



Complimentary Admission and Discounts

For eligible* U.S.-based Disney Employees and Retirees**, and for eligible* Disney Employees and Retirees** who are based outside the U.S. and not statused to Walt Disney Parks & Resorts.

Dependent Eligibility

Regular Full Time & Regular Part Time Employees

Temporary/Recurring Employees

Retirees

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Appendix

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*For questions about eligibility, refer to [D Tools HR](#) or your local HR Business Partner.

**See Glossary for Retirement eligibility.

Dependent Eligibility for Eligible Active Employees

Main Entrance Pass Guest Admissions and complimentary ticket distribution are determined by the number of eligible dependents for Company events and tickets claimed by each eligible active Employee. The dependents outlined in the list below will herein after be referred to as “**eligible dependents.**”

Guidelines

Spouse/domestic partner	
Definition	<p>To be an eligible spouse for purposes of Disney perquisites and policies, a person must be someone to whom you are legally married (unless you are legally separated by court order), including a same-sex or common-law marriage where permitted. Anyone in a same-sex civil union is not eligible for purposes of Disney benefits, perquisites and policies as a spouse, but may be eligible as a domestic partner.</p> <p>To be an eligible domestic partner for purposes of Disney perquisites and policies, a person must meet the following requirements:</p> <ul style="list-style-type: none"> • Is at least 18 years of age and competent to enter a contract • Has for the past 12 months been in a committed relationship with the Employee, which both persons intend to be permanent – minimum 12 month period waived if Employee and partner are recognized as being registered partners in civil union or similar legal status under applicable Federal or State law • Lives with the Employee in a mutual residence • Is not related to the Employee by blood or marriage • Is not married to anyone else or in another domestic partnership, civil union or similar relationship with another person • Is financially interdependent with the Employee so that each person is responsible for the expenses and financial obligations of the other • The Employee designating the domestic partner for purposes of coverage under Disney perquisites and policies must: <ul style="list-style-type: none"> • Be at least 18 years of age • Not be legally married to anyone else or in another domestic partnership, civil union or similar relationship with another person • Confirm that the domestic partner meets all of the domestic partner eligibility rules
Age Dependent Becomes Ineligible	<ul style="list-style-type: none"> • N/A
Dependent Update Requirement	<ul style="list-style-type: none"> • N/A
Documentation Requirements Upon Audit Request, but not limited to:	<ul style="list-style-type: none"> • Driver's license or utility bills showing the same address, mortgage documents, lease or deed showing both names, marriage license
Disabled Adult Dependent	
Definition	<ul style="list-style-type: none"> • Disabled adult family member who is unable to care for themselves and who is living with the Employee
Age Dependent Becomes Ineligible	<ul style="list-style-type: none"> • N/A
Dependent Update Requirement	<ul style="list-style-type: none"> • N/A
Documentation Requirements Upon Audit Request, but not limited to:	<ul style="list-style-type: none"> • Copy of most recent tax return showing the dependent listed, as well as a copy of an official notice from a government entity establishing the disability. Documentation may include, but not limited to a Social Security or Veterans Affairs (VA) proof of disability letter
Student Dependent	
Definition	<ul style="list-style-type: none"> • Child aged 19–22 who is a full-time student that is currently enrolled in a college/university/trade school with a minimum of 12 credit hours per enrollment period
Age Dependent Becomes Ineligible	<ul style="list-style-type: none"> • 23rd birthday
Dependent Update Requirement	<ul style="list-style-type: none"> • N/A

All perquisites are subject to change at any time. Information contained in this document does not entitle any individual to Company-provided perquisites, which are issued at the Company's sole discretion. All Complimentary Admission may not be purchased, sold, used for commercial purposes, bartered or exchanged for anything of value, including, but not limited to: cash, gift cards, meals, other theme park tickets, or gas. Solicitation to engage in such activities is also prohibited. Merchandise discounts are for personal use only, and may not be extended to others or used to purchase merchandise with the intent to resell. Violations of complimentary admission or merchandise discount policies may result in loss of the privilege as well as disciplinary action, up to and including termination.



Dependent Eligibility for Eligible Active Employees

Guidelines (cont.)

Documentation Requirements Upon Audit Request, but not limited to:	<ul style="list-style-type: none"> • Copy of student's class schedule from school, must show current enrollment period and the number of credits/hours
Child/Step Child/Adopted Child	
Definition	<ul style="list-style-type: none"> • Child aged 3-18 who is the natural child or legally adopted child of the Employee or spouse/ domestic partner
Age Dependent Becomes Ineligible	<ul style="list-style-type: none"> • Prior to 3rd birthday and upon 19th birthday
Dependent Update Requirement	<ul style="list-style-type: none"> • N/A
Documentation Requirements Upon Audit Request, but not limited to:	<ul style="list-style-type: none"> • Birth Certificate, court documentation
Temporary Custody Child	
Definition	<ul style="list-style-type: none"> • Court documented temporary custody of a child aged 3-18
Age Dependent Becomes Ineligible	<ul style="list-style-type: none"> • Prior to 3rd birthday and upon 19th birthday
Dependent Update Requirement	<ul style="list-style-type: none"> • N/A
Documentation Requirements Upon Audit Request, but not limited to:	<ul style="list-style-type: none"> • Court documentation indicating temporary custody
Foster Child	
Definition	<ul style="list-style-type: none"> • Court documented temporary custody of a child aged 3-18
Age Dependent Becomes Ineligible	<ul style="list-style-type: none"> • Prior to 3rd birthday and upon 19th birthday
Dependent Update Requirement	<ul style="list-style-type: none"> • N/A
Documentation Requirements Upon Audit Request, but not limited to:	<ul style="list-style-type: none"> • Court documentation indicating temporary custody

For eligible active* Employees, Main Entrance Pass Guest Admissions and complimentary ticket distribution are determined by the number of eligible dependents for Company events and tickets claimed by each eligible Employee.

- » Eligible Employees receive a minimum of three (3) Main Entrance Pass Guest Admissions.
- » If an Employee has more than three (3) eligible dependents for Company events and tickets, the Employee is responsible for updating dependent information in order to add each eligible dependent.
- » Audits and verification may be requested at any time to verify dependent accuracy.

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Dependent Eligibility for Eligible Active Employees

Guidelines (cont.)

- » Children under the age of three (3) do not need admission media to enter any U.S.-based Disney Theme Park.
 - Children under the age of three (3) are not considered eligible dependents as they do not require admission media to enjoy U.S.-based Disney Theme Parks.
 - Children, step children, adopted children, temporary custody children and/or foster children of the Employee and/or spouse/domestic partner will be ineligible prior to their third birthday and upon their 19th birthday.

Updating Eligible Dependents for Company Events and Tickets

- » Eligible dependent information may be updated in [D Tools HR](#) or by contacting your local HR Business Partner.
- » If the eligible Employee has more than three (3) eligible dependents for Company events and tickets, the Employee is responsible for updating dependent information in order to add each eligible dependent.

*For Retiree admissions, see the [Retirees section](#)

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Regular Full Time and Regular Part Time Employees

Self-Admission Privileges (Eligible U.S.-based Employees only)

Eligible U.S.-based Regular Full Time and Regular Part Time Employees (hereafter referred to in this Self-Admission Privileges Section as “U.S.-based Employees”) have access to visit the U.S.-based Disney Theme Parks. Self-admission privileges allow U.S.-based Employees to visit U.S.-based Disney Theme Parks.

- » U.S.-based Employees must be prepared to show their valid Company-issued ID when using their self-admission privileges.
- » Self-admission privileges at U.S.-based theme parks do not count towards total Main Entrance Pass uses for the year.

Self-admission privileges only apply at:

- » *Walt Disney World*® Resort Theme Parks: *Disney’s Animal Kingdom*® Theme Park, *Disney’s Hollywood Studios*®, *Epcot*®, *Magic Kingdom*® Park
- » *Disneyland*® Resort Theme Parks: *Disney California Adventure*® Park, *Disneyland*® Park

Self-admission privileges do not apply at:

- » Disney Theme Parks based outside of the U.S.
- » *Disney’s Blizzard Beach*® Water Park, *Disney’s Typhoon Lagoon* Water Park
- » Disney’s Fantasia Gardens Miniature Golf Course, Disney’s Winter Summerland Miniature Golf Course

Restrictions

Eligible Disney Employees must obtain a reservation for theme park entry in advance. Even after park capacities return to normal, reservations, if available, may be very limited and admissions under other ticket or pass types may be prioritized.

- » To enter a theme park using Self-Admission Privileges, both a park reservation for the particular theme park and day are required. The Self-Admission Pass or Company-issued ID that was used to make the theme park reservation must be used for park entry. Theme park reservations and admission are not guaranteed.
- » Please note, visiting more than one theme park per day at the *Walt Disney World*® Resort is unavailable or subject to limits. For further information on Park Hopper® privileges, go to <https://disneyworld.disney.go.com/guest-services/park-hopper/>. Park Hopper privileges at the *Disneyland*® Resort are subject to restrictions.
- » Self-admission is only valid during regular park operating hours, and is not valid for events requiring separate admission, including, but not limited to, special events and private parties. Parks, attractions or entertainment may change operating hours, close due to refurbishing, low demand, capacity, weather, special events or other reasons, and may otherwise change or be discontinued without notice and without liability. Upon reopening, certain theme parks, hotels, restaurants and other locations may be limited in capacity and subject to restricted availability

Regular Full Time &
Regular Part Time
Employees

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Regular Full Time and Regular Part Time Employees

Self Admission (continued)

Restrictions (continued)

or even closure based on guidance from health experts and government officials. Furthermore, certain attractions, experiences, services and amenities will be modified, have limited availability or remain closed. Park admission and offerings are not guaranteed. We reserve the right to cancel any reservations, admission media or purchases and provide applicable refunds.

