

PIXAR

Benefits Guide

2025-2026

IT’S YOUR BENEFITS STORY

At Pixar, we strive to foster creativity and talent in every way. It’s our culture. We take care of your family’s well-being by providing comprehensive and easy-to-access benefits that support you—financially, physically, and emotionally.

Every year, taking care of you may have a new meaning. No matter where you are in your journey, our benefits programs are here to support and protect you and your family. We invite you to review the information in this guide and use your Pixar benefits to the fullest.

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This guide does not include all plan details or offerings but provides a summary of the information you need to consider when selecting your benefits. It is not intended to be a legal document. If there are any inconsistencies between the information in this guide and the plan documents or contracts, the plan documents and contracts will prevail. Please review the plan documents for the most detailed information.

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Eligible Employees

You are eligible for the benefits outlined in this guide if you are a full-time employee working 30 or more hours per week, unless otherwise noted. Temporary employees expected to work 30 hours per week are eligible to enroll in our medical plans.

Eligible Dependents

Your spouse or qualified domestic partner and your children (and/or your spouse or domestic partner’s children) under the age of 26 are also eligible to enroll. A disabled child over the age of 26 may be eligible to continue coverage once proof of ongoing disability is submitted and approved by the insurance carrier.

When Benefits Begin & End

Your benefits coverage begins on your date of hire. Most coverage terminates at the end of the month in which your employment ends.*

**Life, AD&D, and Long-Term Disability coverage will terminate on the last day of your employment.*

ENROLLMENT OPPORTUNITIES

WHEN CAN YOU MAKE CHANGES?

There are only certain times during which you’re able to make changes to your benefits, including adding or removing dependents.

NEW HIRES:

You have 30 days from your hire date to enroll in benefits. Once you complete your elections, your coverage becomes effective as of your date of hire.

ANNUAL OPEN ENROLLMENT:

Open Enrollment is your once-a-year opportunity to enroll in or change your benefits without a mid-year qualifying life event (QLE).

QUALIFYING LIFE EVENTS:

There are certain life events that allow you an additional opportunity to make certain changes to your benefits. **Changes must be made in Workday within 30 days of the Qualifying Life Event (QLE).**

Examples of QLEs include (but are not limited to):

- Marriage or new domestic partnership, divorce, or legal separation
- Birth or adoption of a child
- Loss or gain of other group health care coverage
- Moving your residence outside the area covered by your network
- Enrolling in Medicare or Medicaid

If you miss the 30-day window, you’ll need to wait until the next Open Enrollment period to make changes.

Note: Beneficiaries for 401(k), Life, and AD&D can be changed at any time during the plan year.

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PIXBENEFITS.COM

Your source of benefits details and resources. Access benefits information 24/7 including plan descriptions, carrier contact details, and other resources by visiting the [Pixar benefit portal](#).

WORKDAY

Your benefits enrollment platform. Workday is your resource when you need to enroll or make changes to your benefits. If you need to update your personal information, your beneficiaries, or change your benefit elections, visit [Workday](#). Benefit elections may only be made/changed during the new hire enrollment period, annual Open Enrollment, or due to a Qualifying Life Event (QLE).

BENEFITS CONTACTS

When you need to call a carrier. Visit the [Pixar benefit portal](#) to find contact details for all of your benefits—from your medical plan carriers to your work/life resources.

**You must be on Pixar’s network or logged in via VPN to access Workday.*

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MEDICAL COVERAGE

MEDICAL PLANS ARE NOT ALL THE SAME. WHICH ONE IS RIGHT FOR YOU?

Pixar provides 3 medical plan options that offer flexibility and choice, so you can get the coverage that best fits your needs and budget.

YOUR PLAN OPTIONS

Cigna CDHP + HSA

The Cigna CDHP + HSA includes access to the Cigna Open Access Plus network and freedom of choice. A CDHP has a higher deductible, but also lower costs per paycheck. Plus, you have access to a tax-advantaged Health Savings Account (HSA). Pixar makes a contribution to your HSA to help offset the deductible. Learn more about how the Cigna CDHP plan works with the HSA [here](#).

Cigna OAP

If you prefer a lower deductible, the Cigna OAP may be the best fit for you. It allows you to select your health care providers, preferred doctor, labs, and most convenient pharmacy. However, it does come with higher costs per paycheck. Keep in mind that costs for care and services will vary, and will be lower and more predictable when you choose in-network providers.

Cigna Oncology Consult Service: Cigna members have access to personalized guidance, comprehensive support, and secondary reviews of diagnosis and drug treatment plans for complex cancer cases.

Kaiser HMO (CA only)

The Kaiser HMO plan is right for you if your priority is keeping your out-of-pocket costs low and predictable. Your primary care physician will refer you to specialists, pharmacies, and resources within the Kaiser Permanente network. HMO plans offer no annual deductible and predictable copays, but you must use Kaiser Permanente providers and facilities for your care. There is no out-of-network coverage except in an emergency.

Even though the plans are different, they all have a few really important things in common, including:

- Comprehensive coverage
- No-cost in-network preventive care
- Prescription drug coverage
- An extensive network of medical providers and facilities

MEDICAL PLAN COMPARISON

A SIDE-BY-SIDE COMPARISON OF KEY FEATURES AND OUT-OF-POCKET COSTS.

Below is a summary of each plan’s in-network main features. To see out-of-network benefits, visit the [Pixar benefit portal](#).

