



Jayne Parker
Senior Executive Vice President and Chief Human Resources Officer
The Walt Disney Company

Jayne Parker serves as Senior Executive Vice President and Chief Human Resources Officer (CHRO) for The Walt Disney Company. In her current role, Parker is responsible for leading Disney's overall human resources strategy, global talent acquisition, leadership development, diversity and inclusion, organizational design and cultural development, employee education and development, compensation and benefits, HR operations and technology, employee relations, and global security. As CHRO, she has changed the function, culture, and impact of HR across the Company to support its business goals and strategies as well as the needs and aspirations of its 220,000 employees around the world. Parker was named Executive Vice President and Chief Human Resources Officer for The Walt Disney Company in September 2009.

While Parker has been CHRO, Disney has acquired 21st Century Fox , Marvel, Lucasfilm, and a controlling interest in BAMTech (now Disney Streaming Services), and has grown its global employee population by more than 55,000 people.

As CHRO, Parker has overseen efforts that have resulted in: more effective and streamlined companywide talent acquisition practices that better utilize technology; a companywide diversity and inclusion strategy, including initiatives to improve diversity at the executive level, expanded hiring of veterans, launch of a global workplace and women's initiative, and launch of a companywide Hispanic initiative; a redesigned retirement program; an initiative to harmonize compensation and benefit programs across the Company to promote efficient internal movement of talent; more thoughtful, comprehensive talent management and talent development programs; and continuous evaluation and delivery of programs and experiences that employees want, which is based on continuous feedback from and conversation with them.

Parker's work has been driven by a fundamental philosophy that HR professionals are business professionals first, and by her desire to serve employees and leaders alike, helping them think through changes and working with them to move their businesses forward—all with a strong sense of collaboration, strategic vision, and organizational alignment. She has transformed Disney HR, injecting a state-of-the-art, business mindset into its structure and systems, continually looking to challenge conventions and finding alternatives that may work better, reach farther, and drive more success.

Several years ago, Parker created HR Centers of Excellence (COEs) focusing on disciplines like Learning, Diversity & Inclusion, and Talent Solutions. This structural evolution also resulted in the creation of Disney's Global Human Resources Operations (GHRO), which established operational efficiencies and day-to-day support for employees and leaders within all segments. Shifting administrative support from traditional HR Business Partners (HRBPs) to GHRO allowed HRBPs to elevate their focus on driving strategy and partnering with/advising business leaders. During her tenure, Parker also named Disney's first Chief Diversity Officer, establishing a commitment to creating inclusive environments where people can thrive. Disney's focus and intent encourages people from every nation, race/ethnicity, belief, gender, sexual identity, disability, and culture to feel respected and valued for their unique contributions to the businesses.

The Walt Disney Company has transformed significantly while Parker has been CHRO. In March 2018, she helped drive Disney's first major restructuring in decades, which was imperative for the Company to best position itself for future success. As part of the 21st Century Fox acquisition, Parker has been a critical leader in integrating Fox's businesses, brands, and talent into Disney, while helping prepare the organization and its leaders for transformation. One of the programs of which Parker is the most proud is Disney Aspire, the Company's education investment program exclusively for full-time and part-time hourly employees in the United States. Parker drove the inception and launch of Disney Aspire, the most comprehensive program of its kind, in August 2018. Disney is investing more than \$150 million to cover 100% of tuition, books, and fees for free education ranging from English as a Second Language to vocational training to bachelor's and master's degrees—all at no cost to the more than 94,000

eligible hourly employees. The program is designed for working adults and offers maximum choice and flexibility with their studies, regardless of whether the program and classes they choose are tied to their current role at Disney and they are free to leave Disney upon completion of their studies.

Prior to her current role, Parker served as Senior Vice President of Human Resources, Diversity and Inclusion for Walt Disney Parks and Resorts worldwide. In this position, she had responsibility for all human resources-related services for nearly 100,000 Cast Members, Crew Members, and Imagineers globally, including: employee/labor relations, diversity and inclusion, compliance, recruitment, talent planning, learning and development, organizational development, compensation, benefits, and workforce planning. She led a team focused on developing and implementing strategies that drove business results, created a positive work environment and experience for Cast, Crew and Imagineers and increased levels of employee engagement. She also served as a member of the Walt Disney Parks and Resorts Executive Committee.

Parker began her Disney career in 1988, developing the programs that became a part of the Disney Institute. Over the next 20 years, she took on positions of increasing responsibility at Walt Disney Parks and Resorts, including Manager and Director of Disney University, Director and Vice President of Organization Improvement, and Vice President of Organization and Professional Development.

Prior to joining Disney, Parker was a consultant with Wilson Learning Corporation, where she was responsible for designing and developing media-based programs and management development seminars for education and assessment. During that time, products she developed were awarded first- and second-place by the International Television & Video Association.

Parker holds degrees in communications and education, a master's in instruction design and technology, and an M.B.A. – all from the University of Central Florida.