

# EXHIBIT 7



# Complimentary Admission and Discounts

For eligible\* U.S.-based Employees and Retirees of The Walt Disney Company, its subsidiaries and affiliated and related companies (which companies are hereafter collectively referred to as the “Disney Companies”); and for eligible\* Employees and Retirees of the Disney Companies who are based outside the U.S. and not stasured to Walt Disney Parks & Resorts.

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Dependent Eligibility

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

# 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 of the Disney Companies. 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"> <li>• Is at least 18 years of age and competent to enter a contract</li> <li>• 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</li> <li>• Lives with the Employee in a mutual residence</li> <li>• Is not related to the Employee by blood or marriage</li> <li>• Is not married to anyone else or in another domestic partnership, civil union or similar relationship with another person</li> <li>• Is financially interdependent with the Employee so that each person is responsible for the expenses and financial obligations of the other</li> <li>• The Employee designating the domestic partner for purposes of coverage under Disney perquisites and policies must:               <ul style="list-style-type: none"> <li>• Be at least 18 years of age</li> <li>• Not be legally married to anyone else or in another domestic partnership, civil union or similar relationship with another person</li> <li>• Confirm that his/her domestic partner meets all of the domestic partner eligibility rules</li> </ul> </li> </ul>
Age Dependent Becomes Ineligible	• N/A
Dependent Update Requirement	• N/A
Documentation Requirements Upon Audit Request, but not limited to:	• Driver's license or utility bills showing the same address, mortgage documents, lease or deed showing both names, marriage license
Disabled Adult Dependent	
Definition	• Disabled adult family member who is unable to care for themselves and who is living with the Employee
Age Dependent Becomes Ineligible	• N/A
Dependent Update Requirement	• N/A
Documentation Requirements Upon Audit Request, but not limited to:	• 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	• 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	• 23rd birthday
Dependent Update Requirement	• N/A

All perquisites 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, 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 employees' and retirees' personal use only and may not be used to purchase merchandise with the intent to resell. Employees and Retirees may not extend their discount to others, including other employees who receive a lesser discount. 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"> <li>• Copy of student's class schedule from school, must show current enrollment period and the number of credits/hours</li> </ul>
<b>Child/Step Child/Adopted Child</b>	
Definition	<ul style="list-style-type: none"> <li>• Child aged 3-18 who is the son/daughter of the Employee or spouse/domestic partner</li> </ul>
Age Dependent Becomes Ineligible	<ul style="list-style-type: none"> <li>• Prior to 3rd birthday and upon 19th birthday</li> </ul>
Dependent Update Requirement	<ul style="list-style-type: none"> <li>• N/A</li> </ul>
Documentation Requirements Upon Audit Request, but not limited to:	<ul style="list-style-type: none"> <li>• Birth Certificate, court documentation</li> </ul>
<b>Temporary Custody Child</b>	
Definition	<ul style="list-style-type: none"> <li>• Court documented temporary custody of a child aged 3-18</li> </ul>
Age Dependent Becomes Ineligible	<ul style="list-style-type: none"> <li>• Prior to 3rd birthday and upon 19th birthday</li> </ul>
Dependent Update Requirement	<ul style="list-style-type: none"> <li>• N/A</li> </ul>
Documentation Requirements Upon Audit Request, but not limited to:	<ul style="list-style-type: none"> <li>• Court documentation indicating temporary custody</li> </ul>
<b>Foster Child</b>	
Definition	<ul style="list-style-type: none"> <li>• Court documented temporary custody of a child aged 3-18</li> </ul>
Age Dependent Becomes Ineligible	<ul style="list-style-type: none"> <li>• Prior to 3rd birthday and upon 19th birthday</li> </ul>
Dependent Update Requirement	<ul style="list-style-type: none"> <li>• N/A</li> </ul>
Documentation Requirements Upon Audit Request, but not limited to:	<ul style="list-style-type: none"> <li>• Court documentation indicating temporary custody</li> </ul>

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 of the Disney Companies.

- » 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, he/she 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, he/she 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 of the Disney Companies (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 most days of the year.

- » 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

- » 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.
- » Disney FASTPASS selections and Disney FastPass+ selections may not be purchased, sold, bartered or exchanged for anything of value. Disney FASTPASS selections and Disney FastPass+ selections must be redeemed with admission tickets/pass(es) used to enter the theme park on the same day. Using additional admission tickets/pass(es) (such as: complimentary tickets, Guest Passes, Spouse/Domestic Partner Passes, One-Day *Park Hopper*® Guest Tickets, Disney Family Holiday Celebration Tickets, Annual Passes, paid media, etc.) that were not used to enter the park the day of, to obtain and redeem additional Disney FASTPASS selections or Disney FastPass+ selections is prohibited. Violations of this policy may result in the loss of future Disney FASTPASS privileges and Disney FastPass+ privileges, loss of complimentary admission privileges, as well as disciplinary action, up to and including termination.
- » Self-admission privileges are subject to select Company designated self-admission block-out dates.
- » Block-out dates may change at any time, and U.S.-based Employees are responsible for checking updated information prior to their Disney Theme Park visit.
- » For a current listing of self-admission block-out dates, visit [blockoutdates.disney.com](http://blockoutdates.disney.com).

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 Employees based in the U.S. and Employees based outside the U.S. who are not stasured to Walt Disney Parks & Resorts.

### Privileges

Employee and Eligible Dependents for Company Events and Tickets	Main Entrance Pass Privileges
• Single Employee + 0 to 3 eligible dependents	• Main Entrance Pass + 3 Main Entrance Guest Admissions
• Single Employee + 4 or more eligible dependents	• Main Entrance Pass + Main Entrance Guest Admission per eligible dependent
• Employee + spouse/domestic partner + 0 to 2 additional eligible dependents	• Main Entrance Pass + Spouse/Domestic Partner Pass + 3 Main Entrance Guest Admissions
• Employee + spouse/domestic partner + 3 or more eligible dependents	• 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, he/she 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"> <li>Salaried Regular Full Time and Regular Part Time Employees</li> <li>Hourly Regular Full Time and Regular Part Time Employees with 15 or more years of service</li> </ul>	<ul style="list-style-type: none"> <li>Hourly Regular Full Time and Regular Part Time Employees with fewer than 15 years of service</li> </ul>
Privileges	<ul style="list-style-type: none"> <li>Self + 3 Guests*</li> </ul>	<ul style="list-style-type: none"> <li>Self + 3 Guests*</li> </ul>
Annual Usage	<ul style="list-style-type: none"> <li>Privileges are not subject to an annual usage limit at U.S.-based Disney Theme Parks**</li> </ul>	<ul style="list-style-type: none"> <li>Maximum of 16 combined uses per calendar year at all eligible Disney Theme Parks**</li> </ul>
Eligible U.S.-based Disney Theme Parks	<ul style="list-style-type: none"> <li>Disney's Animal Kingdom® Theme Park</li> <li>Disney California Adventure® Park</li> <li>Disney's Hollywood Studios®</li> <li>Disneyland® Park</li> <li>Epcot®</li> <li>Magic Kingdom® Park</li> </ul>	<ul style="list-style-type: none"> <li>Disney's Animal Kingdom® Theme Park</li> <li>Disney California Adventure® Park</li> <li>Disney's Hollywood Studios®</li> <li>Disneyland® Park</li> <li>Epcot®</li> <li>Magic Kingdom® Park</li> </ul>
Eligible Non U.S.-based Disney Theme Parks	<ul style="list-style-type: none"> <li>Disneyland Paris                             <ul style="list-style-type: none"> <li>- Disneyland Park</li> <li>- Walt Disney Studios Park</li> </ul> </li> <li>Hong Kong Disneyland Park</li> <li>Shanghai Disneyland</li> </ul>	<ul style="list-style-type: none"> <li>Disneyland Paris                             <ul style="list-style-type: none"> <li>- Disneyland Park</li> <li>- Walt Disney Studios Park</li> </ul> </li> <li>Hong Kong Disneyland Park</li> <li>Shanghai Disneyland</li> </ul>
Restrictions	<ul style="list-style-type: none"> <li>Block-out dates apply</li> <li>Not valid for admission at Tokyo Disneyland Park or Tokyo DisneySea Park</li> <li>Privileges are subject to audit</li> <li>Additional restrictions apply, see following pages</li> </ul>	<ul style="list-style-type: none"> <li>Block-out dates apply</li> <li>Not valid for admission at Tokyo Disneyland Park or Tokyo DisneySea Park</li> <li>Privileges are subject to audit</li> <li>Additional restrictions apply, see following pages</li> </ul>

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 Disneyland Paris is limited to 15 times per year. Admission into Hong Kong Disneyland is limited to 12 times per year. Admission into Shanghai Disneyland 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](http://CompAdmission.Disney.com).