Plan Features	Cigna CDHP + HSA	Cigna OAP	Kaiser HMO (CA Only)
Annual Deductible* Individual/Family	\$2,000/\$4,000 (in- and out-of-network combined)	\$250/\$750	\$0
Annual Out-of-Pocket Maximum* Individual/Family	\$3,000/\$6,000 (in- and out-of-network combined)	\$3,000/\$6,000 (in- and out-of-network combined)	\$1,500/\$3,000
HSA Eligible	Yes	No	No
Copay or Coinsurance?	This plan features coinsurance. Once you meet your entire deductible, you'll pay a percentage of the total service cost.	This plan features both coinsurance and copays.	This plan features copays and only covers in-network services. There is no deductible.
Covered Services	Your Cost for Covered In-Network Services		
Preventive Care Services	No charge, deductible waived	No charge, deductible waived	No charge
Primary Doctor, Specialist, Telemedicine, and Mental Health Visits	10% after deductible	\$20 copay	\$20 copay
Lab and X-Ray	10% after deductible	10% after deductible	No charge
Urgent Care	10% after deductible	\$20 copay	\$20 copay
Emergency Room	10% after deductible (waived if admitted)	\$250 copay (waived if admitted)	\$100 copay (waived if admitted)
Inpatient Hospitalization	10% after deductible	10% after deductible	No charge
Outpatient Surgery	10% after deductible	10% after deductible	\$20 copay
Acupuncture	10% after deductible (30 visits)	\$20 copay (30 visits)	\$15 copay (30 visits combined with chiro)
Chiropractic Care/Spinal	10% after deductible (30 visits)	\$20 copay (30 visits)	\$15 copay (30 visits combined with acupuncture)

Learn More about the Health Savings Account (HSA)

CDHP members may be eligible for an HSA, which features tax advantages and company contributions. [Learn more about the benefits of an HSA.](#)

Learn More about Flexible Spending Accounts (FSAs)

OAP and HMO members may be eligible for a Healthcare FSA. Set aside pre-tax dollars for eligible healthcare expenses. [Learn more about the benefits of an FSA.](#)

*Cigna annual deductible and out-of-pocket maximum are on a plan year basis, 8/1 through 7/31. Kaiser annual deductible and out-of-pocket maximum on a calendar year basis, 1/1 through 12/31.

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PRESCRIPTION DRUG COVERAGE

FOR YOUR PHARMACY NEEDS.

Below is a summary of in-network pharmacy coverage. To see out-of-network coverage, visit the [Pixar benefit portal](#).

Plan Features	Cigna CDHP + HSA	Cigna OAP	Kaiser HMO (CA Only)
Copay or Coinsurance?	This plan features coinsurance. Once you meet your entire medical deductible, you'll pay a percentage of the cost.	This plan features copays for in-network prescriptions.	This plan features copays and only covers in-network services. There is no deductible.
Retail (30-day supply)			
Tier 1 - Generic	No charge after deductible	\$10 copay	\$10 copay
Tier 2 - Formulary (preferred brand)	20% after deductible	\$20 copay	\$20 copay
Tier 3 - Non-Formulary (non-preferred brand)	30% after deductible	\$35 copay	N/A
Mail Order (Cigna: 90-day supply, Kaiser: 100-day supply)			
Tier 1 - Generic	No charge after deductible	\$20 copay	\$20 copay
Tier 2 - Formulary (preferred brand)	20% after deductible	\$40 copay	\$40 copay
Tier 3 - Non-Formulary (non-preferred brand)	30% after deductible	\$70 copay	N/A

SAVE MONEY ON PRESCRIPTION DRUGS

- **Use generic drugs when possible.** If a generic drug is available and you choose a brand-name drug instead, you will pay the brand-name copay plus the difference between the cost of the brand-name and generic drug.
- **Ask for “preferred” brand-name drugs.** When using a generic is not possible, ask your doctor if a preferred (formulary) brand-name drug may be used.
- **Use mail-order for maintenance medications.** Your copay for a 90- or 100-day supply through mail-order is less than three copays at the pharmacy.
- **Enroll in Cigna SaveonSP.** Cigna members can save money on specialty medications used to treat complex conditions.

Cigna 90 Now

Cigna members can fill a 90-day supply of certain maintenance drugs at in-network retail pharmacies (certain maintenance drugs must be filled at Cigna 90 Now retail pharmacies, or via home delivery).

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TELEHEALTH

GET THE CARE YOU NEED. ANYTIME. ANYWHERE.

Both Cigna and Kaiser Permanente offer virtual care and telehealth services. Virtual care saves time and money with convenient alternatives to in-office visits. You can connect with licensed physicians from the comfort of your home or wherever is best for you.

CIGNA VIRTUAL CARE THROUGH MDLIVE

Cigna plan members have access to 24/7 care with board-certified primary care doctors and pediatricians through MDLive, by phone, or video appointments. MDLive can help you with:

- Sore throats
- Allergic reactions
- Head and stomach aches
- Colds and flu
- Injuries
- And more

Your cost for virtual care through MDLive

- **Cigna OAP:** \$20 copay
- **Cigna CDHP:** 10% after deductible

Get started with MDLive

Visit the [MDLive website](#) or call (888) 726-3171.

KAISER PERMANENTE VIRTUAL CARE

Kaiser Permanente members have 24/7 access to virtual care in the following ways:

- **By phone:** schedule a phone appointment with a doctor or call an advice nurse for assistance.
- **By secure messaging:** log in to the member portal. Most members receive a reply within 48 hours or sooner.
- **By video:** book a video appointment with your provider, meet with a specialist, or have an on-demand video chat with a physician.

Your cost for virtual care through Kaiser Permanente

- **Kaiser HMO:** No charge

Get started with Kaiser Permanente virtual care

Visit the [Kaiser Permanente website](#) (must be registered at kp.org) or call (800) 464-4000.

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WHERE TO GO FOR CARE

SAVE TIME AND MONEY WHILE GETTING THE RIGHT CARE.

