

Disneyland® Resort- \$500 Hiring Incentive

Attractions
Busser/ Steward (Non-Tipped)
Outdoor Vending Cashier

The *Disneyland®* Resort has implemented a five-hundred dollar (\$500.00) new hire incentive for select Attractions H/H, Busser/ Stewards (Non-Tipped) H/H and Outdoor Vending Cashiers H/H roles. This guideline outlines the terms and conditions for all roles that will garner the \$500 new hire incentive initiated September 16, 2007 and extending until November 10, 2007 or when appropriate staffing levels are maintained as deemed by the Company.

Eligible Roles

- **Attractions Host/ Hostess Roles**
 - **Locations:** All Park Attractions locations **excluding Parking Operations, Circle D and Innoventions**
 - **Work-statuses:** Full-time (Benefited), Casual Regular (Non-benefited), College Program & CareerStart Casual Regular (Non-benefited) **and excluding Casual Temporaries (Non-benefited)**
- **Busser/ Steward (Non-Tipped) Host/ Hostess Roles**
 - **Locations:** All Park and Hotel food service locations
 - **Work-statuses:** Full-time (Benefited), Casual Regular (Non-benefited), College Program & CareerStart Casual Regular (Non-benefited) **and excluding Casual Temporaries (Non-benefited)**
- **Outdoor Vending Cashier Host/ Hostess Roles**
 - **Locations:** All Park food cart locations
 - **Work-statuses:** Full-time (Benefited), Casual Regular (Non-benefited), College Program & CareerStart Casual Regular (Non-benefited) **and excluding Casual Temporaries (Non-benefited)**
- **Hire Date Timeframe**
 - All *Disneyland®* Resort new hires that are hired into one of the eligible roles must have an employment start date between **September 16, 2007** and **November 10, 2007** in order to be eligible for the \$500 New Hire Incentive.
 - Rehire Cast Members who have received a Hiring Bonus within 12 months of their current new hire date are ineligible for another Hiring Bonus

Award Payout Timeframes & Eligibility

- **First \$250 Award Payment (60-days)**
 - All eligible new hires will receive the first incentive payment of \$250 after **60-days of continuous employment** as a *Disneyland®* Resort Cast Member in the eligible roles.
 - Rehire Cast Members who have received a Hiring Bonus within 12 months of their current new hire date are ineligible for another Hiring Bonus
 - This incentive payment will be included in the eligible new hire's paycheck approximately 2-3 weeks following completion of the 60-days.
 - The eligible Cast Member must still be employed at the time of payment.
 - This incentive payment will be taxed as income to the eligible new hire.
- **Second \$250 Incentive Payment (120-days)**
 - All eligible new hires will receive the second incentive payment of \$250 after **120-days of continuous employment** as a *Disneyland®* Resort Cast Member in the eligible roles.
 - Rehire Cast Members who have received a Hiring Bonus within 12 months of their current new hire date are ineligible for another Hiring Bonus
 - This incentive payment will be included in the eligible new hire's paycheck approximately 2-3 weeks following completion of the 120-days.
 - The eligible Cast Member must still be employed at the time of payment.
 - This incentive payment will be taxed as income to the eligible new hire.