. Please read below for the option that applies to you.

**Center for Living Well**

If enrolled in:
- Cigna medical options,
- Orlando Health Cast Advantage,
- AdventHealth CastCare

**Virtual Primary Care and Mental Health Counseling**

Access a team of providers committed to your well-being. Virtual providers treat symptoms, write prescriptions, recommend in-network specialists and more. Here’s how you can take advantage of virtual primary care and mental health counseling. Learn More

- 24/7 assistance for illnesses like colds and flu, pink eye and nausea
- Designate a specific provider for preventive care, medication management and ongoing needs
- Receive mental health counseling and treatment for short or long-term needs including depression, anxiety, stress management, sleep issues, work/life balance and family conflict

**Kaiser Telehealth Services**

If enrolled in:
- Kaiser CA, WA or HI

Kaiser provides many ways to get care—when and where it works for all. Primary care and specialty care are available through e-visits, video visits, and more. Learn More

- E-Visit — A personalized care plan—straight from a health care professional, entirely online. Great for minor health conditions and prescriptions.
- Video Visit — Schedule a video visit on kp.org and the Kaiser Permanente app or call the 24/7 advice line. Appointments are often on the same or next day.
- Clinical Advice — A 24/7 clinical concierge service to help navigate your care.
- Email Your Doctor’s Office — Follow-up care by messaging your doctor’s office with non-urgent questions.
There is no one-size-fits-all approach to better well-being. Disney provides a variety of easy-to-access and innovative programs that meet the unique needs of each employee, Cast Member, their partners and dependent children of all genders and gender identities. Here you’ll find information on available care and resources, including tips for building resilience, better nutrition habits and more restful sleep; activities that focus on mindfulness and meditation; or speaking to someone today.

Emotional Well-Being Resources PDF
Emotional Well-Being

**Cigna EAP**
- Individual sessions with LGBTQIA+ trained therapists
- Access to work location counselors, office visits with licensed therapists, virtual visits and online therapy sessions using the Talkspace app
- Referrals to qualified providers specializing in LGBTQIA+ needs
- On-demand webinars (replays and live) on gender transition, transgender benefits and LGBTQIA+ needs
- Access to articles and resources on LGBTQ+ Health | Cigna

**Phone (US):** 1-800-952-6676  
**Phone (Intl.):** 1-952-996-2910

**Cigna Wellness Coaching**
Referrals to LGBTQIA+ community resources

**LifeCare**
LGBTQIA+ 24/7 Support
Trained specialists provide assistance with referrals to educational materials, community resources and support groups

**Phone (US):** 1-866-574-7229  
**Phone (Intl.):** 1-203-226-2680

**Headspace**
Meditation and mindfulness activities.
Disney Family Care Resources
Every family is unique. That's why Disney provides diverse resources to support our employees, Cast Members and their loved ones in a variety of ways and at all stages.

Disney's inclusive Family Building Benefits go beyond the traditional definition of infertility. Where most programs only cover individuals with a medical diagnosis of infertility, our program has expanded services that remove those barriers, covering employees, Cast Members and family members of all genders, gender identities, sexual orientation and family structure.

Effective July 1, 2021, eligible employees and their dependents have access to all conception and cryopreservation benefits even without a diagnosis of infertility.

Family Care Resources PDF
Family Building Benefits

Disney provides eligible employees and Cast Members of all genders and gender identities all-inclusive Family-Building Benefits, up to a single lifetime maximum of $75,000. Disney partners with WINFertility to help employees and Cast Members make informed decisions when choosing services that best fit their individual needs.

**Fertility Services**
- Fertility planning and care
  - Egg/sperm and embryo freezing
- Assisted reproduction technology
  - IVF, IUI
- Donor assisted and third party reproduction
  - Donor eggs and sperm
  - Eggs, sperm and embryo transportation
- Medication management
- Personalized care by nurse managers
- Coordination with fertility clinics and specialty pharmacy

**Adoption & Surrogacy**
- Navigation of adoption and surrogacy arrangements
- Understanding of differences in laws across countries
- Assistance with company reimbursement process
- Personalized care by nurse managers
- Eight weeks of paid Child Bonding Leave
Family Building Services – Central Florida

Disney’s Center For Living Well-Gaea Center for Gynecology, Maternity, and Fertility provides employees and Cast Members of all genders and gender identities comprehensive, connected, and compassionate care to help navigate their family-building journey.

Fertility, Adoption & Surrogacy

- Fertility planning & care
  - Family planning consultation (virtual)
  - Reciprocal IVF assessment
  - Sperm donor screening
  - Gestational carrier screening

- Assisted reproduction technology
  - IUI with donor sperm
  - IVF with donor sperm
  - Donor egg IVF with fresh or frozen eggs

- Network of providers
  - Reproductive lawyers
  - Sperm banks
  - Frozen donor egg banks
  - Egg donor agencies
  - Surrogacy & destinal carrier agencies
  - Adoption agencies
Financial Resources

Disney provides all eligible employees and Cast Members resources to help budget and plan for the future. The tax advantage accounts provided through Optum Bank give employees and Cast Members the opportunity to save for current and future health care expenses with pre-tax dollars.

<table>
<thead>
<tr>
<th>Tax-Advantaged Accounts</th>
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<tbody>
<tr>
<td>Tax Advantage Accounts are governed by IRS rules. It is important to understand how they work for domestic partners and spouses.</td>
</tr>
<tr>
<td>Learn more: advantaged accounts.</td>
</tr>
</tbody>
</table>
**Take Time Away**

*Disney’s Paid Time Off and Leaves policies* are designed to help our employees and Cast Members balance work and life, and to take time away when it matters most. For more details visit [D Tools HR](https://tools.disney.com).