- » As a result of the Covid-19 impact on operations, the *FastPass+* service is suspended for the time being. FastPass service is not offered with complimentary tickets or main entrance passes. We will share future updates at a later date.
- » Self-admission privileges may not be used for commercial purposes. Solicitation to engage in such activity is also prohibited. Violations of self-admission usage guidelines may result in loss of the privilege as well as disciplinary action, up to and including termination.
- » Self-Admission Passes are valid for one (1) day of admission to the theme parks at either *Disneyland*® Resort OR *Walt Disney World*® Resort.
- » Self-Admission Passes are not valid for admission to the theme parks at *Disneyland*® Paris, *Shanghai Disneyland*, *Tokyo Disney Resort* in Japan, and are not valid for admission to any Water Parks.
- » Self-Admission Passes are subject to the rules, entitlements and procedures of the Complimentary Admission Program in effect from time to time.
- » Disney is not responsible for lost or stolen tickets or property.
- » Entry constitutes consent for Disney to use any film, video or likeness of bearer for any purpose whatsoever, without payment to the bearer.
- » Self-Admission Passes are non-transferable. It is a privilege extended only to the person whose name appears on the pass.
- » It is agreed between owners of the parks and ticket users that all claims for injury or loss arising incident to presence on owners' property shall be litigated in the state where the incident occurred or, if the incident occurred outside of the United States, in the jurisdiction where the incident occurred.

Regular Full Time &
Regular Part Time
Employees

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Regular Full Time and Regular Part Time Employees

Main Entrance Pass

The Main Entrance Pass allows eligible Regular Full Time and Regular Part Time Employees to visit Disney Theme Parks with Guest(s). Eligible Employees include U.S.-based Employees, and Employees who are based outside the U.S. and not stasured to Walt Disney Parks & Resorts.

Privileges

Employee and Eligible Dependents for Company Events and Tickets	Main Entrance Pass Privileges
<ul style="list-style-type: none"> Single Employee + 0 to 3 eligible dependents 	<ul style="list-style-type: none"> Main Entrance Pass + 3 Main Entrance Guest Admissions
<ul style="list-style-type: none"> Single Employee + 4 or more eligible dependents 	<ul style="list-style-type: none"> Main Entrance Pass + Main Entrance Guest Admission per eligible dependent
<ul style="list-style-type: none"> Employee + spouse/domestic partner + 0 to 2 additional eligible dependents 	<ul style="list-style-type: none"> Main Entrance Pass + Spouse/Domestic Partner Pass + 3 Main Entrance Guest Admissions
<ul style="list-style-type: none"> Employee + spouse/domestic partner + 3 or more eligible dependents 	<ul style="list-style-type: none"> Main Entrance Pass + Spouse/Domestic Partner Pass + Main Entrance Guest Admission per eligible dependent

- » Each day that the Employee Main Entrance Pass or Spouse/Domestic Partner Pass is used to admit Guest(s) counts as one (1) use toward the total number of annual uses.
- » The number of Guest(s) an Employee can admit into an eligible Disney Theme Park is based on the total number of eligible dependents for Company events and tickets in the system of record (SAP).
 - Eligible Employees receive a minimum of three (3) Main Entrance Guest Admissions.
 - If the Employee has more than three (3) eligible dependents, the Employee may be permitted to admit more than three (3) Guests at a time. Please note that Guests under the age of three (3) do not require an admission ticket to enter a Disney Theme Park.
 - See “[Dependent Eligibility](#)” section for more detail.
 - Eligible employees of the Company may have only one active Main Entrance Pass (an individual Main Entrance Pass or a Spouse/Domestic Partner Pass) assigned to them at a time. An Employee that has a spouse/domestic partner employed at the Company, may not receive and use their spouse/domestic partner’s Main Entrance Pass in addition to their own. However, if their spouse/domestic partner has a higher Main Entrance Pass benefit, an Employee may choose to forgo their own Pass and receive only a Spouse/ Domestic Partner Main Entrance Pass.

Regular Full Time & Regular Part Time Employees

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Regular Full Time and Regular Part Time Employees

Main Entrance Pass (continued)

Eligibility Guidelines

	Main Entrance Pass (Silver)	Main Entrance Pass 16 Admit (Blue)
Offered To	<ul style="list-style-type: none"> Salaried Regular Full Time and Regular Part Time Employees Hourly Regular Full Time and Regular Part Time Employees with 15 or more years of service 	<ul style="list-style-type: none"> Hourly Regular Full Time and Regular Part Time Employees with fewer than 15 years of service
Privileges	<ul style="list-style-type: none"> Self + 3 Guests* 	<ul style="list-style-type: none"> Self + 3 Guests*
Annual Usage	<ul style="list-style-type: none"> Privileges are not subject to an annual usage limit at U.S.-based Disney Theme Parks** 	<ul style="list-style-type: none"> Maximum of 16 combined uses per calendar year at all eligible Disney Theme Parks**
Eligible U.S.-based Disney Theme Parks	<ul style="list-style-type: none"> Disney's Animal Kingdom® Theme Park Disney California Adventure® Park Disney's Hollywood Studios® Disneyland® Park Epcot® Magic Kingdom® Park 	<ul style="list-style-type: none"> Disney's Animal Kingdom® Theme Park Disney California Adventure® Park Disney's Hollywood Studios® Disneyland® Park Epcot® Magic Kingdom® Park
Eligible Non U.S.-based Disney Theme Parks	<ul style="list-style-type: none"> Disneyland® Paris <ul style="list-style-type: none"> Disneyland® Paris Walt Disney Studios® Park Hong Kong Disneyland Park Shanghai Disneyland Park 	<ul style="list-style-type: none"> Disneyland® Paris <ul style="list-style-type: none"> Disneyland® Paris Walt Disney Studios® Park Hong Kong Disneyland Park Shanghai Disneyland Park
Restrictions	<ul style="list-style-type: none"> Block-out dates apply Not valid for admission at Tokyo Disneyland Park or Tokyo DisneySea Park Privileges are subject to audit Additional restrictions apply, see following pages 	<ul style="list-style-type: none"> Block-out dates apply Not valid for admission at Tokyo Disneyland Park or Tokyo DisneySea Park Privileges are subject to audit Additional restrictions apply, see following pages

Regular Full Time & Regular Part Time Employees

*Main Entrance Guest Admissions are based on the number of eligible dependents listed in SAP for Company events and tickets. Eligible Regular Full Time and Regular Part Time Employees receive a minimum of three (3) admissions. See the [Dependent Eligibility](#) section for more detail.

**Admission into the theme parks at Disneyland® Paris are limited to 15 times per year. Admission into Hong Kong Disneyland Park is limited to 12 times per year. Admission into Shanghai Disneyland Park is limited to 12 times per year.

» Please note that Main Entrance Pass (Silver) and Main Entrance Pass 16 Admit (Blue) refer to the type of pass, not the color of the pass. All Main Entrance Passes are dark blue in color. The pass type is indicated on the back of the pass below the Employee/spouse/domestic partner's name.

» To view Main Entrance Pass usage, visit CompAdmission.Disney.com.

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Regular Full Time and Regular Part Time Employees

Main Entrance Pass (Continued)

Restrictions

Eligible Disney Employees must obtain a reservation for theme park entry in advance*. Even after park capacities return to normal, reservations, if available, may be very limited and admissions under other ticket or pass types may be prioritized.

- » To enter a theme park with your Main Entrance Pass, both a park reservation* for the particular theme park and day and are required (except for *Disneyland*® Paris where one single reservation is valid for both *Disneyland*® Park and *Walt Disney Studios*® Park). The Main Entrance Pass that was used to make the theme park reservation must be used for park entry. Theme park reservations and admission are not guaranteed.

**Disneyland*® Paris Theme Park reservations for Main Entrance Passes are secured day of at a Guest Relations window. Guest Relations will secure your *Disneyland*® Paris theme park reservation for the day and provide a ticket for theme park entry.
- » Please note, visiting more than one theme park per day at the *Walt Disney World*® Resort is unavailable or subject to limits. For further information on *Park Hopper*® privileges, go to <https://disneyworld.disney.go.com/guest-services/park-hopper/>. *Park Hopper* privileges at the *Disneyland*® Resort are subject to restrictions.
- » Main Entrance Passes are only valid during regular park operating hours, and are not valid for events requiring separate admission, including, but not limited to, special events and private parties. Parks, attractions or entertainment may change operating hours, close due to refurbishing, low demand, capacity, weather, special events or other reasons, and may otherwise change or be discontinued without notice and without liability. Upon reopening, certain theme parks, hotels, restaurants and other locations may be limited in capacity and subject to restricted availability or even closure based on guidance from health experts and government officials. Furthermore, certain attractions, experiences, services and amenities will be modified, have limited availability or remain closed. Park admission and offerings are not guaranteed. We reserve the right to cancel any reservations, admission media or purchases and provide applicable refunds.
- » As a result of the Covid-19 impact on operations, the *FastPass*+ service is suspended for the time being. *FastPass* service is not offered with complimentary tickets or main entrance passes. We will share future updates at a later date.
- » Main Entrance Pass privileges may not be purchased, sold, used for commercial purposes, bartered or exchanged for anything of value, including, but not limited to: cash, gift cards, meals, other theme park tickets, or gas. Solicitation to engage in such activities is also prohibited. Violations of Main Entrance Pass usage guidelines may result in loss of the privilege as well as disciplinary action, up to and including termination.
- » Main Entrance Passes are valid for one (1) day of admission to the theme parks at either *Disneyland*® Resort , OR *Walt Disney World*® Resort, OR *Disneyland*® Paris, OR *Hong Kong Disneyland* Park OR *Shanghai Disneyland* Park.
- » Main Entrance Passes are not valid for admission to the theme parks at *Tokyo Disney* Resort in Japan, and are not valid for admission to any Water Parks.

Regular Full Time &
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Employees

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Regular Full Time and Regular Part Time Employees

Main Entrance Pass (Continued)

Restrictions (continued)

- » Main Entrance Passes are subject to the rules, entitlements and procedures of the Complimentary Admission Program in effect from time to time.
- » Disney is not responsible for lost or stolen tickets or property.
- » Entry constitutes consent for Disney to use any film, video or likeness of bearer for any purpose whatsoever, without payment to the bearer.
- » Main Entrance Passes are non-transferable. It is a privilege extended only to the person whose name appears on the pass. Passholders may not, under any circumstances, give their Main Entrance Pass or Spouse/Domestic Partner Pass to their Guest(s).
- » Asking other Passholders or offering to assist other Passholders in admitting Guest(s) into an eligible Disney Theme Park is strictly prohibited.
- » Standard ticket and hand stamp or Guest photo or ticket tag confirmation required for same day readmission to same park, and if applicable, crossover to the other parks.
- » For re-entry at *Shanghai Disneyland* Park, proof of identity is required. At the entrance of *Shanghai Disneyland* Park, a photo of bearer will be taken as proof of the bearer's identity as the ticket holder.
- » It is agreed between owners of the parks and ticket users that all claims for injury or loss arising incident to presence on owners' property shall be litigated in the state where the incident occurred or, if the incident occurred outside of the United States, in the jurisdiction where the incident occurred.
- » *Hong Kong Disneyland* Park admission is subject to the [HKDL Cast Complimentary Usage Guidelines](#), block-out dates and annual quota.