When you or a family member is sick or injured, choosing the right care option can save you time and money, and, most importantly, give you access to medical care that is appropriate for your symptoms. **Please note:** The chart below is for illustrative purposes only. Follow the advice of your physician or other care provider when determining how and where to seek care for a particular condition.

Condition/Concern	Your Doctor’s Office	Virtual Care (MDLive or Kaiser Telemedicine)	Urgent Care	Emergency Room
Preventive Care	x			
Bloody Nose	x	x		
Earache	x	x		
Rash on Arms and Legs	x	x		
Persistent Cough	x	x		
Cold or Flu	x	x		
Severe Back Pain			x	
Bug Bites with Swelling			x	
Sprained Ankle			x	
Cut/Laceration with Persistent Bleeding			x	x
Chest Pains and Numbness in Face, Arm, and/or Leg				x
Severe Shortness of Breath				x
Loss of Consciousness				x
Life-Threatening Injuries				x

IS IT AN EMERGENCY?

If you can answer “yes” to any of these questions below, call 911 or go to the nearest emergency room:

- Are the symptoms serious and/or life-threatening?
- Did the symptoms occur suddenly and without warning?
- Is there a lot of bleeding, extreme pain, or shortness of breath?
- Do you feel there may be serious internal or external damage if you don’t receive medical attention?

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DENTAL COVERAGE

FOR PICTURE-PERFECT SMILES.

Oral health is closely linked to overall physical well-being. We provide comprehensive dental coverage through Cigna with its Preferred Provider Organization (PPO). Under the plan, you can see any dentist you choose, but your benefits will be higher when you receive services from a dentist within the Cigna network. You get three free preventive dental visits per year, and orthodontia is covered for both children and adults.

Plan Features	Cigna Dental PPO
	In-Network and Out-of-Network Services
Annual Deductible*	\$50 individual/\$150 family (in-network and out-of-network combined)
Annual Maximum Benefit*	\$2,500 (in-network and out-of-network combined)
Diagnostic & Preventive Services	No charge (3 per plan year)
Basic Services	You pay 20% after deductible
Major Services	You pay 50% after deductible
Orthodontia	You pay 50% (deductible waived) \$2,500 lifetime maximum (in-network and out-of-network combined)

IN-NETWORK VS. OUT-OF-NETWORK: WHAT’S THE DIFFERENCE?

Your money goes further when you use a dentist in the Cigna PPO Network because you’ll enjoy contracted rates. Additionally, an out-of-network dentist may balance bill you for their services.

Watch Out for Balance Billing

Balance billing is the extra cost you pay when the total bill of your dental services goes over the limit of what your dental plan will cover. When you use an out-of-network dentist, you may be subject to balance billing.

Learn more about your dental plan on [Pixar’s benefit portal](#).

**Annual deductible and out-of-pocket maximum are on a plan-year basis.*

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VISION COVERAGE

BECAUSE THERE’S A LOT TO SEE OUT THERE.

Routine eye exams are vital to detecting eye diseases and many other health issues, both vision and non-vision related. Pixar offers vision care benefits through Vision Service Plan’s (VSP) extensive network (check out [VSP’s website](#)) which provides exams, lenses, and frames as shown below. Save money by using an in-network VSP provider.

Plan Features	VSP Vision Plan	
	In-Network Services	Out-of-Network Services
Eye Exam (once per plan year)	No charge	Up to \$70 reimbursement after applicable copay
Lenses (once per plan year)		
Single Lenses	No charge	Up to \$40 reimbursement after applicable copay
Bifocal Lenses	No charge	Up to \$65 reimbursement after applicable copay
Trifocal Lenses	No charge	Up to \$80 reimbursement after applicable copay
Frames (once every other plan year)	Coverage limited to \$150	Up to \$70 reimbursement after applicable copay
Elective Contacts (once per plan year)	Coverage limited to \$150	Up to \$135 reimbursement after applicable copay

EXTRA SAVINGS AND DISCOUNTS FOR VSP MEMBERS: SECOND PAIR BENEFIT

Our vision plan provides participants a second pair of glasses and/or contacts during the plan year. You will also be able to get services anytime during the plan year and do not need to wait until the anniversary of your last service.

Learn more about your vision plan on [Pixar’s benefit portal](#).

YOUR COST FOR COVERAGE

The total amount that you pay for your benefits coverage depends on the plans you choose and who you cover. For medical, dental, and vision, you can find your monthly pre-tax employee contributions below. These monthly plan costs are effective August 1, 2025 – July 31, 2026.

Monthly Contributions*	Cigna CDHP + HSA	Cigna OAP	Kaiser HMO (CA Only)	Cigna Dental & VSP Vision (bundled)
Employee Only	\$45	\$125	\$85	\$10
Employee + Spouse/DP	\$385	\$485	\$435	\$30
Employee + Child(ren)	\$275	\$380	\$300	\$30
Employee + Family	\$435	\$565	\$485	\$50

*Monthly employee contributions will be deducted proportionally from weekly paychecks.

DOMESTIC PARTNER TAX BASIS

Domestic partner contributions are regulated by the IRS. Contributions you make for domestic partner coverage must be made on a post-tax basis. Similarly, Pixar’s contribution towards the cost of benefits for your domestic partner and their dependents is taxable income to you. If your domestic partnership is registered with the California Secretary of State, your imputed income will be exempt from California state tax. Contact your tax advisor for more detailed information on how the tax treatment may affect you.

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HEALTH SAVINGS ACCOUNT

GET THE TRIPLE-TAX ADVANTAGE.