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# Regular Full Time and Regular Part Time Employees

## Main Entrance Pass (Continued)

### 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.
- » Disney FASTPASS selections and Disney FastPass+ selections must be redeemed with admission tickets/passes used to enter the theme park on the same day. Using additional admission tickets/pass(es) (such as: complimentary tickets, Guest Passes, Spouse/Domestic Partner Passes, One-Day *Park Hopper*® Guest Tickets, Disney Family Holiday Celebration Tickets, Annual Passes, paid media, etc.) that were not used to enter the park the day of, to obtain and redeem additional Disney FASTPASS selections or Disney FastPass+ selections is prohibited. Violations of this policy may result in the loss of future Disney FASTPASS privileges and Disney FastPass+ privileges, loss of complimentary admission privileges, as well as disciplinary action, up to and including termination.
- » Main Entrance Pass privileges, Disney FASTPASS selections and Disney FastPass+ selections may not be purchased, sold, 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* OR Shanghai Disneyland.
- » 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.
- » 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, proof of identity is required. At the entrance of Shanghai Disneyland, a photo of bearer will be taken as proof of the bearer's identity as the ticket holder.

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# Regular Full Time and Regular Part Time Employees

## Main Entrance Pass (Continued)

### Restrictions (continued)

- » 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*<sup>®</sup> Resort in Hong Kong 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:
  - Sons\*\* and sons-in-law
  - Daughters\*\* and daughters-in-law
  - Parents and legal guardians
  - Fathers-in-law and mothers-in-law
  - Brothers and brothers-in-law
  - Sisters and sisters-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* and Shanghai Disneyland

\*\*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.

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All prerequisites 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, 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 employees' and retirees' personal use only and may not be used to purchase merchandise with the intent to resell. Employees and Retirees may not extend their discount to others, including other employees who receive a lesser discount. 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)

### 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.
- » 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 his/her 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 usage.
  - The spouse/domestic partner may not admit him/herself into an eligible Disney Theme Park after the Employee has already entered the park with Guest(s).
  - The Employee may self-admit himself/herself into an eligible Disney Theme Park on the same day that 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.

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# Regular Full Time and Regular Part Time Employees

## Main Entrance Pass (continued)

### 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.

### Company Designated Block-out Dates Apply

- » Main Entrance Pass privileges are subject to Company designated block-out dates.
- » Block-out dates may change at any time, and Passholders are responsible for checking updated information prior to their Disney Theme Park visit.
- » For a current listing of Disney Theme Park block-out dates please visit [blockoutdates.disney.com](http://blockoutdates.disney.com).

All perquisites 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, 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 employees' and retirees' personal use only and may not be used to purchase merchandise with the intent to resell. Employees and Retirees may not extend their discount to others, including other employees who receive a lesser discount. 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.



# 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 Employees based in the U.S. and Employees based outside the U.S. who are not stasured to Walt Disney Parks & Resorts.

### Complimentary Tickets

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

Regular Full Time &  
Regular Part Time  
Employees

- » 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\* OR Shanghai Disneyland\*\*.
- » 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*.

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

\*\*\*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.

### How to access complimentary tickets

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

All perquisites 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, 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 employees' and retirees' personal use only and may not be used to purchase merchandise with the intent to resell. Employees and Retirees may not extend their discount to others, including other employees who receive a lesser discount. 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

## Complimentary Tickets

### Restrictions

- » Complimentary tickets, Disney FASTPASS selections and Disney FastPass+ selections may not be purchased, sold, 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, capacity, weather or special events, and may otherwise change or be discontinued.
- » Disney FASTPASS selections and Disney FastPass+ selections must be redeemed with admission tickets/pass(es) used to enter the theme park on the same day. Using additional admission tickets/pass(es) (such as: complimentary tickets, Guest Passes, Spouse/Domestic Partner Passes, One-Day *Park Hopper*® Guest Tickets, Disney Family Holiday Celebration Tickets, Annual Passes, paid media, etc.) that were not used to enter the park the day of, to obtain and redeem additional Disney FASTPASS selections or Disney FastPass+ selections is prohibited. Violations of this policy may result in the loss of future Disney FASTPASS privileges and Disney FastPass+ privileges, loss of complimentary admission privileges, as well as disciplinary action, up to and including termination.
- » 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, proof of identity is required. At the entrance of Shanghai Disneyland, 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.

