

# The WALT DISNEY Company

## EMPLOYEE EXPERIENCE

- The Walt Disney Company employs more than 200,000 people worldwide.
- In 2018, Disney launched the nation's most comprehensive workforce education initiative, Disney Aspire.
  - The Walt Disney Company covers 100% of tuition, books and fees upfront for hourly employees and Cast Members. Free of charge, they're able to enroll in a network of schools that offer online and on-campus courses and get a college or master's degree, earn a high school diploma, learn a trade and more.
  - The Company has committed \$150 million to fund Disney Aspire over the first five years of the program; will add up to \$25 million more each year after that.
  - More than 40% of our 88,000-plus hourly employees have already signed up for Disney Aspire.
- As the largest single-site employer in the U.S., Walt Disney World in Orlando, FL is home to more than 75,000 Cast Members who work in hundreds of different roles. Disneyland Resort in Anaheim, CA is one of the largest employers in Orange County and is home to 30,000 Cast Members.
- The company has implemented a starting hourly wage of \$15 at Disneyland – double the current federal minimum wage and significantly higher than the California minimum.
- Full-time hourly employees receive healthcare benefits at low cost (as little as \$6/week).
- Disney provides childcare assistance to Cast Members and employees at nearly all its U.S. locations – including back up care, childcare referral assistance and parenting education resources. Additionally, beginning in fall 2019, Disneyland Resort will make a commitment of \$10 million annually to help further reduce the cost of childcare expenses for its Cast Members.
- Last year, more than 125,000 full- and part-time non-executive employees received a one-time \$1,000 cash bonus due to tax reform.