Guest Accompaniment

- » After initial entry into an eligible Disney Theme Park, the following Guest(s) who are family members of the Employee or the Employee's spouse/domestic partner (herein after referred to as "**Family Member(s)**") and are at least 14 years of age* are able to enjoy the parks unaccompanied by the Employee or the Employee's spouse/domestic partner:

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Regular Full Time and Regular Part Time Employees

Main Entrance Pass (continued)

- Children** and children-in-law
- Parents and legal guardians
- Parents-in-law
- Siblings and siblings-in-law
- Grandparents and grandchildren
- Aunts and uncles
- Nieces and nephews
- First cousins

*Guests under the age of 16 must be accompanied by a Guest aged 16 or older to enter *Hong Kong Disneyland Park* and *Shanghai Disneyland Park*

**Including step, adopted, foster or temporary custody children

- » Passholders **MUST** accompany all Guest(s) not listed above throughout their ENTIRE visit, unless the Guest(s) are accompanied by a **Family Member**.
- » All Guest(s) admitted into eligible Disney Theme Parks must have access to a valid form of admission throughout the length of their theme park visit.

Daily Usage

- » Employees and spouses/domestic partners admitting multiple Guests into an eligible Disney Theme Park must admit all Guests at the same time.
- » Main Entrance Passes may only be used once per day for Guest admission. Passholders and their Guest(s) will be issued readmission tickets, if applicable.
 - Passholders visiting the *Walt Disney World*® Resort Theme Parks will utilize their reusable Guest Passes for Guest re-entry into the same park or to visit multiple parks on the same day.
 - Please note, visiting more than one theme park per day at the *Walt Disney World*® Resort is unavailable or subject to limits. For further information on *Park Hopper*® privileges, go to <https://disneyworld.disney.go.com/guest-services/park-hopper/>. Park Hopper privileges at the *Disneyland*® Resort are subject to restrictions.
- » Employees must be prepared to show their valid Company-issued ID when utilizing their Main Entrance Pass. Spouse/domestic partners must be prepared to show valid government-issued photo ID when utilizing a Main Entrance Pass.

Spouse/Domestic Partner Pass Privileges

- » The spouse/domestic partner may use a Spouse/Domestic Partner Pass to admit Guest(s) into the park with or without the presence of the Employee.
 - Spouse/Domestic Partner Pass usage counts toward the annual Main Entrance Pass

Regular Full Time &
Regular Part Time
Employees

All prerequisites are subject to change at any time. Information contained in this document does not entitle any individual to Company-provided prerequisites, which are issued at the Company's sole discretion. All Complimentary Admission may not be purchased, sold, used for commercial purposes, bartered or exchanged for anything of value, including, but not limited to: cash, gift cards, meals, other theme park tickets, or gas. Solicitation to engage in such activities is also prohibited. Merchandise discounts are for personal use only, and may not be extended to others or used to purchase merchandise with the intent to resell. Violations of complimentary admission or merchandise discount policies may result in loss of the privilege as well as disciplinary action, up to and including termination.



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Regular Full Time and Regular Part Time Employees

Main Entrance Pass (continued)

usage.

- The spouse/domestic partner may not self-admit into an eligible Disney Theme Park after the Employee has already entered the park with Guest(s).
- The Employee may self-admit into an eligible Disney Theme Park on the same day after the spouse/domestic partner enters with Guest(s).

In Costume

- » Employees, while in costume, may utilize their Main Entrance Pass to admit Family Member(s) and/or Guest(s) accompanied by Family Member(s).
- » Costumed Employees utilizing their Main Entrance Pass should wear their complete costume (including name tag) while using the pass and may not accompany their Family Member(s) or Guest(s) into the Park.Entry
- » Employees are not permitted to meet their Guest(s) at *Walt Disney World*® Resort Main Entrance auto plaza locations. Do not pull over in front of an auto plaza and wait for Guests.
- » Employees must meet their Guest(s) at the park entrance to admit them into the park. Employees or spouse/domestic partners utilizing their Main Entrance Pass or Spouse/Domestic Partner Pass must be with Guest(s) for first time entry.
- » Guest(s) must be accompanied by the Employee, spouse/domestic partner or a Family Member at all times.

Parking

- » Employees may use their Company-issued ID for complimentary standard parking at U.S.-based Disney Theme Parks.
 - Spouse/domestic partners may use their Spouse/Domestic Partner Pass and a valid government-issued photo ID to receive complimentary standard parking at U.S. –based Disney Theme Parks.
- » Complimentary parking is subject to availability.
- » Employees and spouses/domestic partners may not, under any circumstances, give their pass to Family Members or Guest(s) for complimentary parking.

Regular Full Time &
Regular Part Time
Employees

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Regular Full Time and Regular Part Time Employees

Complimentary Tickets

Eligible Regular Full Time and Regular Part Time Employees are eligible to receive complimentary theme park tickets. Complimentary tickets are for Employees' personal use – to admit extra Guest(s) into the theme parks or to give as gifts to family, friends or charitable organizations. Eligible Employees include Regular Full Time and Regular Part Time U.S.-based Employees, and Regular Full Time and Regular Part Time Employees who are based outside the U.S. and not stasured to Walt Disney Parks & Resorts.

Regular Full Time &
Regular Part Time
Employees

Complimentary Tickets

Employee and Eligible Dependents for Company Events and Tickets	Complimentary Tickets
<ul style="list-style-type: none"> • Single Employee + no eligible dependents • Employee + spouse/domestic partner 	<ul style="list-style-type: none"> • Winter Distribution: 2 tickets, and • Summer Distribution: 2 tickets
<ul style="list-style-type: none"> • Single Employee + any number of eligible dependents 	<ul style="list-style-type: none"> • Winter Distribution: 1 ticket + ticket per eligible dependent, and • Summer Distribution: 1 ticket + ticket per eligible dependent
<ul style="list-style-type: none"> • Employee + spouse/domestic partner + any number of eligible dependents 	<ul style="list-style-type: none"> • Winter Distribution: 1 ticket + ticket per eligible dependent (including spouse/domestic partner), and • Summer Distribution: 1 ticket + ticket per eligible dependent (including spouse/domestic partner)

- » Complimentary tickets have two distribution periods: summer and winter.
- » Complimentary tickets are valid for one (1) day of admission to the theme parks at either *Disneyland® Resort*, OR *Walt Disney World® Resort*, OR *Disneyland® Paris*, OR *Hong Kong Disneyland Park** OR *Shanghai Disneyland Park***.
- » Complimentary tickets expire approximately two years from date of issue. The expiration date is printed on each ticket***.
- » Complimentary tickets are valid for one (1) day of admission which allows your Guests to re-enter the same park or visit multiple parks on the same day. They are not subject to block-out dates.
- » Complimentary tickets are for the Employee's personal use - to admit extra Guests into theme parks or to give as gifts to family, friends or charitable organizations. Unless specifically stated to the contrary on the ticket, Employees do not need to be present when complimentary tickets are used. Note that certain tickets are specifically intended for use by the Employee and require the Employee to present a valid Company-issued ID when using the ticket. These select tickets will specifically state this requirement on the ticket.
- » Complimentary parking is not offered for Guest(s) admitted using complimentary tickets.

*Complimentary tickets issued prior to December 2005 are not valid for admission to *Hong Kong Disneyland Park*.

**Complimentary tickets issued prior to January 2017 are not valid for admission to *Shanghai Disneyland Park*.

***Complimentary tickets issued by *Disneyland® Resort* prior to 1995 have no expiration date. Complimentary tickets issued by *Walt Disney World® Resort* prior to July 1999 have no expiration date.

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Regular Full Time and Regular Part Time Employees

Complimentary Tickets (continued)

How to access complimentary tickets

- » To view current complimentary tickets visit [CompAdmission.disney.com](https://compadmission.disney.com).
- » Tickets are stored securely online and do not need to be accessed or printed until time of desired use.

Restrictions

The user of the Complimentary Tickets must obtain a reservation for theme park entry in advance*. Even after park capacities return to normal, reservations for this ticket type, if available, may be very limited and admissions under other ticket or pass types may be prioritized over the Complimentary Tickets.

- » To enter a theme park with Complimentary Tickets, both a park reservation* for the particular theme park and day are required (except for *Disneyland*[®] Paris where one single reservation is valid for both *Disneyland*[®] Park and *Walt Disney Studios*[®] Park). The same Complimentary Ticket that was used to make the theme park reservation must be used for park entry. Theme park reservations and admission are not guaranteed.

**Disneyland*[®] Paris Theme Park reservations for Complimentary Tickets are secured day of at a Guest Relations window. Guest Relations will secure your *Disneyland*[®] Paris theme park reservation for the day and provide a ticket for theme park entry.

- » Complimentary ticket users must obtain a reservation for theme park entry in advance.
- » Please note, visiting more than one theme park per day at the *Walt Disney World*[®] Resort is unavailable or subject to limits. For further information on *Park Hopper*[®] privileges, go to <https://disneyworld.disney.go.com/guest-services/park-hopper/>. *Park Hopper*[®] privileges at the *Disneyland*[®] Resort are subject to restrictions.
- » Complimentary tickets may not be purchased, sold, used for commercial purposes, bartered or exchanged for anything of value, including, but not limited to: cash, gift cards, meals, other theme park tickets, or gas. Solicitation to engage in such activities is also prohibited. Employees will be held responsible if their tickets are altered or sold, even if they were given to another individual who altered or sold them. Violations of Complimentary Ticket usage guidelines may result in loss of the privilege as well as disciplinary action, up to and including termination.
- » Complimentary tickets cannot be replaced or reissued should they be lost, misplaced, stolen or expired.
- » Complimentary tickets are only valid during regular park operating hours, and are not valid for events requiring separate admission, including, but not limited to special events and private parties. Parks, attractions or entertainment may change operating hours, close due to refurbishing, low demand, capacity, weather, special events or other reasons, and may otherwise change or be discontinued without notice and without liability. Upon reopening, certain theme parks, hotels, restaurants and other locations may be limited in capacity and subject to restricted availability or even closure based on guidance from health experts and government

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Regular Full Time and Regular Part Time Employees

Complimentary Tickets (continued)

Restrictions (continued)

officials. Furthermore, certain attractions, experiences, services and amenities will be modified, have limited availability or remain closed. Park admission and offerings are not guaranteed. We reserve the right to cancel any reservations, admission media or purchases and provide applicable refunds.

- » As a result of the Covid-19 impact on operations, the *FastPass+* service is suspended for the time being. *FastPass* service is not offered with complimentary tickets or main entrance passes. We will share future updates at a later date.
- » Complimentary tickets are not valid for admission to the theme parks at *Tokyo Disney Resort* in Japan, or for admission to any Water Parks.
- » Complimentary tickets are subject to the rules, entitlements and procedures of the Complimentary Admission Program in effect from time to time.
- » Disney is not responsible for lost or stolen tickets or property.
- » Entry constitutes consent for Disney to use any film, video or likeness of bearer for any purpose whatsoever, without payment to the bearer.
- » Standard ticket and hand stamp or Guest photo or ticket tag confirmation required for same day readmission to same park, and if applicable, crossover to the other parks.
- » For re-entry at *Shanghai Disneyland Park*, proof of identity is required. At the entrance of *Shanghai Disneyland Park*, a photo of bearer will be taken as proof of the bearer's identity as the ticket holder.
- » Disney is not responsible for any loss or inconvenience caused by computer error, or unauthorized duplication of Disney eTickets. In the event that duplicate Disney eTickets are presented for theme park admission, Disney reserves the right to refuse entry.
- » It is agreed between owners of the parks and ticket users that all claims for injury or loss arising incident to presence on owners' property shall be litigated in the state where the incident occurred or, if the incident occurred outside of the United States, in the jurisdiction where the incident occurred.
- » Complimentary Ticket use is subject to capacity and other restrictions.

Regular Full Time &
Regular Part Time
Employees

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Regular Full Time and Regular Part Time Employees

Complimentary Theme Park Merchandise Discounts

Eligible Regular Full Time and Regular Part Time Employees receive a complimentary theme park merchandise discount at all participating U.S.-based merchandise locations that are owned and operated by Walt Disney Parks and Resorts, Disney Store, shopDisney, and Disney Cruise Line. Eligible Employees include U.S.-based Employees, and Regular Full Time and Regular Part Time Employees who are based outside the U.S. and not stasured to Walt Disney Parks & Resorts.

Complimentary Theme Park Merchandise Discount Eligibility

Eligible salaried Employees and eligible hourly Employees with three (3) or more years of service	Eligible hourly Employees with fewer than three (3) years of service
<ul style="list-style-type: none"> • 35% standard discount 	<ul style="list-style-type: none"> • 20% standard discount
<ul style="list-style-type: none"> • Not valid at: Cast Connection, Company D locations, Disney's Character Warehouse, Property Control, Team Centers, and Castaway Cay 	<ul style="list-style-type: none"> • Not valid at: Cast Connection, Company D locations, Disney's Character Warehouse, Property Control, Team Centers, and Castaway Cay

Regular Full Time & Regular Part Time Employees

- » Employees must present their valid Company-issued ID at time of transaction to receive their complimentary theme park merchandise discount.
- » Complimentary theme park merchandise discount may also be applied to purchases made on shopDisney mobile app and shopDisney online at shopDisney.com. For the discount to be applied, you must create an account and provide your PERNR number.
- » Spouses/domestic partners must present a valid Spouse/Domestic Partner Pass and a valid government-issued photo ID to receive their complimentary theme park merchandise discount.

Restrictions

- » Main Entrance Guest Passes and complimentary tickets will not be honored for discounts.
- » Employees and Retirees may not extend their discount to others. Spouses/domestic partners receive the same discount as the employee with their Spouse/Domestic Partner Pass.
- » Complimentary theme park merchandise discounts are for Employees' personal use only and may not be used to purchase theme park merchandise with the intent to resell.
- » Complimentary theme park merchandise discounts are subject to change at any time.
- » If an Employee qualifies for two separate discounts for percentage off a purchase, the higher percentage discount may be applied to the purchase but multiple percentage discounts may not be combined.
- » Some theme park merchandise offerings, including media (e.g., Blu-Ray, DVDs, CDs), have a lower standard discount. A higher discount may be also offered on select items or during select seasonal periods (e.g. Disney Family Holiday Celebration).
- » Complimentary theme park merchandise discounts, as applicable, are not valid on: artist originals, select collectibles, gift cards, gift certificates, admission media, arcades, shipping or taxes, and on additional items or at other locations that may not be noted here.
- » Employee complimentary theme park merchandise discounts are limited to \$8,000 annually. This limit applies to the total merchandise discount amount received, and does not apply to resort reservations, theme park tickets or purchases made at food and beverage locations. This applies to all Employees, regardless of the discount they receive.
- » For a more detailed list of excluded products and locations please click [here](#).

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U.S.-based Temporary/Recurring Employees

Self-Admission Privileges (Eligible U.S.-based Employees only)

Eligible U.S.-based Temporary/Recurring Employees have access to visit the U.S.-based Disney Theme Parks. Self-Admission privileges allow Temporary/Recurring Employees to visit U.S.-based Disney Theme Parks.

- » U.S.-based Temporary/Recurring Employees must be prepared to show their valid Company-issued ID when using their self-admission privileges.

Self-admission privileges only apply at:

- » *Walt Disney World*® Resort Theme Parks: *Disney's Animal Kingdom*® Theme Park, *Disney's Hollywood Studios*®, *Epcot*®, *Magic Kingdom*® Park
- » *Disneyland*® Resort Theme Parks: *Disney California Adventure*® Park, *Disneyland*® Park

Self-admission privileges do not apply at:

- » Disney Theme Parks based outside of the U.S.
- » *Disney's Blizzard Beach*® Water Park, *Disney's Typhoon Lagoon* Water Park
- » Disney's Fantasia Gardens Miniature Golf Course, Disney's Winter Summerland Miniature Golf Course

Restrictions

Eligible Disney Employees must obtain a reservation for theme park entry in advance*. Even after park capacities return to normal, reservations, if available, may be very limited and admissions under other ticket or pass types may be prioritized.

- » To enter a theme park with Self-Admission Privileges, both a park reservation* for the particular theme park and day and are required (except for *Disneyland*® Paris where one single reservation is valid for both *Disneyland*® Park and *Walt Disney Studios*® Park). The Self-Admission Pass or Company-issued ID that was used to make the theme park reservation must be used for park entry. Theme park reservations and admission are not guaranteed.

**Disneyland*® Paris Theme Park reservations for Main Entrance Passes are secured day of at a Guest Relations window. Guest Relations will secure your *Disneyland*® Paris theme park reservation for the day and provide a ticket for theme park entry.

- » Self-admission is only valid during regular park operating hours, and is not valid for events requiring separate admission, including, but not limited to, special events and private parties.
- » Please note, visiting more than one theme park per day at the *Walt Disney World*® Resort is unavailable or subject to limits. For further information on *Park Hopper*® privileges, go to <https://disneyworld.disney.go.com/guest-services/park-hopper/>. *Park Hopper*® privileges at the *Disneyland*® Resort are subject to restrictions.
- » As a result of the Covid-19 impact on operations, the *FastPass+* service is suspended for the time being. *FastPass* service is not offered with complimentary tickets or main entrance passes. We will share future updates at a later date.
- » Self-admission privileges may not be used for commercial purposes. Solicitation to engage in such activity is also prohibited. Violations of self-admission usage guidelines may result in loss of the privilege as well as disciplinary action, up to and including termination.

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U.S.-based Temporary/Recurring Employees

One-Day *Park Hopper*® Guest Tickets (Eligible U.S.-based Employees only)

One-Day *Park Hopper*® Guest Tickets allow eligible U.S. based Temporary/Recurring Employees to admit their Guests into eligible Disney Theme Parks.

Privileges

Temporary/Recurring Employees who have worked 150 hours in a calendar year will receive three (3) One-Day *Park Hopper*® Guest Tickets. An Employee will receive additional tickets after the Employee works 300 hours, and again at 600 hours, up to nine (9) tickets per calendar year.

- The Employee must be actively employed by Disney and be present to accompany their Guests into eligible Disney Theme Parks.
- As long as the Employee is active, the One-Day *Park Hopper*® Guest Tickets expire on the date printed on each ticket.

Temporary/Recurring Employees - hours worked per calendar year (Hours worked do not rollover from year to year)	Number of tickets Temporary/Recurring Employees receive (Up to nine (9) per calendar year)
• 150 hours worked per calendar year	• Three (3) One-Day <i>Park Hopper</i> ® Guest Tickets
• 300 hours worked per calendar year	• Additional three (3) One-Day <i>Park Hopper</i> ® Guest Tickets
• 600 hours worked per calendar year	• Additional three (3) One-Day <i>Park Hopper</i> ® Guest Tickets

Temporary/Recurring Employees

Eligibility Guidelines

Eligible U.S.-based Disney Theme Parks	<ul style="list-style-type: none"> • <i>Disney's Animal Kingdom</i>® Theme Park • <i>Disney California Adventure</i>® Park • <i>Disney's Hollywood Studios</i>® • <i>Disneyland</i>® Park • <i>Epcot</i>® • <i>Magic Kingdom</i>® Park
Eligible Non U.S.-based Disney Theme Parks	<ul style="list-style-type: none"> • <i>Disneyland</i>® Paris <ul style="list-style-type: none"> - <i>Disneyland</i>® Paris - <i>Walt Disney Studios</i>® Park • <i>Hong Kong Disneyland</i> Park • <i>Shanghai Disneyland</i> Park
Restrictions	<ul style="list-style-type: none"> • Block-out dates apply • Not valid for admission at <i>Tokyo Disneyland</i> Park or <i>Tokyo DisneySea</i> Park • The Employee must be actively employed by Disney and be present to accompany Guests using One-Day <i>Park Hopper</i>® Guest Tickets into eligible Disney Theme Parks • Privileges are subject to audit • Additional restrictions apply, see following pages

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U.S.-based Temporary/Recurring Employees

One-Day *Park Hopper*® Guest Tickets (Eligible U.S.-based Employees only) (continued)

Restrictions

Eligible Disney Employees must obtain a reservation for theme park entry in advance*. We encourage you to plan your reservation early. Even after park capacities are no longer limited by the impact of Covid-19 on park operations, there will be particular limits on the number of reservations available for certain ticket types.

- » To enter a theme park with One-Day *Park Hopper*® Guest Tickets, both a park reservation* for the particular theme park and day are required (except for *Disneyland*® Paris where one single reservation is valid for both *Disneyland*® Park and *Walt Disney Studios*® Park). The same One-Day *Park Hopper*® Guest Ticket that was used to make the theme park reservation must be used for park entry. Theme park reservations and admission are not guaranteed.

**Disneyland*® Paris Theme Park reservations for One-Day *Park Hopper*® Guest Tickets are secured day of at a Guest Relations window. Guest Relations will secure your *Disneyland*® Paris theme park reservation for the day and provide a ticket for theme park entry.

- » Please note, visiting more than one theme park per day at the *Walt Disney World*® Resort is unavailable or subject to limits. For further information on *Park Hopper*® privileges, go to <https://disneyworld.disney.go.com/guest-services/park-hopper/>. *Park Hopper*® privileges at the *Disneyland*® Resort are subject to restrictions.
- » One-Day *Park Hopper*® Guest Tickets are only valid during regular park operating hours, and are not valid for events requiring separate admission, including, but not limited to, special events and private parties. Parks, attractions or entertainment may change operating hours, close due to refurbishing, low demand, capacity, weather, special events or other reasons, and may otherwise change or be discontinued without notice and without liability. Upon reopening, certain theme parks, hotels, restaurants and other locations may be limited in capacity and subject to restricted availability or even closure based on guidance from health experts and government officials. Furthermore, certain attractions, experiences, services and amenities will be modified, have limited availability or remain closed. Park admission and offerings are not guaranteed. We reserve the right to cancel any reservations, admission media or purchases and provide applicable refunds.
- » As a result of the Covid-19 impact on operations, the *FastPass*+ service is suspended for the time being. *FastPass* service is not offered with complimentary tickets or main entrance passes. We will share future updates at a later date.
- » One-Day *Park Hopper*® Guest Tickets may not be purchased, sold, used for commercial purposes, bartered, or exchanged for anything of value, including, but not limited to: cash, gift cards, meals, other theme park tickets, or gas. Solicitation to engage in such activities is also prohibited. Violations of One-Day *Park Hopper*® Guest Ticket usage guidelines may result in loss of the privilege as well as disciplinary action, up to and including termination.
- » Asking other Employees or offering to assist other Employees in admitting Guest(s) into an eligible Disney Theme Park is strictly prohibited.
- » One-Day *Park Hopper*® Guest Tickets cannot be replaced or reissued if they are lost, misplaced, stolen or if they expire.
- » One-Day *Park Hopper*® Guest Tickets are associated with the active Employee who was issued the ticket. One-Day *Park Hopper*® Guest Tickets are non-transferable.

Temporary/Recurring
Employees

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U.S.-based Temporary/Recurring Employees

One-Day *Park Hopper*® Guest Tickets (Eligible U.S.-based Employees only) (continued)

Restrictions (cont.)

- » One-Day *Park Hopper*® Guest Tickets are not valid for admission to the theme parks at *Tokyo Disney Resort* in Japan.

Guest Accompaniment

- » After initial entry into an eligible Disney Theme Park, the following Guest(s) who are family members of the Employee (herein after referred to as “Family Member(s)”) and are at least 14 years of age* are able to enjoy the parks unaccompanied by the Employee:
 - Children** and children-in-law
 - Parents and legal guardians
 - Spouse/domestic partner
 - Parents-in-law
 - Siblings and siblings-in-law
 - Grandparents and grandchildren
 - Aunts and uncles
 - Nieces and nephews
 - First cousins

*Guests under the age of 16 must be accompanied by a Guest aged 16 or older to enter the theme parks at *Hong Kong Disneyland Park* and *Shanghai Disneyland Park*

**Including step, adopted, foster or temporary custody children

- » Employees using One-Day *Park Hopper*® Guest Tickets MUST accompany all Guest(s) not listed above throughout their ENTIRE visit, unless the Guest(s) are accompanied by a Family Member.
- » All Guest(s) admitted into eligible Disney Theme Parks must have access to a valid form of admission throughout the length of their theme park visit.

Disney Theme Park admission is a privilege that the Company offers to its Employees. Each Employee is solely responsible for using these privileges properly and in accordance with company policy.

Daily Usage

- » One-Day *Park Hopper*® Guest Tickets are valid for one (1) day of Guest admission during regular operating hours to the theme parks at either *Disneyland*® Resort, OR *Walt Disney World*® Resort, OR *Disneyland*® Paris, OR *Hong Kong Disneyland Park* OR *Shanghai Disneyland Park*. Eligible Employees receive U.S. based Disney Theme Park self admission privileges and must enter the park with their Guest(s) using a One-Day *Park Hopper*® Guest Ticket(s).
- » Employees may use One-Day *Park Hopper*® Guest Tickets together on one visit or individually on multiple visits.
- » Employees may admit Guests separately throughout the same day using One-Day *Park Hopper*® Guest Tickets.
- » After initial entry, One-Day *Park Hopper*® Guest Tickets allow your Guests to re-enter the same park or visit multiple parks on the same day.

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U.S.-based Temporary/Recurring Employees

One-Day *Park Hopper*® Guest Tickets (Eligible U.S.-based Employees only) (continued)

Daily Usage (cont.)

- » Please note, visiting more than one theme park per day at the *Walt Disney World*® Resort is unavailable or subject to limits. For further information on Park Hopper® privileges, go to <https://disneyworld.disney.go.com/guest-services/park-hopper/>. Park Hopper privileges at the *Disneyland*® Resort are subject to restrictions.
- » Standard ticket and hand stamp or Guest photo or ticket tag confirmation required for same day readmission to same park, and if applicable, crossover to the other parks.
- » For re-entry at *Shanghai Disneyland Park*, proof of identify is required. At the entrance of *Shanghai Disneyland Park*, a photo of bearer will be taken as proof of the bearer's identity as the ticket holder.
- » Employees must be prepared to show a valid Company-issued ID when admitting Guest(s) into an eligible Disney Theme Park.

In Costume

- » Employees, while in costume, may utilize their One-Day *Park Hopper*® Guest Tickets to admit Family Member(s) and/or Guest(s) accompanied by Family Member(s).
- » Costumed Employees utilizing their One-Day *Park Hopper*® Guest Tickets should wear their complete costume (including nametag) but may not accompany their Guest(s) into the park.

Entry

- » Employees are not permitted to meet their Guest(s) at *Walt Disney World*® Resort Main Entrance auto plaza locations. Do not pull over in front of an auto plaza and wait for Guest(s).
- » Employees must meet their Guest(s) at the park entrance to admit them into the park. Employees utilizing their One-Day *Park Hopper*® Guest Tickets must be with Guest(s) for first time entry.
- » Guest(s) must be accompanied by the Employee or Family Member (as previously defined in the "Guest Accompaniment" section) at all times.

Parking

- » Employees may use their Company-issued ID for complimentary standard parking at U.S.-based Disney Theme Parks.
- » Complimentary parking is subject to availability.
- » One-Day *Park Hopper*® Guest Tickets do not provide complimentary parking.

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U.S.-based Temporary/Recurring Employees

Complimentary Theme Park Merchandise Discounts (Eligible U.S.-based Employees only)

Eligible U.S.-based Temporary/Recurring Employees receive a complimentary theme park merchandise discount at all participating U.S.-based merchandise locations that are owned and operated by Walt Disney Parks and Resorts, Disney Store, shopDisney, and Disney Cruise Line.

Complimentary Theme Park Merchandise Discount Eligibility

U.S.-based Eligible Temporary/Recurring Employees with three (3) or more years of service	U.S.-based Eligible Temporary/Recurring Employees with fewer than three (3) years of service
<ul style="list-style-type: none">• 35% standard discount	<ul style="list-style-type: none">• 20% standard discount
<ul style="list-style-type: none">• Not valid at: Cast Connection, Company D locations, Disney's Character Warehouse, Team Centers, Property Control, and Castaway Cay	<ul style="list-style-type: none">• Not valid at: Cast Connection, Company D locations, Disney's Character Warehouse, Team Centers, Property Control, and Castaway Cay

- » Employees must present their valid Company-issued ID at time of transaction to receive their complimentary theme park merchandise discount.
- » Complimentary theme park merchandise discount may also be applied to purchases made on shopDisney mobile app and shopDisney online at shopDisney.com. For the discount to be applied, you must create an account and provide your PERNR number.

Restrictions

- » One-Day *Park Hopper*® Guest Tickets cannot be honored for discounts.
- » Employees and Retirees may not extend their discount to others, including their spouses/ domestic partners.
- » Complimentary theme park merchandise discounts are for Employees' personal use only and may not be used to purchase theme park merchandise with the intent to resell.
- » Complimentary theme park merchandise discounts are subject to change at any time.
- » If an Employee qualifies for two separate discounts for percentage off a purchase, the higher percentage discount may be applied to the purchase but multiple percentage discounts may not be combined.
- » Some theme park merchandise offerings, including media (e.g., Blu-Ray, DVDs, CDs), have a lower standard discount. A higher discount may be also offered on select items or during select seasonal periods (e.g. Disney Family Holiday Celebration).
- » Complimentary theme park merchandise discounts, as applicable, are not valid on: artist originals, select collectibles, gift cards, gift certificates, admission media, arcades, shipping or taxes, and on additional items or at other locations that may not be noted here.

Temporary/Recurring
Employees

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U.S.-based Temporary/Recurring Employees

Complimentary Theme Park Merchandise Discounts (Eligible U.S.-based Employees only)

Restrictions (continued)

- » Employee complimentary theme park merchandise discounts are limited to \$8,000 annually. This limit applies to the total merchandise discount amount received, and does not apply to resort reservations, theme park tickets or purchases made at food and beverage locations. This applies to all Employees, regardless of the discount they receive.
- » For a more detailed list of excluded products and locations please click [here](#).