Regular Full Time &  
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All perquisites 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, 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 employees' and retirees' personal use only and may not be used to purchase merchandise with the intent to resell. Employees and Retirees may not extend their discount to others, including other employees who receive a lesser discount. 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

## Complimentary Tickets

### Restrictions (continued)

- » 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 &  
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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 Walt Disney Parks and Resorts and Disney Cruise Line® shipboard merchandise locations that are owned and operated by Walt Disney Parks and Resorts. Eligible Employees include Regular Full Time and Regular Part Time Employees based in the U.S. and Employees based outside the U.S. who are 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"> <li>• 35% standard discount</li> </ul>	<ul style="list-style-type: none"> <li>• 20% standard discount</li> </ul>
<ul style="list-style-type: none"> <li>• Not valid at: Cast Connection, Company D locations, Disney's Character Warehouse, Property Control, Team Centers, and Castaway Cay</li> </ul>	<ul style="list-style-type: none"> <li>• Not valid at: Cast Connection, Company D locations, Disney's Character Warehouse, Property Control, Team Centers, and Castaway Cay</li> </ul>

- » 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 the *Shop Disney Parks* mobile app and *Shop Disney Parks* online at disneyworld.com and disneyland.com. For the discount to be applied, an active Main Entrance Pass must be affiliated with the *Shop Disney Parks* account.
- » 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 may not extend their discount to others, including other employees who receive a lesser discount.
- » 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](#).

All prerequisites 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, 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 employees' and retirees' personal use only and may not be used to purchase merchandise with the intent to resell. Employees and Retirees may not extend their discount to others, including other employees who receive a lesser discount. 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.

Regular Full Time & Regular Part Time Employees



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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 of the Disney Companies 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 most days of the year.

- » 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

- » 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.
- » Disney FASTPASS selections and Disney FastPass+ selections may not be purchased, sold, bartered or exchanged for anything of value. Disney FASTPASS selections and Disney FastPass+ selections must be redeemed with admission tickets/pass(es) used to enter the theme park on the same day. Using additional admission tickets/pass(es) (such as: complimentary tickets, Guest Passes, Spouse/Domestic Partner Passes, One-Day *Park Hopper*® Guest Tickets, Disney Family Holiday Celebration Tickets, Annual Passes, paid media, etc.) that were not used to enter the park the day of, to obtain and redeem additional Disney FASTPASS selections or Disney FastPass+ selections is prohibited. Violations of this policy may result in the loss of future Disney FASTPASS privileges and Disney FastPass+ privileges, loss of complimentary admission privileges, as well as disciplinary action, up to and including termination.
- » Self-admission privileges are subject to select Company designated self-admission block-out dates.
- » Block-out dates may change at any time, and Employees are responsible for checking updated information prior to their Disney Theme Park visit.
- » For a current listing of self-admission block-out dates, please visit [blockoutdates.disney.com](http://blockoutdates.disney.com).

Temporary/Recurring  
Employees

All prerequisites 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, 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 employees' and retirees' personal use only and may not be used to purchase merchandise with the intent to resell. Employees and Retirees may not extend their discount to others, including other employees who receive a lesser discount. 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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# 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 of the Disney Companies 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 the Disney Companies 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 approximately two years after the issue date.

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

All prerequisites 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, 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 employees' and retirees' personal use only and may not be used to purchase merchandise with the intent to resell. Employees and Retirees may not extend their discount to others, including other employees who receive a lesser discount. 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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# Temporary/Recurring Employees

## 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, capacity, weather or special events, and may otherwise change or be discontinued
- » Disney FASTPASS selections and Disney FastPass+ selections must be redeemed with admission tickets/pass(es) used to enter the theme park on the same day. Using additional admission tickets/pass(es) (such as: complimentary tickets, Guest Passes, Spouse/Domestic Partner Passes, One-Day *Park Hopper*® Guest Tickets, Disney Family Holiday Celebration Tickets, Annual Passes, paid media, etc.) that were not used to enter the park the day of, to obtain and redeem additional Disney FASTPASS selections or Disney FastPass+ selections is prohibited. Violations of this policy may result in the loss of future Disney FASTPASS privileges and Disney FastPass+ privileges, loss of complimentary admission privileges, as well as disciplinary action, up to and including termination.
- » One-Day *Park Hopper*® Guest Tickets, Disney FASTPASS selections and Disney FastPass+ selections may not be purchased, sold, 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.
- » 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:
  - Sons\*\* and sons-in-law
  - Daughters\*\* and daughters-in-law
  - Parents and legal guardians
  - Spouse/domestic partner
  - Fathers-in-law and mothers-in-law
  - Brothers and brothers-in-law
  - Sisters and sisters-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* and *Shanghai Disneyland*

