

HUMAN RESOURCES AND ORGANIZATIONAL LEADERSHIP



WHAT DOES DISNEY KNOW ABOUT HUMAN RESOURCES AND ORGANIZATIONAL LEADERSHIP

—While on the program you'll learn how an entertainment company with so many Cast Members is structured to operate so effectively.

—As the largest single-site employer, Disney HR professionals work in highly specialized roles in departments such as:

- Immigration Compliance
- Professional Recruiting
- College and International Recruiting
- Training and Development
- Labor Relations
- HR Deployment

—Our company also is recognized for its community work through the Disney VoluntEARS program and the DisneyHand – Helping Kids Shine. We work closely with a large number of local organizations to make a difference in the lives of millions.

—Our Diversity departments strive to ensure diversity and inclusion in our workplace environments, products and services, and community relationships. They have also established Diversity Resource groups to carry the voice of the Cast Members, act as business partners to achieve company goals, and continuously promote diversity and inclusion in our company's culture.

WHAT CAN THE DISNEY COLLEGE PROGRAM DO FOR ME?

While on the **COLLEGE PROGRAM**, participants have the opportunity to learn transferable skills, such as:

TIME MANAGEMENT—Understand how to identify priorities.

PARTNERSHIP—Collaborate with other Cast Members to provide a magical experience for our Guests.

PRODUCT KNOWLEDGE—Learn to educate our Guests about our service offerings.

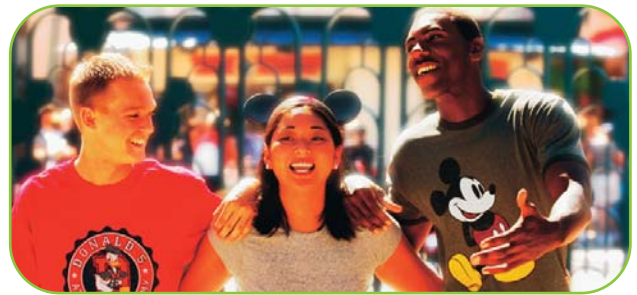
COMMUNICATION—Interact with Guests and Cast Members from around the world.

PROBLEM SOLVING—Make on-the-spot decisions affecting our Guests.

CONTINUOUS IMPROVEMENT—Provide constructive feedback to enhance and improve operations.

For more information, please visit us at:

disneycollegeprogram.com



"The Disney College Program had such a positive impact on my life: learning how to deliver exceptional guest service, developing relationships with Cast Members and the care and attention given to me by my leaders has made me extremely passionate about the program."

—Kim Ebeling, Disney College and CareerStart Program Recruiter

NETWORK, NETWORK, NETWORK!

One of the most valuable parts of the program is the participant's opportunity to network with leaders in Human Resources. There are several networking forums available where participants can listen to leaders discuss their current roles and career history, and get one-on-one time with them to discuss their résumés and answer questions. Participants may have the opportunity to meet with leaders such as an HR manager from a theme park or resort, the Vice President of Employee Relations, or a manager in Immigration Compliance.

WHAT'S NEXT?

Once participants have completed the **DISNEY COLLEGE PROGRAM** they may have the opportunity to apply for one of many Disney Professional or Management internships in areas such as:

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| • College Recruitment | • Employee Relations/HR Compliance |
| • International Recruitment | • Employee Relations/Immigration Compliance |
| • Professional Recruitment | • Employee Relations/Labor Relations |
| • Casting Services (Hourly) Recruitment | • Training and Development |
| • Casting Employment Assistant | |

THEN, THE SKY'S THE LIMIT!

There are more than 100,000 Disney employees worldwide in businesses such as:

- ABC TV and Radio Networks
- Disney Cruise Line®
- Radio Disney
- Disney Consumer Products
- Walt Disney Imagineering
- ESPN, including the cable channel, magazine and Web site

Dream it. Do it. Disney.

Walt Disney World® Resort | Disneyland® Resort