Temporary/Recurring
Employees

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Retirees

Self-Admission Privileges (Eligible U.S.-based Retirees only)

Eligible U.S.-based Retirees (please refer to the glossary for retirement eligibility) have access to visit the U.S.-based Disney Theme Parks. Self-Admission privileges allow Retirees to visit U.S.-based Disney Theme Parks.

For more information on retirement, please visit [D Tools HR](#). Upon retirement, [DisneyRetiree.com](#) can be referenced about Retiree complimentary admission and discounts.

- » U.S.-based Retirees must be prepared to show their valid Company-issued ID when taking advantage of their self-admission privileges.
- » Self-admission privileges do not count toward total Main Entrance Pass uses for the year.

Self-admission privileges only apply at:

- » *Walt Disney World*® Resort Theme Parks: *Disney's Animal Kingdom*® Theme Park, *Disney's Hollywood Studios*®, *Epcot*®, *Magic Kingdom*® Park
- » *Disneyland*® Resort Theme Parks: *Disney California Adventure*® Park, *Disneyland*® Park

Self-admission privileges do not apply at:

- » Non U.S.-based Disney Theme Parks
- » *Disney's Blizzard Beach*® Water Park, *Disney's Typhoon Lagoon* Water Park
- » Disney's Fantasia Gardens Miniature Golf Course, Disney's Winter Summerland Miniature Golf Course

Restrictions

Eligible Disney Employees Retirees must obtain a reservation for theme park entry in advance. Even after park capacities return to normal, reservations, if available, may be very limited and admissions under other ticket or pass types may be prioritized.

- » To enter a theme park using Self-Admission, both a park reservation for the particular theme park and day are required. The Self-Admission Pass or Company-issued ID that was used to make the theme park reservation must be used for park entry. Theme park reservations and admission are not guaranteed.
- » Please note, visiting more than one theme park per day at the *Walt Disney World*® Resort is unavailable or subject to limits. For further information on Park Hopper® privileges, go to <https://disneyworld.disney.go.com/guest-services/park-hopper/>. Park Hopper privileges at the *Disneyland*® Resort are subject to restrictions.
- » Self-admission is only valid during regular park operating hours, and is not valid for events requiring separate admission, including, but not limited to, special events and private parties. Parks, attractions or entertainment may change operating hours, close due to refurbishing, low demand, capacity, weather, special events or other reasons, and may otherwise change or be discontinued without notice and without liability. Upon reopening, certain theme parks, hotels, restaurants and other locations may be limited in capacity and subject to restricted availability or even closure based on guidance from health experts and government officials. Furthermore,

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Retirees

Self-Admission Privileges (Eligible U.S.-based Retirees only) (continued)

Restrictions (continued)

certain attractions, experiences, services and amenities will be modified, have limited availability or remain closed. Park admission and offerings are not guaranteed. We reserve the right to cancel any reservations, admission media or purchases and provide applicable refunds.

- » As a result of the Covid-19 impact on operations, the *FastPass+* service is suspended for the time being. FastPass service is not offered with complimentary tickets or main entrance passes. We will share future updates at a later date.
- » Self-admission privileges may not be used for commercial purposes. Solicitation to engage in such activity is also prohibited. Violations of self-admission usage guidelines may result in the loss of Retiree privileges.

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Retirees

Main Entrance Pass

The Main Entrance Pass allows eligible Retirees to visit Disney Theme Parks. Eligible Retirees include Retirees based in the U.S. and Retirees based outside the U.S. who were not stasured to Walt Disney Parks & Resorts at time of retirement. The grid below outlines what each Retiree would receive if retiring on or after January 1, 2015. Those who retired prior to 2015 will maintain the same privileges they received at the time of their retirement.

Privileges

Retiree and Eligible Dependents for Company Events and Tickets	Main Entrance Pass Privileges
<ul style="list-style-type: none">• Single Retiree• Single Retiree + any number of eligible dependents	<ul style="list-style-type: none">• Main Entrance Pass + 3 Main Entrance Guest Admissions
<ul style="list-style-type: none">• Retiree + spouse/domestic partner• Retiree + spouse/domestic partner + any number of eligible dependents	<ul style="list-style-type: none">• Main Entrance Pass + Spouse/Domestic Partner Pass + 3 Main Entrance Guest Admissions

Eligibility Guidelines

- » Retirees may admit up to three (3) Guest(s) into eligible Disney Theme Parks. Eligible Retirees receive a Main Entrance Pass, a Spouse/Domestic Partner Pass (if applicable) and three (3) Main Entrance Guest Admissions.
- » All eligible Retirees of the Company are entitled to have only one active Main Entrance Pass (an individual Main Entrance Pass or a Spouse/Domestic Partner Pass) assigned to them at a time. A Retiree that has a spouse/domestic partner employed at the Company or retired from the Company, may not receive and use their spouse/domestic partner's Main Entrance Pass in addition to their own. However, if their spouse/domestic partner has a higher Main Entrance Pass benefit, a Retiree may choose to forgo their own Pass and receive only a Spouse/Domestic Partner Main Entrance Pass.

All prerequisites are subject to change at any time. Information contained in this document does not entitle any individual to Company-provided prerequisites, which are issued at the Company's sole discretion. All Complimentary Admission may not be purchased, sold, used for commercial purposes, bartered or exchanged for anything of value, including, but not limited to: cash, gift cards, meals, other theme park tickets, or gas. Solicitation to engage in such activities is also prohibited. Merchandise discounts are for personal use only, and may not be extended to others or used to purchase merchandise with the intent to resell. Violations of complimentary admission or merchandise discount policies may result in loss of the privilege as well as disciplinary action, up to and including termination.



Retirees

Main Entrance Pass

Eligibility Guidelines (Continued)

	Main Entrance Pass (Silver)	Main Entrance Pass 16 Admit (Blue)
Offered To	<ul style="list-style-type: none"> Salaried Regular Full Time and Regular Part Time Employees at time of retirement Hourly Regular Full Time and Regular Part Time Employees with 15 or more years of service at time of retirement 	<ul style="list-style-type: none"> Hourly Regular Full Time and Regular Part Time Employees with 10-14 years of service at time of retirement
Privileges	<ul style="list-style-type: none"> Self + 3 Guests 	<ul style="list-style-type: none"> Self + 3 Guests
Annual Usage	<ul style="list-style-type: none"> Privileges are not subject to an annual usage limit at U.S.-based Disney Theme Parks[^] 	<ul style="list-style-type: none"> Maximum of 16 combined uses per calendar year at all eligible Disney Theme Parks[^]
U.S.-based Disney Theme Park Eligibility	<ul style="list-style-type: none"> Disney's Animal Kingdom[®] Theme Park Disney California Adventure[®] Park Disney's Hollywood Studios[®] Disneyland[®] Park Epcot[®] Magic Kingdom[®] Park 	<ul style="list-style-type: none"> Disney's Animal Kingdom[®] Theme Park Disney California Adventure[®] Park Disney's Hollywood Studios[®] Disneyland[®] Park Epcot[®] Magic Kingdom[®] Park
Eligible Non U.S.-based Disney Theme Parks	<ul style="list-style-type: none"> Disneyland[®] Paris <ul style="list-style-type: none"> Disneyland[®] Paris Walt Disney Studios[®] Park Hong Kong Disneyland Park Shanghai Disneyland Park 	<ul style="list-style-type: none"> Disneyland[®] Paris <ul style="list-style-type: none"> Disneyland[®] Paris Walt Disney Studios[®] Park Hong Kong Disneyland Park Shanghai Disneyland Park
Restrictions	<ul style="list-style-type: none"> Block-out dates apply Not valid for admission at Tokyo Disneyland Park or Tokyo DisneySea Park Privileges are subject to audit Additional restrictions apply, see following pages 	<ul style="list-style-type: none"> Block-out dates apply Not valid for admission at Tokyo Disneyland Park or Tokyo DisneySea Park Privileges are subject to audit Additional restrictions apply, see following pages

[^]Admission into the theme parks at Disneyland[®] Paris are limited to 15 times per year. Admission into Hong Kong Disneyland Park is limited to 12 times per year. Admission into Shanghai Disneyland Park is limited to 12 times per year.

» Please note that Main Entrance Pass (Silver) and Main Entrance Pass 16 Admit (Blue) refer to the type of pass, not the color of the pass. All Main Entrance Passes are dark blue in color. The pass type is indicated on the back of the pass below the Retiree/spouse/domestic partner's name.



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Retirees

Main Entrance Pass (continued)

Restrictions

Eligible Disney Retirees must obtain a reservation for theme park entry in advance*. Even after park capacities return to normal, reservations, if available, may be very limited and admissions under other ticket or pass types may be prioritized.

- » To enter a theme park with your Main Entrance Pass, both a park reservation* for the particular theme park and day and are required (except for *Disneyland*® Paris where one single reservation is valid for both *Disneyland*® Park and *Walt Disney Studios*® Park). The Main Entrance Pass that was used to make the theme park reservation must be used for park entry. Theme park reservations and admission are not guaranteed.

**Disneyland*® Paris Theme Park reservations for Main Entrance Passes are secured day of at a Guest Relations window. Guest Relations will secure your *Disneyland*® Paris theme park reservation for the day and provide a ticket for theme park entry.

