



March 15, 2019
Adriana Martinez Andino
Res. Las Uvas, Bloque 45, Casa #2
Tegucigalpa, Honduras

Dear Adriana,

Congratulations! On behalf of Walt Disney Parks and Resorts, U.S., Inc., we are pleased to let you know that you have been selected to participate in a Disney International Program as a Cast Member in the role(s) below at *Walt Disney World*® Resort, near Orlando, Florida. Your arrival date in the United States is August 5, 2019 and your program end date is January 2, 2020. The starting rate of pay is **\$10.00 USD** per hour. You will be scheduled a minimum of 30 hours/week. This is a valuable, resume-enhancing experience for all participants to gain work experience and share their culture and heritage with Guests from around the world. Please review your major responsibilities below:

Character Attendant:

Responsibilities may include providing Guests with information about show schedules, Character locations, and visitation times; providing audience control, including handling challenging Guest situations; ensuring the safety of Character Performers and our Guests; partnering with PhotoPass photographers; maintaining show quality and Character integrity; proactively interacting with our Guests by involving them in the Characters' story; setting up and removing stanchions, ropes and poles; assisting Character Performers with putting on costumes; retrieving and arranging strollers; maintaining cleanliness and order in work location; and standing for extended periods and working outdoors.

Visa Policy:

You will also be receiving important information and documentation from your United States visa sponsoring college or university. You will be responsible for all visa processing fees charged by the United States Embassy/Consulate as well as any transportation costs or postage required for such processing. You are also responsible for all travel costs to and from the United States. **IMPORTANT:** Upon arrival in the United States, you must present your original DS-2019 form and your valid passport in J-1 visa status for entry into the United States.

Insurance Policy:

Every participant who is arriving on a Disney Academic Exchange Program is required to have medical insurance for the duration of their stay in the United States, as required by United States government visa regulations. The United States does not have government funded health services; therefore, per visa requirements; you must have sufficient coverage should you need medical attention while living in the United States.

Background Policy:

As part of the employment process you will need to complete a background check, except for Japan and Hong Kong passport holders. Upon accepting your offer you must immediately request your police clearance certificate. Our licensed partner company will be contacting you to request additional documents and with further instructions. Failure to provide the requested information/documents prior to your arrival will result in the cancellation of your participation on the program.

If you have any questions regarding your offer, please contact our office at <https://support.disneyprograms.com>.

After reviewing all items, click "I Accept my offer" at the bottom of the page to accept your invitation.

Legal Conditions of Employment:

PLEASE READ THE FOLLOWING INFORMATION CAREFULLY.

By accepting your offer, you agree to the statements below:

- I acknowledge that I can perform the essential functions of the position I have been offered, with or without reasonable accommodation.
- I understand The Disney Look appearance guidelines. I also understand that I am expected to be compliant with The Disney Look appearance guidelines upon my arrival.
- I understand the information above regarding compensation/pay rate of the role offered.
- To ensure a safe and healthy environment for our Guests and Cast, we are committed to maintaining a workplace that is free of the influences of drugs. For specific roles, an offer of employment is conditional based on a satisfactory result of a drug test result for illegal substances. The company also has a policy of drug and alcohol testing on a random basis or under other circumstances during the course of employment.
- The position you are being offered may require a post-offer employment test that measures the physical abilities needed to safely perform the role. These tests simulate the motions and movements performed in a role such as lifting, pushing, pulling and placing items on a shelf. These tests are designed to ensure that candidates are capable of performing essential job functions safely. In the event you do not pass this test, you may be placed in another role if a position that matches your skills and abilities is available.
- I acknowledge that I am able to live independently which includes shopping, cooking, maintaining a clean apartment and being responsible for getting myself to the work location utilizing either the provided transportation services or my own transportation arrangements.
- I consent to Walt Disney Parks and Resorts U.S., Inc. accessing information relating to me through the United States Customs and Border Protection I-94 website, which contains information relation to my entries and exits to/from the United States.

Sincerely,

Disney International Recruitment

Recruiting on behalf of Walt Disney Parks and Resorts, U.S., Inc.

<https://support.disneyprograms.com>