<table>
<thead>
<tr>
<th>Category</th>
<th>Description</th>
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</thead>
<tbody>
<tr>
<td>Vacation/PTO</td>
<td>Unplugging from work is important for the well-being of our employees. Disney provides eligible employees with vacation/PTO because we believe that there’s more to life than work.</td>
</tr>
<tr>
<td>Sick/Care Time</td>
<td>The well-being of our employees is important. Disney recognizes the importance of self-care and caring for loved ones. We provide eligible employees with Sick/Care Time to care for their loved one’s physical and mental health and for other eligible reasons.</td>
</tr>
<tr>
<td>Medical Leave</td>
<td>All employees are eligible upon hire to request a medical leave of absence. Employees that need to be absent for medical reasons for more than five consecutive workdays/shifts, will be placed on a medical leave. Intermittent medical leaves are also available. Please review the Medical Leave Non-Occupational guide for an overview of the leave process and the income protection options Disney provides employees while out on a medical leave.</td>
</tr>
<tr>
<td>Paid Family Care Leave</td>
<td>Life changes. In recognition of the critical moments that require our attention and care, we want our employees to have the flexibility to take the time they need to tend to their family members’ serious health conditions. Disney provides eligible employees with up to 12 weeks of family care leave during a 12-month period (or more where provided by local law). Salaried employees also may be eligible to receive compensation during up to 8 of those weeks pursuant to the Company’s paid family leave benefit.</td>
</tr>
<tr>
<td>Paid Child Bonding</td>
<td>Welcoming a new child is one of the most significant events in life. Disney recognizes the importance of giving new parents, whether adoptive, biological or foster, time to bond with their children and provides eligible employees with up to eight weeks of paid leave to bond with a child born or placed in your home, to be taken within one year of the child’s arrival.</td>
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## Where to Go for Help

<table>
<thead>
<tr>
<th>CONTACT INFORMATION &amp; LINKS</th>
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<tbody>
<tr>
<td><strong>Disney Benefits Center</strong></td>
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<tr>
<td>For information and assistance on Health, Insurance, and Retirement benefits.</td>
</tr>
<tr>
<td><strong>Phone (US)</strong> 1-800-354-3970</td>
</tr>
<tr>
<td><strong>Hours of Operation</strong> 8:30 a.m. – 8:30 p.m. ET, Mon-Fri</td>
</tr>
<tr>
<td><strong>Global HR Operations</strong></td>
</tr>
<tr>
<td>For information on other perks and policies, like time away and education assistance.</td>
</tr>
<tr>
<td><strong>Phone (US)</strong> 1-321-939-7000</td>
</tr>
<tr>
<td><strong>Hours of Operation</strong> 9:00 a.m. – 8:00 p.m. ET, Mon-Fri</td>
</tr>
<tr>
<td><strong>Questions about a leave of absence?</strong></td>
</tr>
<tr>
<td>Call 1-321-939-7800</td>
</tr>
<tr>
<td>9:00 a.m. – 8:00 p.m. ET, Mon-Fri</td>
</tr>
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</table>

**D Life | My Benefits**
Sign in for a more personalized experience and information tailored to you.

**Vendor Contacts**
A team of dedicated representatives are ready to assist you with all your health care needs.
### MEDICAL CARE

- **Cigna**
  - [disney.cigna.com](disney.cigna.com)
  - Phone (US): 1-800-577-7498 (including LGBTQIA+ dedicated team)
  - Phone (Intl.): 1-559-573-2000

- **Kaiser**
  - (CA/HI) [my.kp.org/Disney](my.kp.org/Disney) (WA) [kp.org/wa](kp.org/wa)
  - Phone (CA): 1-800-464-4000
  - Phone (HI): 1-800-966-5955
  - Phone (WA): 1-888-901-4636

- **Center for Living Well Virtual Health**
  - [myclw.com/virtualcare/](myclw.com/virtualcare/)
  - Phone: 800-473-1330 and select option 2

### CENTRAL FLORIDA ONSITE MEDICAL CARE

- **AdventHealth**
  - [AdventHealthCastCare.com](AdventHealthCastCare.com)
  - Phone (US): 1-855-747-7476

- **Orlando Health**
  - [orlandohealth.com/Disney](orlandohealth.com/Disney)
  - Phone (US): 1-844-939-6437

- **Center for Living Well (CLW)**
  - [myclw.com](myclw.com)
  - Phone: 407-934-4100

### WELL-BEING

- **Cigna EAP**
  - [disney.cigna.com](disney.cigna.com)
  - Phone (US): 1-800-952-6676
  - Phone (Intl.): 1-952-996-2910

- **Headspace**
  - [https://work.headspace.com/disney/member-enroll](https://work.headspace.com/disney/member-enroll)
  - Download app from app store

- **LifeCare**
  - [lifecare.com/disney](lifecare.com/disney)
  - Phone (US): 1-866-574-7229
  - Phone (Intl.): 1-203-226-2680

### FAMILY BUILDING

- **CFLW – Gaea Center**
  - [myclw.com/gaea-center/](myclw.com/gaea-center/)
  - Phone: 407-934-4100

- **WINFertility**
  - Managed [winfertility.com/disney](winfertility.com/disney/)
  - Phone (US): 1-833-439-1520

### FINANCIAL RESOURCES

- **Optum Bank**
  - [Optumbank.com/disney](Optumbank.com/disney)
  - Phone (US): 1-888-619-2118