If you’re enrolled in the Cigna CDHP + HSA medical plan, you can participate in the Health Savings Account (HSA) through HSA Bank. Not only can you offset your out-of-pocket expenses by setting aside money through payroll deductions, but you’ll also receive a generous contribution from Pixar on your behalf. You can use the money in your account to pay for eligible medical, dental, and vision costs for yourself and your tax-qualified dependents.

Coverage Tier in Cigna CDHP	Pixar Annual Contribution *	Annual Contribution Limit **
Individual (employee only)	\$1,000	\$4,300
Family (employee and 1+ dependents)	\$2,000	\$8,550

IRS RULES TO KEEP IN MIND

- If you have an HSA, you cannot have a Health Care Flexible Spending Account (FSA).
- The IRS limits total annual contributions (including your contributions and Pixar’s employer contribution) to \$4,300 for self-only medical coverage and \$8,550 for family coverage. Employees over age 55 may contribute an additional \$1,000 “catch-up” contribution. Limits are subject to change annually.

** Assumes you’re enrolled in the CDHP plan as of August 1. If hired/enrolled after the start of the plan year, this amount is prorated on a quarterly basis. Contributions are effective as of the first of the month following the effective date of enrollment in the CDHP plan.*

MORE AWESOME HSA FEATURES

- **Get the one-time bonus.** First-time Cigna CDHP enrollees will receive a one-time bonus (\$500 for individual/\$1,000 for family) in addition to Pixar’s annual HSA contribution.
- **Free money each year!** Pixar provides a contribution each year (\$1,000 for individual/\$2,000 for family).
- **Triple tax-advantaged.** You don’t pay federal taxes on the money you set aside, your balance earns interest tax-free, and you won’t pay taxes on withdrawals for qualified expenses. * * *
- **You own it.** Your funds never expire and are yours to keep, even if you leave Pixar.
- **Funding your account is easy.** You can elect to make contributions via payroll deductions and adjust your deduction amount at any time. To make direct deposits via payroll, go to [Workday](#).
- **Interest opportunities.** You can invest your HSA and earn interest on your balance.
- **It gets better with age.** At age 55, you can contribute an additional \$1,000 per year. At age 65, you can use your HSA for health care expenses tax-free, or for regular living expenses (subject to income tax).

*** IRS contribution limits are subject to change and include Pixar’s contributions on your behalf and are determined on a calendar/tax-year basis.*

**** Employer HSA contributions are required to be treated as taxable income in California.*

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FLEXIBLE SPENDING ACCOUNTS

SET ASIDE PRE-TAX DOLLARS FOR ELIGIBLE EXPENSES.

Flexible Spending Accounts (FSAs) allow you to set aside pre-tax dollars from your paycheck to pay for eligible out-of-pocket health care or dependent care expenses. You don't pay federal taxes on the money you set aside and you won't pay taxes on eligible purchases. Keep in mind that you must enroll in FSAs each year. Your annual election does not carry over from year to year.

HOW DO FSAs WORK?

Know your options. There are two types of FSAs: the Health Care FSA and the Dependent Care FSA. You can enroll in one or both, and each FSA allows you to set aside pre-tax dollars for certain eligible expenses.

Estimate your expenses. When enrolling in an FSA, start by estimating how much you'll spend on eligible expenses in the coming year and elect to have that amount deducted from your pay on a pre-tax basis.

Use FSA funds for eligible expenses. Expenses must be incurred while you're a plan participant and during the plan year, from August 1 – July 31. You have until October 31 following the plan year to submit claims to HealthEquity for reimbursement.

View a [full list of plan rules and IRS-approved expenses](#).

To learn more, visit the [HealthEquity website](#) or call (877) 924-3967.

Health Care FSA Fast Facts

- Contribute up to the IRS annual maximum of \$3,300.
- Most medical, dental, and vision care expenses not paid by your health insurance are eligible for reimbursement.
- Use your Health Care FSA funds for all tax dependents, regardless of medical plan enrollment.
- **While funds are use-it-or-lose-it, you can roll over up to \$660 of unused funds from one year into the next. Unspent funds over \$660 will be forfeited.**

Dependent Care FSA Fast Facts

- Contribute up to the IRS maximum of \$5,000 annually, or \$2,500 if married and filing separately.
- Eligible expenses include care for children under age 13 (no overnight camp), and adult care for adult dependents incapable of self-care.
- **Funds are use-it-or-lose-it. There is no rollover, and unspent funds will be forfeited so estimate carefully.**

IRS RULE TO KEEP IN MIND

- FSAs must be elected every year.
- Health Care FSA and Dependent Care FSA are separate accounts; money cannot be transferred between the two.
- If contributing to an HSA, you cannot participate in a Health Care FSA.

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401(k) PLAN

THE SOONER YOU START, THE BETTER.

Our 401(k) plan, through Charles Schwab, allows you to make payroll contributions directly into your retirement savings account, providing you with tax benefits now or in the future.

401(k) FAST FACTS

- You are eligible to participate in the 401(k) retirement plan after a three-month waiting period.
- Pixar matches your contributions at 100%, up to a \$2,000 max. The company match is vested at 100% immediately.
- You can contribute up to 50% of your paycheck, up to the IRS limit of \$23,500 (subject to change annually).
- If you are age 50 or older, you can contribute an additional \$7,500 in catch-up contributions (\$31,000 maximum).
- The total combined contribution limit (including your and Pixar’s contributions) is \$70,000 in 2026.

HOW 401(k) CONTRIBUTIONS DIFFER

Pre-Tax 401(k)

Contributions are deducted from your paycheck before taxes are withheld, reducing your taxable income today. Investment earnings also accumulate on a tax-deferred basis, which can help your account grow faster. In the future, you pay income tax on your withdrawals, including any capital gains.

Roth/Post-Tax 401(k)

Contributions are deducted from your paycheck after taxes are withheld. In the future, withdrawals are tax-free if you own the account for at least five years and have reached age 59 ½ or have become disabled.

After-Tax

Like Roth contributions, money is taxed when you contribute to your 401(k). You will not owe taxes on a withdrawal of your traditional after-tax contributions. However, unlike Roth contributions, you will owe income taxes on any earnings at the time of your withdrawal, unless you choose to convert your after-tax contributions to Roth.

After-tax contributions allow you to save above and beyond the standard annual contribution limits inside the Pixar 401(k). Once you’ve made after-tax contributions, you can convert the after-tax money to Roth in order to avoid paying taxes on earnings when you begin to withdraw the money in retirement. To learn more about your contribution options or if you have questions, go to the [Charles Schwab website](#) or call **(800) 724-7526**.

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COMMUTER BENEFITS

SET ASIDE PRE-TAX DOLLARS TO PAY FOR TRANSPORTATION AND PARKING EXPENSES.

Commuter benefits, administered by [HealthEquity](#), offer a convenient payroll-deducted option to set aside pre-tax funds to cover expenses related to your work commute.

TRANSIT BENEFITS

Contribute pre-tax dollars for train, subway, bus, ferry, and eligible vanpool.

- Elect up to \$325/month for pre-tax benefit.
- Pixar matches 50% of your monthly transit contribution up to \$65/month.
- Enroll/make changes by the 10th of the month to receive benefits for the following month.

PARKING BENEFIT

Contribute pre-tax dollars for qualified parking as part of your daily commute to work.

- Get up to \$325/month reimbursed for monthly or daily parking fees.
- Enroll/make changes by the 10th of the month to receive benefits for the following month.

BIKE REIMBURSEMENT PROGRAM

In addition to the commuter accounts, Pixar provides reimbursement for eligible bicycle commuting expenses, such as maintenance, repair, and storage.

- Get up to \$240/plan year reimbursed.*
- You are automatically enrolled and can use with the Transit Benefit concurrently.
- Claims are submitted through HealthEquity and are paid via payroll (they’re considered taxable income to you).
- If you are leaving Pixar, all claims must be approved two weeks prior to your last day.

Monthly Commuter Plan Limits

\$325 transit | \$325 parking

*Taxable as income.

IRS RULES TO KEEP IN MIND

- You can start, stop, or change your elections at any time.
- Once the money is in your account(s), it cannot be refunded to you except for eligible commuter expenses.
- If you leave Pixar, any funds remaining in the plan will be forfeited—they will not be refunded to you.

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MetLife Legal

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DISABILITY INSURANCE

PROVIDING FINANCIAL PEACE OF MIND.

Disability Insurance provides you with income when you are unable to work due to an illness or injury.

SHORT-TERM DISABILITY (STD)

Pixar employees are covered under Voluntary Disability Insurance (VDI), which replaces the mandatory State Disability Insurance (SDI) in the state of California and is the same or better than California SDI in all aspects.

How coverage works		
Plan Features	Pixar VDI	CA SDI
Your Cost	Rate of 1.1% of your first \$200,000 in annual earnings, up to a maximum annual cost of \$2,200	Rate of 1.2% applied to all eligible earnings (no maximum contribution limit for CA SDI)
Weekly benefit amount	First 90 days: 70% of your earnings, up to a weekly maximum of \$4,600 (greater than the benefit provided by SDI) After 90 days: state rate	70% to 90% of your earnings, up to a weekly maximum of \$1,681
Maximum benefit period	52 weeks (coordinated with any benefits provided under the Long-Term Disability insurance plan)	

LONG-TERM DISABILITY (LTD)

Long-Term Disability (LTD) through Cigna helps you protect your income if you are unable to work due to an illness or injury that lasts longer than 90 days.

How coverage works	
Waiting period	90 days
Benefit percentage	60% of the first \$33,333 of your pre-disability earnings, reduced by deductible income
Monthly benefit maximum	\$20,000
Coverage duration	24 months
Monthly benefit minimum	Greater of \$100 or 10%
Maximum benefit period	SSNRA or maximum benefit period (reduced schedule)
Definition of earnings	Base monthly salary, excluding bonuses and commissions

Pixar VDI and CA SDI apply to employees in California only. Employees outside of CA may be covered by other applicable state disability plans and supplemented by Pixar’s Short-Term Income Protection (STIP) plan.

LIFE AND ACCIDENT PROTECTION

PROTECTING YOUR FAMILY’S FINANCIAL WELL-BEING.

Life insurance protects your family from the financial impact of a loss of income. Without enough life insurance, many families have to reduce their standard of living. Consider your current and future financial needs when evaluating how much coverage to select.

BASIC LIFE AND AD&D

Pixar provides you coverage equal to two times your annual base salary, up to \$1,000,000. While this coverage is provided at no cost to you, the value of the basic life insurance benefit over \$50,000 is considered taxable (“imputed”) income and will be reflected on your paycheck.

Per the Internal Revenue Service, the cost of company-provided life insurance over \$50,000 is treated as taxable income. Additional information on the calculation of the imputed income can be found on the [IRS Group-term life insurance website](#).

Life and AD&D coverage reductions apply starting at age 70.

CONCIERGE LIFE

It can be hard to understand how much coverage you may need. If you are interested in additional coverage, Pixar offers Concierge Life, a comprehensive resource to guide you in life insurance planning and help you get the best coverage at the lowest premium.

To learn more about Concierge Life, call **(888) 466-4446**.

Is Your Beneficiary Up-to-Date?

Your beneficiary is the person or persons you choose to receive the cash benefit if you experience a covered incident. You should check your beneficiaries in [Workday](#) each year to ensure they still reflect your wishes.

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METLIFE LEGAL

LEGAL SERVICES ARE JUST A CALL AWAY.

MetLife Legal is an award-winning service with an easy-to-use mobile app and 24/7 access to a network of trusted attorneys who can give you legal counsel for a variety of covered services and related documentations, from estate planning to defense in civil lawsuits. MetLife Legal enrollment is only available as a new hire and during Open Enrollment.

To access MetLife Legal, visit the [MetLife website](#) or call **(800) 821-6400**.

ALLSTATE IDENTITY PROTECTION

SECURING YOUR DIGITAL IDENTITY.

Protecting your identity and privacy has never been easier. Allstate Identity Protection is available to all eligible Pixar employees at no additional cost! This program provides total protection for your digital life and includes financial account and credit monitoring, 24/7 alerts and fraud recovery, and up to \$1 million identity theft expense coverage. Employees can also purchase additional family coverage that protects your children, parents, in-laws, grandparents, and more.

For more information, visit the [Allstate website](#) or call **(800) 789-2720**.

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LYRA THERAPY & COACHING

TAKING CARE OF YOUR HEALTH, INSIDE AND OUT.

FEATURES

Personalized, High-Quality Care: Lyra connects you with the right support based on your needs and preferences. Get matched with a therapist or coach in just minutes—no waiting weeks for an appointment.

Support for the Whole Family: Lyra provides specialized care for kids, teens, parents, caregivers, and couples.

On-Demand Resources: Lyra provides you access to a library of self-help resources for your personal and professional life including meditations, videos, and courses.

Confidential and Free: Lyra is 100% confidential and is offered to all benefit-eligible employees and their spouses/domestic partners and dependent children (up to age 26) at no cost.

SUPPORT OPTIONS

You can choose the type of care that best fits you, including:

- **Therapy/Coaching:** Meet virtually or in person with a licensed provider or certified coach.
- **Self-Guided Programs:** Access digital tools and resources to manage stress, sleep, anxiety, and more—on your own schedule.
- **Work-Life Services:** Get help with everyday challenges like legal or financial concerns and caregiving support.

ELIGIBILITY

Lyra makes it easier to get the help you need—whether you’re feeling overwhelmed, navigating a difficult situation, or just looking for ways to improve your everyday well-being. Connect with high-quality coaches, therapists, and self-care apps in just a few clicks. This benefit is **confidential, completely free**, and available to all benefit-eligible employees, spouses/domestic partners, and dependent children up to age 26.

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EMPLOYEE ASSISTANCE PROGRAM (EAP)

EVERYONE NEEDS HELP AT SOME POINT.

The Cigna Employee Assistance Program (EAP) is your go-to support line whenever you’re facing a life situation and are unsure about how to proceed. The EAP offers you **confidential** 24/7 support. All employees and their household family members are eligible for this no-cost benefit.

CONTACT THE EAP FOR SUPPORT WITH:

Family concerns including going through a divorce, caring for an elderly family member, and returning to work after having a baby.

Work concerns including job relocation, building relationships with co-workers and managers, and navigating reorganization.

Money matters including budgeting, financial guidance, retirement planning, buying or selling a home, and tax issues.

Legal services including issues relating to civil, personal and family law, financial matters, real estate and estate planning.

Health concerns including coping with anxiety or depression, getting the proper amount of sleep, how to kick a bad habit like smoking.

Everyday life concerns including moving and adjusting to a new community, grieving over the loss of a loved one, military family matters, and training a new pet.

Counseling Services

In addition to the 24/7 support line, employees and their household family members have access to **three counseling sessions per issue per year**. Sessions can be conducted via phone, video, or face-to-face.

GET SUPPORT NOW

Call: **(877) 622-4327**

Visit: [Cigna website](#)

Navigate to Coverage>Employee Assistance Program (EAP)

Employer Key: **Pixar**

WELL-BEING SERVICES INCLUDED WITH MEDICAL

USE YOUR MEDICAL COVERAGE TO THE FULLEST.

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MDLIVE FOR BEHAVIORAL HEALTH (CIGNA MEDICAL MEMBERS)

Cigna members have access to a variety of behavioral health services through MDLive, including counselor or psychiatrist consultations at your home, their office, or on-the-go via phone and video appointments. MDLive providers can diagnose, treat, and prescribe most medications for non-emergency conditions including addiction, depression, bipolar disorders, and stress. Visit the [MDLive website](#).

MENTAL HEALTH RESOURCES (KAISER MEDICAL MEMBERS)

Kaiser Permanente members have no-cost access to a variety of programs to support their health and well-being goals. Connect to care online, explore treatment options, understand symptoms and conditions, take self-assessments, and more. Visit the [Kaiser Permanente website](#) or call **(800) 464-4000**.

WELLNESS COACHING (KAISER MEDICAL MEMBERS)

Get one-on-one guidance from a personal wellness coach to make your health goals a reality. Kaiser Permanente’s wellness coaches are health educators with expertise in behavior change and preventive care who will help you create a customized action plan to get there. To connect with a wellness coach, call **(866) 862-4295**.

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- Well-Being Apps**
- Care.com (formerly LifeCare)
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WELL-BEING MOBILE APPS

PUTTING WELL-BEING AT YOUR FINGERTIPS.

CALM APP

Calm is a well-being app that uses meditation and mindfulness to help lower stress, reduce anxiety, improve sleep quality, and increase focus. Available to all eligible employees and their household family members, Calm offers access to meditations, sleep stories, Calm Body (mindful movement and gentle stretching exercises), Masterclasses, and a range of other tools for building healthy habits.



TALKSPACE APP (CIGNA MEMBERS)

Talkspace connects Cigna members with licensed therapists via in-app texting and live video sessions. It also offers psychiatric services and a variety of online resources to help you access the care you need.



HEADSPACE APP (FORMERLY GINGER, CIGNA MEMBERS)

Cigna members can access Headspace’s behavioral health coaching as an in-network benefit. Headspace is available 24/7 and is designed to prevent behavioral health conditions from worsening. It’s built on an evidence-based approach and supported with artificial intelligence and analytics.



MYSTRENGTH APP (KAISER MEDICAL MEMBERS)

The Kaiser myStrength app provides self-care solutions to help you develop a personalized program with interactive activities, coping tools, inspirational resources, and more. Kaiser Permanente members have access to the app at no cost.



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CARE.COM (FORMERLY LIFECARE)

HELPING CONNECT YOU TO THE SERVICES YOU NEED.

Care.com specialists provide personalized assistance with finding referrals for virtually any life or work-related need for you and your family. Based on your specific situation, they will find the best solutions for your care needs.

INCLUDED CARE.COM SERVICES

- **Parenting:** Support for pregnancy, infants to teens, children with disabilities, and more
- **Senior Care:** Guidance on topics such as housing, healthcare, cognitive decline, and other topics
- **Education:** Support and resources for preschool through college
- **House & Home:** Relocation and moving, repairs, maintenance, and other services
- **Legal Consultation:** Receive 30-minute consultations with a Plan Attorney for up to 3 legal topics per year in the areas of general law, mediation services, special needs, immigration, and emergency matters)

HOMEWORK CONNECTION

Care.com also offers Homework Connection, which gives you access to professional tutors available anytime you need them to help with test prep and study tools. This benefit is available at no cost to you with unlimited usage.

To learn more, go to [Care.com’s website](#) or call **(866) 574-7229**. New users will need to register using their Pixar email address.

LifeMart Discounts

Pixar employees enjoy access to LifeMart discounts, providing exclusive offers on childcare, education, travel, hotel, car rentals, electronics, mobile phone services, and more!

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WELLNESS ALLOWANCE

A LITTLE EXTRA FOR THOSE LITTLE EXTRAS.

We offer several resources to motivate and reward your healthy behaviors, so it’s a little easier for you to embrace and maintain a healthy lifestyle. Wellness Allowance program reimburses up to \$200* per plan year for health and wellness-related activities such as:

- Gym, fitness center/studio, health club, swim, and tennis club memberships and fees
- Fitness and nutrition counseling
- Fitness and sports classes/lessons, including memberships for yoga, Pilates, and meditation classes
- Personal trainer sessions
- Race entry fees
- Sports league/team fees
- Fitness wearables (e.g., Apple Watch, Garmin, FitBit, etc.)
- Smoking cessation programs
- Home gym-related equipment (weights, machinery, etc.)

Get reimbursed for eligible expenses by logging on to your [HealthEquity account](#).

**Taxable as income.*

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Cariloop Caregiver Support

Pixar Children’s School (PCS)

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KINDBODY FAMILY BUILDING BENEFITS

BECAUSE FAMILIES COME IN ALL SHAPES AND SIZES.

Growing your family is a joy, but it can be expensive. That’s why we offer assistance so you can focus on what really matters and less on the costs. Whatever your family looks like today or in the future, we are here to help you grow it with covered services and reimbursement (up to a \$75,000 lifetime limit) for advanced fertility services, egg-freezing, adoption, and surrogacy.

Your Kindbody benefit through Pixar includes:

- Access to fertility care, such as egg freezing, embryo freezing, or IVF
- Fertility medication needed for each cycle
- Reimbursement for eligible adoption, donor, and surrogacy expenses
- Dedicated Care Navigation Team
- Nutrition and mental health support
- 24/7 virtual care and appointment scheduling
- A personalized patient portal

YOUR ELIGIBILITY DEPENDS ON YOUR MEDICAL PLAN SELECTION

To access the benefits offered through Kindbody, you must be enrolled in a Pixar-sponsored medical plan:

- **Cigna members** are eligible for IVF/IUI, egg freezing, adoption, and surrogacy under Kindbody. What you pay via deductibles and coinsurance is subject to the cost share defined by your Cigna health plan.
- **Kaiser members** are eligible for adoption and surrogacy under Kindbody.

HOW TO GET STARTED WITH KINDBODY

1. Head to the [Kindbody website](#).
2. Create your Kindbody account using your name and any email address.
3. Verify your eligibility by entering your unique ID (LDAP) and Access Code.
 - a. Cigna members use: **KINDPIXR**
 - b. Kaiser members use: **KINDPIXRKAISER**

Note: Spouses/domestic partners of Pixar employees will enter the employee LDAP# with a “1” at the end as their Unique ID

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CARILOOP CAREGIVER SUPPORT

NO-COST SUPPORT WHEN YOU NEED TO CARE FOR LOVED ONES.

Cariloop provides you free Caregiver Support for Pixar employees taking care of a loved one. Instead of spending hours searching for resources on your own, simply connect with a Care Coach at [Cariloop’s website](#), and you’ll get an experienced healthcare professional to help coordinate caregiving essentials.

Dedicated support in three simple steps:

1. **Meet your dedicated Care Coach.** When you sign up, you’ll be paired with a professional to help with challenges that arise.

2. **Access your Case on the Care Portal.** Work with your Care Coach through a secure portal where you can also store important caregiving documents and invite others to collaborate.

3. **Chart the path forward.** When a new question arises about providing care, your Care Coach will support you as you navigate the next steps.

PIXAR CHILDREN’S SCHOOL (PCS)

HELPING YOUR CHILDREN GET THE BEST START POSSIBLE.