- » Please note, visiting more than one theme park per day at the *Walt Disney World*® Resort is unavailable or subject to limits. For further information on *Park Hopper*® privileges, go to <https://disneyworld.disney.go.com/guest-services/park-hopper/>. *Park Hopper*® privileges at the *Disneyland*® Resort are subject to restrictions.
- » Main Entrance Passes are only valid during regular park operating hours, and are not valid for events requiring separate admission, including, but not limited to, special events and private parties. Parks, attractions or entertainment may change operating hours, close due to refurbishing, capacity, weather or special events, and may otherwise change or be discontinued without notice and without liability. Upon reopening, certain theme parks, hotels, restaurants and other locations may be limited in capacity and subject to restricted availability or even closure based on guidance from health experts and government officials. Furthermore, certain attractions, experiences, services and amenities will be modified, have limited availability or remain closed. Park admission and offerings are not guaranteed. We reserve the right to cancel any reservations, admission media or purchases and provide applicable refunds.
- » As a result of the Covid-19 impact on operations, the *FastPass+* service is suspended for the time being. *FastPass* service is not offered with complimentary tickets or main entrance passes. We will share future updates at a later date.
- » Main Entrance Pass privileges may not be purchased, sold, used for commercial purposes, bartered or exchanged for anything of value, including, but not limited to: cash, gift cards, meals, other theme park tickets and gas. Solicitation to engage in such activities is also prohibited. Violations of Main Entrance Pass policies may result in the loss of Retiree privileges.
- » Main Entrance Passes are not valid for admission to the theme parks at *Tokyo Disney Resort* in Japan, and are not valid for admission to any Water Parks.
- » Main Entrance Passes are subject to the rules, entitlements and procedures of the Complimentary Admission Program in effect from time to time.
- » Disney is not responsible for lost or stolen tickets or property.
- » Entry constitutes consent for Disney to use any film, video or likeness of bearer for any purpose whatsoever, without payment to the bearer.

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Retirees

Main Entrance Pass (continued)

Restrictions (cont.)

- » Main Entrance Passes are non-transferable. It is a privilege extended only to the person whose name appears on the pass. Passholders may not, under any circumstances, give their Main Entrance Pass or Spouse/Domestic Partner Pass to their Guest(s).
- » Asking other Passholders or offering to assist other Passholders in admitting Guest(s) into an eligible Disney Theme Park is strictly prohibited.
- » Standard ticket and hand stamp or Guest photo or ticket tag confirmation required for same day readmission to same park, and if applicable, crossover to the other parks.
- » For re-entry at *Shanghai Disneyland Park*, proof of identity is required. At the entrance of *Shanghai Disneyland Park*, a photo of bearer will be taken as proof of the bearer's identity as the ticket holder.
- » It is agreed between owners of the parks and ticket users that all claims for injury or loss arising incident to presence on owners' property shall be litigated in the state where the incident occurred or, if the incident occurred outside of the United States, in the jurisdiction where the incident occurred.
- » *Hong Kong Disneyland Park* admission is subject to the [HKDL Cast Complimentary Usage Guidelines](#), block-out dates and annual quota.

Guest Accompaniment

- » After initial entry into an eligible Disney Theme Park, the following Guest(s) who are family members of the eligible Retiree or the Retiree's spouse/domestic partner and at least 14 years of age* (herein after referred to as "**Family Member(s)**") are able to enjoy the parks unaccompanied by the Retiree or the Retiree's spouse/domestic partner:
 - Children** and children-in-law
 - Parents and legal guardians
 - Parents-in-law
 - Siblings and siblings-in-law
 - Grandparents and grandchildren
 - Aunts and uncles
 - Nieces and nephews
 - First cousins
- *Guests under the age of 16 must be accompanied by a Guest aged 16 or older to enter *Hong Kong Disneyland Park* and *Shanghai Disneyland Park*
- **Including step, adopted, foster or temporary custody children
- » Passholders must accompany all Guest(s) not listed above, unless the Guest(s) are accompanied by a Family Member.
 - » All Guest(s) admitted into eligible Disney Theme Parks must have access to a valid form of admission throughout the length of their theme park visit. .

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Retirees

Main Entrance Pass (continued)

Daily Usage

- » Retirees and spouses/domestic partners admitting multiple Guests into an eligible Disney Theme Park must admit all Guests at the same time.
- » Main Entrance Passes may only be used once per day for Guest admission. Passholders and their Guest(s) will be issued readmission tickets.
 - Passholders visiting the *Walt Disney World*® Resort Theme Parks will utilize their reusable Guest Passes for Guest re-entry into the same park or to visit multiple parks on the same day, if applicable.
- » Retirees must be prepared to show their Company-issued ID when utilizing a Main Entrance Pass. Spouse/domestic partners must be prepared to show valid government-issued photo ID when utilizing a Main Entrance Pass.

Spouse/Domestic Partner Pass Privileges

- » The spouse/domestic partner may use a Spouse/Domestic Partner Pass to admit Guest(s) into the park with or without the presence of the Retiree.
 - Spouse/Domestic Partner Pass usage counts toward the annual Main Entrance Pass usage.
 - The spouse/domestic partner may not self-admit into an eligible Disney Theme Park after the Retiree has already entered the park with Guest(s).
 - The Retiree may self-admit into an eligible Disney Theme Park on the same day after the spouse/domestic partner enters with Guest(s).

Entry

- » Retirees are not permitted to meet their Guest(s) at *Walt Disney World*® Resort Main Entrance auto plaza locations. Do not pull over in front of an auto plaza and wait for Guests.
- » Retirees must meet their Guest(s) at the park entrance to admit them into the park. Retirees or spouse/domestic partners utilizing their Main Entrance Pass or Spouse/Domestic Partner Pass must be with Guest(s) for first time entry.
- » Guest(s) must be accompanied by the Retiree, spouse/domestic partner or eligible Family Member at all times.

Parking

- » Retirees may use their Company-issued ID for complimentary standard parking at eligible U.S.-based Disney Theme Parks.
 - Spouse/domestic partners may use their Spouse/Domestic Partner Pass and a valid government-issued photo ID to receive complimentary standard parking.
- » Complimentary parking is subject to availability.
- » Retirees and spouses/domestic partners may not, under any circumstances, give their pass to Family Members or Guest(s) for complimentary standard parking.

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Retirees

Complimentary Tickets

Eligible Retirees are eligible to receive complimentary theme park tickets. Complimentary tickets are for Retirees' personal use – to admit extra Guest(s) into the theme parks or to give as gifts to family, friends or charitable organizations. Eligible Retirees include Retirees based in the U.S. and Retirees based outside the U.S. who were not stasured to Walt Disney Parks & Resorts at time of retirement.

Complimentary Tickets

Retiree	Complimentary Tickets
Eligible Retirees	Winter Distribution: 2 tickets

- » Each eligible Retiree receives two (2) complimentary tickets once per year.
- » Complimentary tickets are valid for one (1) day of admission to the theme parks at either *Disneyland*® Resort , OR *Walt Disney World*® Resort, OR *Disneyland*® Paris, OR *Hong Kong Disneyland Park** OR *Shanghai Disneyland Park***.
- » Complimentary tickets expire approximately two years from date of issue. The expiration date is printed on each ticket.***
- » Complimentary tickets are valid for one (1) day of admission which allows your Guests to re-enter the same park or visit multiple parks on the same day. They are not subject to block-out dates.
- » Please note, visiting more than one theme park per day at the *Walt Disney World*® Resort is unavailable or subject to limits. For further information on *Park Hopper*® privileges, go to <https://disneyworld.disney.go.com/guest-services/park-hopper/>. *Park Hopper*® privileges at the *Disneyland*® Resort are subject to restrictions.
- » Complimentary tickets are for the Retiree's personal use - to admit extra Guests into theme parks or to give as gifts to family, friends or charitable organizations. Unless specifically stated to the contrary on the ticket, Retirees do not need to be present when complimentary tickets are used. Note that certain tickets are specifically intended for use by the Retiree and require the Retiree to present a valid Company-issued ID when using the ticket. These select tickets will specifically state this requirement on the ticket.
- » Complimentary parking is not offered for those Guest(s) being admitted using complimentary tickets.

*Complimentary tickets issued prior to December 2005 are not valid for admission to *Hong Kong Disneyland Park*.

**Complimentary tickets issued prior to January 2017 are not valid for admission to *Shanghai Disneyland Park*.

***Complimentary tickets issued by *Disneyland*® Resort prior to 1995 have no expiration date. Complimentary tickets issued by *Walt Disney World*® Resort prior to July 1999 have no expiration date.

Restrictions

The user of the Complimentary Tickets must obtain a reservation for theme park entry in advance*. Even after park capacities return to normal, reservations for this ticket type, if available, may be very limited and admissions under other ticket or pass types may be prioritized over the Complimentary Tickets.

- » To enter a theme park with Complimentary Tickets, both a park reservation* for the particular theme park and day are required (except for *Disneyland*® Paris where one single reservation is valid for both *Disneyland*® Park and *Walt Disney Studios*® Park). The same Complimentary

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Retirees

Complimentary Tickets (continued)

Restrictions (continued)

Ticket that was used to make the theme park reservation must be used for park entry. Theme park reservations and admission are not guaranteed.

**Disneyland*[®] Paris Theme Park reservations for Complimentary Tickets are secured day of at a Guest Relations window. Guest Relations will secure your *Disneyland*[®] Paris theme park reservation for the day and provide a ticket for theme park entry.

- » Complimentary ticket users must obtain a reservation for theme park entry in advance.
- » Please note, visiting more than one theme park per day at the *Walt Disney World*[®] Resort is unavailable or subject to limits. For further information on *Park Hopper*[®] privileges, go to <https://disneyworld.disney.go.com/guest-services/park-hopper/>. *Park Hopper*[®] privileges at the *Disneyland*[®] Resort are subject to restrictions.
- » Complimentary Tickets may not be purchased, sold, used for commercial purposes, bartered or exchanged for anything of value, including, but not limited to: cash, gift cards, meals, other theme park tickets, or gas. Solicitation to engage in such activities is also prohibited. Retirees will be held responsible if their tickets are altered or sold, even if they were given to another individual who altered or sold them. Violations of Complimentary Ticket usage guidelines may result in loss of the privilege.
- » Complimentary tickets are only valid during regular park operating hours, and are not valid for events requiring separate admission, including, but not limited to special events and private parties. Parks, attractions or entertainment may change operating hours, close due to refurbishing, low demand, capacity, weather, special events or other reasons, and may otherwise change or be discontinued without notice and without liability. Upon reopening, certain theme parks, hotels, restaurants and other locations may be limited in capacity and subject to restricted availability or even closure based on guidance from health experts and government officials. Furthermore, certain attractions, experiences, services and amenities will be modified, have limited availability or remain closed. Park admission and offerings are not guaranteed. We reserve the right to cancel any reservations, admission media or purchases and provide applicable refunds.
- » As a result of the Covid-19 impact on operations, the *FastPass+* service is suspended for the time being. *FastPass* service is not offered with complimentary tickets or main entrance passes. We will share future updates at a later date.
- » Complimentary tickets cannot be replaced or reissued should they be lost, misplaced stolen or expired.
- » Complimentary tickets are not valid for admission to the theme parks at *Tokyo Disney Resort* in Japan, or for admission to any Water Parks.
- » Complimentary tickets are subject to the rules, entitlements and procedures of the Complimentary Admission Program in effect from time to time.
- » Disney is not responsible for lost or stolen tickets or property.

