



## Disney Human Resources Services Co., LLC

05/09/2025

Ramell Boyer  
6310 Pecan Wood Dr  
Houston, Texas 77088  
United States of America

Dear Race,

Congratulations!

On behalf of Disney Streaming Technology LLC, which is part of a business we call Disney Entertainment & ESPN Technology, this letter confirms our offer of employment for the full time position of Sr Systems Administrator.

You will be joining the Engineering Services team, reporting to Rob Perno, commencing on June 2, 2025.

You are now part of a Company known worldwide for wonder and imagination! For over 100 years, Disney's excellence in storytelling has enchanted, delighted and inspired audiences around the globe. It's a legacy you will now have the opportunity to impact, as you begin the next chapter of your career. We look forward to the contributions you will make, the innovation you will drive and the stories you will create!

The Walt Disney Company, together with its subsidiaries and affiliates, is a leading diversified international family entertainment and media enterprise with the following business segments: Disney Entertainment, ESPN, Disney Experiences. From humble beginnings as a cartoon studio in the 1920s to its preeminent name in the entertainment industry today, Disney proudly continues its legacy of creating world-class stories and experiences for every member of the family. Disney's stories, characters and experiences reach consumers and guests from every corner of the globe. With operations in more than 40 countries, our employees and cast members work together to create entertainment experiences that are both universally and locally cherished.

Below, you will learn a bit more about what to expect as you begin your journey.

Your starting annual base salary will be \$120,000.00, payable weekly.

This exempt position is not eligible for overtime under the provisions of the Fair Labor Standards Act and any other applicable law.

In addition, you shall receive a one-time signing bonus of \$7,000.00, paid via payroll check less appropriate withholding. Should you voluntarily terminate from the Company within 12 months, you will be responsible for reimbursing the Company the entire amount.

You are eligible to participate in The Walt Disney Company Annual Bonus Plan beginning in fiscal year 2025 for which your target award is 7.0%. Your award is dependent upon both Company, Segment and relative individual performance. Payments are at the discretion of the Company and subject to your being in the employment of the Company when payments, if any, are paid each December. Please refer to the brochure included in your offer materials for more information regarding this program.

You are eligible to participate in the Company's benefits and other reward programs, including a Main Entrance Pass that will provide you and at least three guests or your eligible dependents with complimentary admission to Disney Parks, as well as a 35% discount on select merchandise at Walt Disney Parks and Resorts and Disney stores.



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You will receive more detailed information regarding our benefits programs at a later date, however, if you have any questions upon hire, please feel free to call the Disney Benefits Center at 1-800-354-3970.

As required by the Immigration Reform and Control Act of 1986, this offer of employment is contingent upon your completing an I-9 Form no later than when you begin employment and timely providing acceptable evidence of your identity and applicable United States employment eligibility.

This offer is also contingent on your successful completion of a background check.

You understand that the terms of this offer do not imply employment for a specific period and thus that your employment is at will; either you or the Company can terminate it at any time, with or without cause. This statement is the entirety of your agreement with the Company on the subject of the duration of your employment.

If you have any questions or require further information, please contact me at [EMILY.PINKNEY@DISNEY.COM](mailto:EMILY.PINKNEY@DISNEY.COM).

You may also contact your HR Business Partner, Elissia Alam.  
Congratulations and welcome to the team!

Sincerely,

EMILY PINKNEY  
Technical Recruiter  
Recruiting on behalf of Disney Streaming Technology LLC

I hereby accept this role.

Name:

Signature:

Date: