

# Disneyland® RESORT EMPLOYMENT EXPERIENCE FACT SHEET

As Orange County's largest employer, Disneyland Resort is home to over 36,000 cast members who work in hundreds of different roles. We are committed to continued investment in our cast members and making meaningful differences in their lives with leading employment packages and unique benefits.

## WORKING AT DISNEYLAND RESORT



### PAY

At Disneyland Resort, we have established starting rates that range from \$21.13 to \$25.00, with many skilled roles exceeding a starting rate of \$26 an hour.



### BENEFITS

Disney offers robust healthcare, dental and vision coverage for eligible cast members and their families beginning on the first day of employment. Healthcare plans start as low as \$8 per week for individuals in California.



### LIFE

A dedicated on-site cast care center helps in navigating the countless resources available, including Employee Assistance Program (EAP), legal support, tax services, commuter assistance and on-site Partners Federal Credit Union branches for financial well-being – in addition to life support through Care.com, which connects cast to quality child and senior care, housekeeping services, pet care, homework help and more.

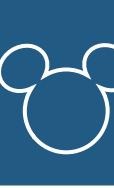
Eligible cast members can receive support with childcare costs across more than 70 licensed facilities in Southern California.



### COMMUNITY

Disneyland Resort is proud to support several BERGs, our voluntary, employee-led Diversity, Equity and Inclusion resource groups to build community around shared identity, interested and pursuits.

Disney VoluntEARS offers cast members countless ways to make meaningful impacts in their communities, including matching gifts programs.



### ONLY AT DISNEY

Disney provides cast members and their families complimentary access to Disney parks and discounts on Disney experiences and products, so they can make their own magical memories.

Cast members have access to one-of-a-kind events, previews of new entertainment and attractions, and other unique opportunities like after-hours celebrations in the parks and yoga at Sleeping Beauty Castle.



### ADVANCEMENT

Through apprenticeships that offer hands-on experience, certificate courses for developing technical skills and other development programs, there are many ways for our cast members to expand their skillsets and take the next step in their careers.

Thrive@Disney is a mentorship program that engages cast members through professional development in the form of 1:1 mentoring relationships and networking events.



Over 3,100+ Disneyland Resort cast members are actively enrolled in Disney Aspire, the company's education investment and career development program, offering tuition paid up front for full- and part-time hourly employees with 180 days of service including local institutions such as California State University, Fullerton, and Fullerton College. Disney Aspire offers programs ranging from high school completion to undergraduate degrees.



More than  
**1,300+**  
cast members have  
already graduated  
since the program's  
launch in 2018.



**4,400**  
cast members  
have been  
promoted internally  
across the company.



**1 in 4** hourly  
job applicants cite Disney  
Aspire as their primary  
reason for applying.

# ENDLESS POTENTIAL

With unlimited opportunities for growth and development, here are two examples of career progression at Disneyland Resort.

**LUIS**



Hired in an hourly, entry-level role in Food & Beverage



Trained in food prep



Promoted to dinner cook



Advance to chef



Promoted to area chef

\$21.25

\$23.50

\$27.50

\$28.50

\$29.50

**ANGELA**



Hired in an hourly, entry-level role in Guest Services



Trained as a VIP tour guide



Advancement opportunity to working lead or trainer



EARNED BACHELOR'S DEGREE THROUGH DISNEY ASPIRE



Promoted to leadership as a stage manager in Guest Relations

\$24.15

\$25.15 (PLUS TIPS)

\$26.00

Disney Aspire

SALARIED ROLE

## OTHER STARTING RATES

ENTERTAINMENT

SECURITY

HOUSEKEEPING

HOTEL GUEST SERVICES

ELECTRICIAN

**\$23.40**

**\$25.00**

**\$25.50**

**\$28.65**

**\$38.48**

## DID YOU KNOW?



**28,000+ CAST MEMBERS ARE REPRESENTED BY 27 UNIONS**

**3 OUT OF 4 CAST MEMBERS LIVE WITHIN 20 MILES OF THE RESORT**  
&  
**1 IN 7 LIVE IN ANAHEIM**

**250 PEOPLE APPLY TO DISNEYLAND RESORT HOURLY ROLES PER DAY**

In the past five years, **1,200 CAST MEMBERS** were promoted from hourly to salaried roles

## Top 3 Reasons People Apply for a Job at Disneyland Resort



**75%**  
Career Advancement

**70%**  
Company Reputation

**60%**  
Company Values Employees