All prerequisites are subject to change at any time. Information contained in this document does not entitle any individual to Company-provided prerequisites, which are issued at the Company's sole discretion. All Complimentary Admission may not be purchased, sold, used for commercial purposes, bartered or exchanged for anything of value, including, but not limited to: cash, gift cards, meals, other theme park tickets, or gas. Solicitation to engage in such activities is also prohibited. Merchandise discounts are for personal use only, and may not be extended to others or used to purchase merchandise with the intent to resell. Violations of complimentary admission or merchandise discount policies may result in loss of the privilege as well as disciplinary action, up to and including termination.



Retirees

Complimentary Tickets (continued)

Restrictions (continued)

- » Entry constitutes consent for Disney to use any film, video or likeness of bearer for any purpose whatsoever, without payment to the bearer.
- » Standard ticket and hand stamp or Guest photo or ticket tag confirmation required for same day readmission to same park, and if applicable, crossover to the other parks.
- » For re-entry at *Shanghai Disneyland Park*, proof of identity is required. At the entrance of *Shanghai Disneyland Park*, a photo of bearer will be taken as proof of the bearer's identity as the ticket holder.
- » It is agreed between owners of the parks and ticket users that all claims for injury or loss arising incident to presence on owners' property shall be litigated in the state where the incident occurred or, if the incident occurred outside of the United States, in the jurisdiction where the incident occurred.
- » Complimentary Ticket use is subject to capacity and other restrictions.

Distribution

- » Complimentary tickets are distributed annually to Retirees each winter via mail.

All perquisites are subject to change at any time. Information contained in this document does not entitle any individual to Company-provided perquisites, which are issued at the Company's sole discretion. All Complimentary Admission may not be purchased, sold, used for commercial purposes, bartered or exchanged for anything of value, including, but not limited to: cash, gift cards, meals, other theme park tickets, or gas. Solicitation to engage in such activities is also prohibited. Merchandise discounts are for personal use only, and may not be extended to others or used to purchase merchandise with the intent to resell. Violations of complimentary admission or merchandise discount policies may result in loss of the privilege as well as disciplinary action, up to and including termination.



Retirees

Complimentary Theme Park Merchandise Discounts

Eligible Retirees receive a complimentary theme park merchandise discount at all participating U.S.-based merchandise locations that are owned and operated by Walt Disney Parks and Resorts, Disney Store, shopDisney, and Disney Cruise Line.. Eligible Retirees include Retirees based in the U.S. and Retirees based outside the U.S. who were not stasured to Walt Disney Parks & Resorts at time of retirement.

Complimentary Theme Park Merchandise Discount Eligibility

Eligible Retirees

- 35% standard discount

- Not valid at: Cast Connection, Company D locations, Disney's Character Warehouse, Team Centers, Property Control, and Castaway Cay

- » Retirees must present their Company-issued ID at time of transaction to receive their complimentary theme park merchandise discount.
- » Eligible spouses/domestic partners must present a valid Spouse/Domestic Partner Pass and government-issued photo ID in order to receive their complimentary theme park merchandise discount.
- » Complimentary theme park merchandise discount may also be applied to purchases made on shopDisney mobile app and shopDisney online at shopDisney.com. For the discount to be applied, you must create an account and provide your PERNR number.

Restrictions

- » Main Entrance Guest Passes and complimentary tickets cannot be honored for discounts.
- » Retirees may not extend their discount to others. Spouses/domestic partners receive the same discount as the Retiree with their Spouse/Domestic Partner Pass.
- » Complimentary theme park merchandise discounts are for Retirees' personal use only and may not be used to purchase theme park merchandise with the intent to resell.
- » Complimentary theme park merchandise discounts are subject to change at any time.
- » If a Retiree qualifies for two separate discounts for percentage off a purchase, the higher percentage discount may be applied to the purchase but multiple percentage discounts may not be combined.
- » Some theme park merchandise offerings, including media (e.g., Blu-Ray, DVDs, CDs), have a lower standard discount. A higher discount may be also offered on select items or during select seasonal periods (e.g. Disney Family Holiday Celebration).
- » Complimentary theme park merchandise discounts, as applicable, are not valid on: artist originals, select collectibles, gift cards, gift certificates, admission media, arcades, shipping or taxes, and on additional items or at other locations that may not be noted here.
- » Retiree complimentary theme park merchandise discounts are limited to \$8,000 annually. This limit applies to the total merchandise discount amount received, and does not apply to resort reservations, theme park tickets or purchases made at food and beverage locations. This applies to all Retirees, regardless of the discount they receive.
- » For a more detailed list of excluded products and locations please click [here](#).

All perquisites are subject to change at any time. Information contained in this document does not entitle any individual to Company-provided perquisites, which are issued at the Company's sole discretion. All Complimentary Admission may not be purchased, sold, used for commercial purposes, bartered or exchanged for anything of value, including, but not limited to: cash, gift cards, meals, other theme park tickets, or gas. Solicitation to engage in such activities is also prohibited. Merchandise discounts are for personal use only, and may not be extended to others or used to purchase merchandise with the intent to resell. Violations of complimentary admission or merchandise discount policies may result in loss of the privilege as well as disciplinary action, up to and including termination.



Appendix: Glossary

The terms and definitions listed below will assist Employees and Retirees in understanding their complimentary admission and complimentary theme park merchandise discount eligibility.

Block-Out Dates

- » Block-out dates are select days of the year when complimentary admission privileges are not offered to Employees/Retirees. It is the responsibility of Employees/Retirees to check the block-out date calendar prior to their Disney Theme Park visit.

Domestic Partner

- » To be considered a domestic partner for the purpose of Disney perquisites policies, it is required that the domestic partner:
 - Is at least 18 years of age and competent to enter a contract.
 - Has been in a committed relationship with the Employee/Retiree for the past 12 months which both persons intend to be permanent. (Twelve month minimum waived if Employee/Retiree and partner are recognized as being registered partners in civil union or similar legal status under applicable Federal or State law).
 - Lives with the Employee/Retiree in a mutual residence.
 - Is not related to the Employee/Retiree by blood or marriage.
 - Is not married to anyone else or in another domestic partnership, civil union or similar relationship with another person.
 - Is financially interdependent with the Employee/Retiree so that each person is responsible for the expenses and financial obligations of the other.
- » The Employee/Retiree designating the domestic partner for purposes of coverage under Disney perquisites policies must:
 - Be at least 18 years of age.
 - Not be legally married to anyone else or in another domestic partnership, civil union or similar relationship with another person.
 - Confirm that the domestic partner meets all of the domestic partner eligibility rules.

Main Entrance Pass Guest Admission

- » A privilege extended to a minimum of three (3) Guest(s) of eligible Regular Full Time and Regular Part Time Employees and Retirees for an allotted number of complimentary admissions into eligible Disney Theme Parks.

Main Entrance Pass 16 Admit (Blue)

- » Held by eligible hourly Regular Full Time and Regular Part Time Employees with fewer than 15 years of service, and by hourly Retirees with 10-14 years of service at time of retirement. Main Entrance Pass 16 Admit (Blue) privileges are subject to an annual usage limit.

Main Entrance Pass (Silver)

- » Held by eligible salaried Regular Full Time and Regular Part Time Employees, hourly Regular Full Time and Regular Part Time Employees with more than 15 years of service, or eligible Retirees who, at time of retirement, were hourly and had 15 or more years of service or were salaried. Main Entrance Pass (Silver) privileges are not subject to an annual usage limit at U.S.-based Disney Theme Parks.

All perquisites are subject to change at any time. Information contained in this document does not entitle any individual to Company-provided perquisites, which are issued at the Company's sole discretion. All Complimentary Admission may not be purchased, sold, used for commercial purposes, bartered or exchanged for anything of value, including, but not limited to: cash, gift cards, meals, other theme park tickets, or gas. Solicitation to engage in such activities is also prohibited. Merchandise discounts are for personal use only, and may not be extended to others or used to purchase merchandise with the intent to resell. Violations of complimentary admission or merchandise discount policies may result in loss of the privilege as well as disciplinary action, up to and including termination.



Appendix: Glossary (continued)

One-Day *Park Hopper*[®] Guest Ticket

- » Received by eligible hourly and salaried U.S.-based Temporary/Recurring Employees once an hours worked milestone is reached in a calendar year (150, 300, or 600 hours).

Retiree

- » To be eligible for discounts and perquisites in retirement an Employee must have at least 10 years of continuous service as a Regular Full Time or Regular Part Time Employee and be at least 55 years of age at the time they leave the Company. Temporary/Recurring Employees are not eligible for discounts and perquisites in retirement.

Self-Admission Privileges

- » Eligible U.S.-based Regular Full Time, Regular Part Time, Temporary/Recurring Employees and Retirees are extended complimentary self-admission into eligible U.S.-based Disney Theme Parks.

Spouse

- » To be an eligible spouse for purposes of Disney perquisites policies, a person must be someone to whom you are legally married (unless you are legally separated by court order), including a same-sex or common-law marriage where permitted. Anyone in a same-sex civil union is not eligible for purposes of Disney benefits, perquisites and policies as a spouse, but may be eligible as a domestic partner.

Temporary/Recurring Employee

- » A Temporary Employee is scheduled to work on a temporary basis for a maximum of 30 consecutive weeks or less, regardless of the number of hours worked per week. A Recurring Employee is scheduled to work less than 30 hours per week on a recurring, intermittent or seasonal basis. The Employee may be scheduled on occasion for more than 30 hours in any week, but in no event shall the employee have actual work hours (including hours paid for specified periods of approved absence) averaging 30 or more hours per week over a 52-week period.
- » Temporary/Recurring Employees are not eligible for discounts and perquisites in retirement.
- » Temporary/Recurring Employees are often referred to as “Seasonal”, “Casual Limited” or “Casual Temporary (CT)” at Walt Disney Parks and Resorts.