The Pixar Children’s School (formerly Pixar Child Development Center, PCDC), operated by All People’s School (APS), provides high-quality care and early childhood education for children 16 weeks through pre-kindergarten, with a competitive tuition rate and value for childcare in the Bay Area. Learn more on the [All People’s School website](#).

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SO YOU CAN BE THE HEALTHIEST, HAPPIEST YOU

VACATION/PTO

All regular full-time and Run-of-Show employees working more than 30 hours per week are eligible for vacation leave benefits based on length of service.

Employees can accrue up to 30 days of vacation. Once you’ve accrued 30 days, your accrual will stop. You will begin accruing vacation again when your accrual goes below 30 days.

Years of Service	Weekly Accrual Rate	Days per Year
0 to 3 Years	2.31 hours	15 days
After 3 Years	3.08 hours	20 days

SICK TIME

All regular full-time and run-of-show employees working more than 30 hours per week are eligible to earn 1.85 hours per week on a pro-rated basis. Maximum accrual for sick time is 12 days per year up to a 30-day maximum.

LEAVE OF ABSENCE

For leave of absence and other time off policies, please refer to the People Team wiki or the Employee Handbook.

HOLIDAYS

We offer the following paid holidays:

- New Year’s Day
- Martin Luther King, Jr. Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Thanksgiving
- Day After Thanksgiving
- Christmas Day
- Winter Break

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ONSITE AMENITIES

FOR THE HIGHEST LEVEL OF COMFORT WHILE YOU’RE FOCUSED ON YOUR WORK.

Pixar Onsite Amenities include the following services and resources:

ERGONOMICS

To prevent ergonomic risks, we invest in giving you an inventory of all the best equipment and furniture to help make sure everything looks and feels right with your workstation.

BAY FUNCTIONAL FITNESS (BFF)

Pixar employees enjoy access to subsidized workout classes. Choose from a variety of activities such as yoga, Pilates, Zumba, or boot camp.

MASSAGE

Relaxing your muscles is a great way to relax your mind. Each week, you can get one 15-minute subsidized massage session with our massage therapist to help you have some “me time.”

OCCUPATIONAL HEALTH

Our onsite physician and nurse practitioner provide confidential medical services to help you prevent, assess, and treat work-related discomfort, injuries, and accidents. *

MEDITATION

We offer meditation and mindfulness classes if you need to pause and take a moment for your mental health. Cultivating mindfulness can increase your patience, focus, and help you be in the present moment.

WELLNESS BREAKS

We encourage mid-day breaks to help you unplug. If your team is in a crunch, you may need a break. Join an activity with stretches, foam rollers, or Thera Canes.

FITNESS CENTER

Our onsite fitness center is available to help you maintain your physical health, and includes a cardio room, weight room, and breathing room.

* Available to Worker’s Comp cases only

DISNEY PERKS

HELPING YOU GET TO WHERE THE MAGIC HAPPENS.

At Pixar, we make dreams come true, and want to make sure you and your family feel especially welcome to the places where magic happens. Benefits-eligible employees receive Disney Perquisites such as a Main Entrance Pass, Complimentary Tickets, the Complimentary Streaming Subscription, and so much more! Learn more on the [Disney Perks wiki](#) (VPN required).

Questions about your Disney Main Entrance Pass? You can call Disney Cast Admissions at **(407) 934-6077**.

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Benefit	Carrier	Group/Policy #	Website	Phone/Email
Medical	Cigna	3337061	mycigna.com	(800) 244-6224
	Kaiser - CA Only	603351	kp.org	(800) 464-4000
Telehealth	Cigna - MDLive	N/A	mdliveforcigna.com	(888) 726-3171
	Kaiser Virtual Care	N/A	kp.org/getcare (must be registered at kp.org)	(800) 464-4000
Dental	Cigna	3337061	mycigna.com	(800) 244-6224
Vision	VSP	30026566	vsp.com	(800) 877-7195
Health Savings Account (HSA)	Cigna	N/A	mycigna.com	N/A
Flexible Spending Accounts (FSAs)	HealthEquity	N/A	participant.wageworks.com	(877) 924-3967
401(k)	Charles Schwab	N/A	workplace.schwab.com	(800) 724-7526
Commuter Benefits	HealthEquity	N/A	participant.wageworks.com	(877) 924-3967
Basic Life	New York Life	FLX967393	newyorklife.com	(800) 362-4462
Basic AD&D		OK968911		
Long-Term Disability (LTD)		LK965073		
Legal Insurance	MetLife Legal	9903737	members.legalplans.com	(800) 821-6400
Identity Protection	Allstate	N/A	app.allstateidentityprotection.com	(800) 789-2720
Employee Assistance Program (EAP)	Cigna	Pixar	mycigna.com	(877) 622-4327
Personal Assistance	Care.com	N/A	care.com/pixar	(866) 574-7229
Family Building	Kindbody	Cigna: KINDPIXR Kaiser: KINDPIXRKAISER	kindbody.com/activate	N/A
Caregiver Support	Cariloop	N/A	cariloop.com	N/A
Pixar Children's School	All People's School	N/A	allpeopleschool.com/ pixarchildre:sschool	Toni Ratliff, Associate Director toni.ratliff@aquaticparkschool.com
Disney Perks	Pixar	N/A	wiki.pixar.com (VPN required)	N/A

THE FINE PRINT

This brochure is intended to provide a convenient summary of the Pixar benefit plans as of August 1, 2025. It is not intended to be a legal document or guarantee of coverage. If there are any inconsistencies between the information in this brochure and the plan documents or contracts, the plan documents and contracts will prevail. You can request a plan description for health benefits, long- and short-term disability benefits, life and AD&D benefits, flexible plan benefits, and 401(k) benefits, which will provide more information about each benefit plan.

PIXAR