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

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# Temporary/Recurring Employees

## One-Day *Park Hopper*® Guest Tickets (Continued)

### Guest Accompaniment (cont.)

- » 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* OR *Shanghai Disneyland*. 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.
- » 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, proof of identify is required. At the entrance of Shanghai Disneyland, 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.

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# Temporary/Recurring Employees

## One-Day *Park Hopper*® Guest Tickets (Continued)

### 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.

### Company Designated Block-out Dates Apply

- » One-Day *Park Hopper*® Guest Tickets are subject to Company designated block-out dates.
- » Block-out dates may change at any time. Employees are responsible for checking updated information prior to their Disney Theme Park visit.
- » For a current listing of block-out dates, please visit [blockoutdates.disney.com](http://blockoutdates.disney.com).

Temporary/Recurring  
Employees

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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 U.S.-based Walt Disney Parks and Resorts and Disney Cruise Line® shipboard merchandise locations that are owned and operated by Walt Disney Parks and Resorts.

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"> <li>• 35% standard discount</li> </ul>	<ul style="list-style-type: none"> <li>• 20% standard discount</li> </ul>
<ul style="list-style-type: none"> <li>• Not valid at: Cast Connection, Company D locations, Disney's Character Warehouse, Team Centers, Property Control, and Castaway Cay</li> </ul>	<ul style="list-style-type: none"> <li>• Not valid at: Cast Connection, Company D locations, Disney's Character Warehouse, Team Centers, Property Control, and Castaway Cay</li> </ul>

- » 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 the *Shop Disney Parks* mobile app and *Shop Disney Parks* online at disneyworld.com and disneyland.com. For the discount to be applied, an active Self-Admission Pass must be affiliated with the *Shop Disney Parks* account.

### Restrictions

- » One-Day *Park Hopper*® Guest Tickets cannot be honored for discounts.
- » Employees may not extend their discount to others, including other employees who receive a lesser discount.
- » 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

All prerequisites 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, 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 employees' and retirees' personal use only and may not be used to purchase merchandise with the intent to resell. Employees and Retirees may not extend their discount to others, including other employees who receive a lesser discount. 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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# Temporary/Recurring Employees

## Complimentary Theme Park Merchandise Discounts (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

All perquisites 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, 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 employees' and retirees' personal use only and may not be used to purchase merchandise with the intent to resell. Employees and Retirees may not extend their discount to others, including other employees who receive a lesser discount. 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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# Retirees

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

Eligible U.S.-based retirees of the Disney Companies (hereafter referred to in this Self-Admission Privileges Section as “U.S.-based Retirees”) have access to visit the U.S.-based Disney Theme Parks. Self-Admission privileges allow Retirees to visit U.S.-based Disney Theme Parks most days of the year.

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

- » 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.
- » Disney FASTPASS selections and Disney FastPass+ selections may not be purchased, sold, bartered or exchanged for anything of value. Disney FASTPASS selections and Disney FastPass+ selections must be redeemed with admission tickets/pass(es) used to enter the theme park on the same day. Using additional admission tickets/pass(es) (such as: complimentary tickets, Guest Passes, Spouse/Domestic Partner Passes, One-Day *Park Hopper*® Guest Tickets, Disney Family Holiday Celebration Tickets, Annual Passes, paid media, etc.) that were not used to enter the park the day of, to obtain and redeem additional Disney FASTPASS selections or Disney FastPass+ selections is prohibited. Violations of this policy may result in the loss of future Disney FASTPASS privileges and Disney FastPass+ privileges, loss of complimentary admission privileges, as well as disciplinary action, up to and including termination.
- » Self-admission privileges are subject to select Company designated self-admission block-out dates.
- » Block-out dates may change at any time, and U.S.-based Retirees are responsible for checking updated information prior to their Disney Theme Park visit.
- » For a current listing of self-admission block-out dates, please visit [blockoutdates.disney.com](#).

