RETIREMENT SAVINGS – DAILY HIRE EMPLOYEE ELECTION

ABC currently makes annual contributions to the Communications Workers of America Savings and Retirement Trust ("CWA SRT") or the Entertainment Industry 401(K) Plan, for daily hire employees, pursuant to the NABET-CWA/ABC Master Agreement. ABC makes an annual contribution of five percent (5%) of the employee's straight time hours worked in a calendar year, by February 15th of the following year (seven and one quarter percent (7.25%) only for those daily hires who qualify under Sideletter HF to elect Signature Plan benefits and who participate in Signature Plan benefits pursuant to Sideletter HF, effective January 1, 2027.) Contributions are also made pursuant to Sideletter FD-1 of the Master Agreement for each day worked.

NEW DAILY HIRES:

As part of NABET-CWA's and ABC's joint efforts to continue to encourage employees to maximize their retirement options, employees have an opportunity within thirty (30) days of initial hiring, to elect whether they will individually self-allocate their complete contribution to either the CWA SRT or to the Entertainment Industry 401(K) Plan. Your designation will not only allocate the Company's annual contribution, but it will also designate the specific retirement savings plan to which the Payment In Lieu of Benefits (PILB) retirement contribution will be made. All executed forms must be received within thirty (30) days of being hired. Failure to execute and return a completed form will result in all contributions being made to the CWA SRT as the default retirement plan.

EXISTING DAILY HIRES:

Additionally, there shall be a one-time opportunity for existing daily hire employees to change their retirement plan election if they choose, but such change must be made by the employee no later than October 31, 2026, to change their election from the originally elected plan to the other plan. Such election shall be effective beginning January 1, 2027.

To make your election for the CWA SRT or the Entertainment Industry 401(K), please execute this election form and return it to Global Human Resources Operations (TWDC.GHRO.OnBoarding@disney.com) for processing.
If you have any questions, please direct them to your NABET-CWA representatives.

Employee Name ____
First MI Last

Perner Number ____________________

☐ I want my contribution and PILB sent to the CWA SRT.

☐ I want my contribution and PILB sent to the Entertainment Industry 401(K) Plan.

Signature ____________________________________ Date ________________