All perquisites 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, 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 employees’ and retirees’ personal use only and may not be used to purchase merchandise with the intent to resell. Employees and Retirees may not extend their discount to others, including other employees who receive a lesser discount. 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

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 from the Disney Companies 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"><li>• Single Retiree</li><li>• Single Retiree + any number of eligible dependents</li></ul>	<ul style="list-style-type: none"><li>• Main Entrance Pass + 3 Main Entrance Guest Admissions</li></ul>
<ul style="list-style-type: none"><li>• Retiree + spouse/domestic partner</li><li>• Retiree + spouse/domestic partner + any number of eligible dependents</li></ul>	<ul style="list-style-type: none"><li>• Main Entrance Pass + Spouse/Domestic Partner Pass + 3 Main Entrance Guest Admissions</li></ul>

## 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, an Employee may choose to forgo their own Pass and receive only a Spouse/Domestic Partner Main Entrance Pass.

All prerequisites 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, 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 employees' and retirees' personal use only and may not be used to purchase merchandise with the intent to resell. Employees and Retirees may not extend their discount to others, including other employees who receive a lesser discount. 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 (Continued)

### Eligibility Guidelines (Continued)

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

<sup>^</sup>Admission into Disneyland Paris is limited to 15 times per year. Admission into Hong Kong Disneyland is limited to 12 times per year. Admission into Shanghai Disneyland 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.



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# Retirees

## Main Entrance Pass (continued)

### 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.
- » Disney FASTPASS selections and Disney FastPass+ selections must be redeemed with admission tickets/passes used to enter the theme park on the same day. Using additional admission tickets/pass(es) (such as: complimentary tickets, Guest Passes, Spouse/Domestic Partner Passes, One-Day *Park Hopper*® Guest Tickets, Disney Family Holiday Celebration Tickets, Annual Passes, paid media, etc.) that were not used to enter the park the day of, to obtain and redeem additional Disney FASTPASS selections or Disney FastPass+ selections is prohibited. Violations of this policy may result in the loss of future Disney FASTPASS privileges and Disney FastPass+ privileges, loss of complimentary admission privileges, as well as disciplinary action, up to and including termination.
- » Main Entrance Pass privileges, Disney FASTPASS selections and Disney FastPass+ selections may not be purchased, sold, 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.
- » 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, proof of identity is required. At the entrance of Shanghai Disneyland, 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* Resort in Hong Kong admission is subject to the [HKDL Cast Complimentary Usage Guidelines](#), block-out dates and annual quota.

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# Retirees

## Main Entrance Pass (continued)

### Restrictions (cont.)

#### 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:

- Sons\*\* and son-in-laws
- Daughters\*\* and daughter-in-laws
- Parents and legal guardians
- Fathers-in-law and mothers-in-law
- Brothers and brothers-in-law
- Sisters and sisters-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 and Shanghai Disneyland

\*\*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. .

#### 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*<sup>®</sup> 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.

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# Retirees

## Main Entrance Pass (continued)

### Spouse/Domestic Partner Pass Privileges

- » The spouse/domestic partner may use his/her 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 admit him/herself into an eligible Disney Theme Park after the Retiree has already entered the park with Guest(s).
  - The Retiree may self-admit himself/herself into an eligible Disney Theme Park on the same day that 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.

### Company Designated Block-out Dates Apply

- » Main Entrance Pass privileges are subject to Company designated block-out dates.
- » Block-out dates may change at any time, and Passholders are responsible for checking updated information prior to their Disney Theme Park visit.
- » For a current listing block-out dates, please visit [blockoutdates.disney.com](https://blockoutdates.disney.com).

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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*<sup>®</sup> Resort , OR *Walt Disney World*<sup>®</sup> Resort, OR *Disneyland Paris*, OR *Hong Kong Disneyland*\* OR *Shanghai Disneyland*\*\*.
- » 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 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*.

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

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

### Restrictions

- » Complimentary Tickets, Disney FASTPASS selections and Disney FastPass+ selections may not be purchased, sold, 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 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.

Retirees

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# Retirees

## Complimentary Tickets (continued)

### Restrictions (continued)

- » Disney FASTPASS selections and Disney FastPass+ selections must be redeemed with admission tickets/passes used to enter the theme park on the same day. Using additional admission tickets/pass(es) (such as: complimentary tickets, Guest Passes, Spouse/Domestic Partner Passes, One-Day *Park Hopper*® Guest Tickets, Disney Family Holiday Celebration Tickets, Annual Passes, paid media, etc.) that were not used to enter the park the day of, to obtain and redeem additional Disney FASTPASS selections or Disney FastPass+ selections is prohibited. Violations of this policy may result in the loss of future Disney FASTPASS privileges and Disney FastPass+ privileges, loss of complimentary admission privileges, 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 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, proof of identity is required. At the entrance of Shanghai Disneyland, 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.

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# Retirees

## Complimentary Theme Park Merchandise Discounts

Eligible Retirees receive a complimentary theme park merchandise discount at all participating U.S.-based Walt Disney Parks and Resorts and Disney Cruise Line® shipboard merchandise locations that are owned and operated by Walt Disney Parks and Resorts. 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 the *Shop Disney Parks* mobile app and *Shop Disney Parks* online at [disneyworld.com](http://disneyworld.com) and [disneyland.com](http://disneyland.com). For the discount to be applied, an active Main Entrance Pass must be affiliated with the *Shop Disney Parks* account.

### Restrictions

- » Main Entrance Guest Passes and complimentary tickets cannot be honored for discounts.
- » Retirees may not extend their discount to others, including other employees who receive a lesser discount.
- » 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 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, 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 employees' and retirees' personal use only and may not be used to purchase merchandise with the intent to resell. Employees and Retirees may not extend their discount to others, including other employees who receive a lesser discount. 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 the Employee/Retiree 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 his/her domestic partner meets all of the domestic partner eligibility rules.



# 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.

## 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 most days of the year.

## 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.

## 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 most days of the year.

## 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.

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# 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.

## 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



# Appendix: Merchandise Discount Exclusion List

The Employee/Retiree discount on merchandise is only available on select merchandise and is subject to certain restrictions, changes, exclusions and limitations including, but not limited to, quantities. The standard Employee/Retiree discount will not apply on certain merchandise, or will apply for a lower discount on select merchandise, including, but not limited to, the merchandise listed below. Inquire at location regarding discount applicability on specific products.

- » Add-a-Dollar (Wildlife Conservation Fund)
- » Alcohol
- » Arcades
- » Bibbidi Bobbidi Boutique and Pirate League packages (at *Walt Disney World*® Resort)
- » Books, newspapers and periodicals
- » Cameras – digital/video/disposable and film
- » Club 33® Merchandise
- » Collectible originals: One-of-a-kind art, Disney-branded original art, celebrity memorabilia, framed Disney Gift Cards, framed ticket media, framed Disney Dollars, Artist Sketch Program (original art), select limited editions, handmade products (physically touched by an artist/vendor), but not exclusive to: stained glass, paper art and sculptures, mosaics, ceramics, artist-signed Vinylmation, and Authentic Hawaiian Collectibles
- » Disney Gift Cards and Gift Certificates
- » Disney Photopass® online purchases, PhotoPass+ and Memory Maker
- » Disney ticket media
- » Electronics – MP3 players/video players/video games
- » Handmade candy canes
- » Live auction artwork
- » Outdoor Vending (e.g., in-park balloon and glow vendors)
- » Pantry/prepared food
- » Personalization (e.g., D-Tech Me figures, embroidery)
- » Phone, email or mail order purchases
- » Postage stamps
- » Purchase-with-purchase offers
- » Rentals (e.g., strollers, ECVs, etc.)
- » Select specialty items
- » Shipping charges and taxes
- » Special orders
- » Specialized toys (e.g. Star Wars BB-8 App-Enabled Droid, Ace Avatar Maker, and Banshee Rookery)
- » Sundries
- » Tiffany & Co.® Jewelry

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# Appendix: Merchandise Discount Exclusion List

- » Tobacco
- » Videos, DVDs, CDs and software media
- » In *Epcot*<sup>®</sup>: Japan – Seiko watches, Mikimoto pearls, rhythm clock, perfumes, sake bottle sales, sake tasting sales, Studio Ghibli items, and Sanrio items
- » In *Epcot*<sup>®</sup>: China - books, wine, beer, bottled drinks and bottled water
- » At Rubio Arts locations – excludes balloons
- » At Arribas Brothers locations – 10% limit to A.C.D Crystela, glassblowing custom & special order, Herend, Hummel, Lliuli, Lladró, Moser, Nao, Starlite, Swarovski, Wendt & Kuhn and is subject to certain restrictions, exclusions and limitations, such as limits on quantities. Discount will not apply on shipping charges. Other restrictions may apply, and discount cannot be combined with any other offer.

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