

February 01, 2019

**FOR IMMEDIATE RELEASE**

Publicity Department  
Oriental Land Co., Ltd.

## **New Employment Category to Be Introduced for Theme Park Operations**

**URAYASU, CHIBA—Oriental Land Co., Ltd.** has announced that, as it aims to maintain long-term growth of the theme parks, a new employment category for Theme Park operations will be introduced after the second half of fiscal year\* 2019.

In view of the situation after the opening of the large-scale enhancement of **Tokyo DisneySea® Park** in fiscal year 2022 and its aim to maintain continuous, long-term growth, the company has concluded that an important approach is the reduction of Cast Member turnover. The new employment category will allow the company to achieve stable employment levels and strengthen human resources by offering an environment where part-time Cast Members can actively work long-term at the theme parks.

The Theme Park operations employees belonging to the new category will specialize in operations of the theme parks and will take on the role of directly providing services to Guests. These employees will be selected from all interested employees of Oriental Land Co., Ltd., who meet the employment criteria, but primarily from the part-time Cast Members. Whereas part-time Cast Members are responsible for a single occupational category and can choose the number of days and the shifts they want to work, the employees in this new category will be full-time and responsible for multiple occupational categories. Through this organizational improvement, the company will provide part-time Cast Members with more choices in how to work and will create an environment that allows diverse ways of working. Salary and other matters for this new position will be considered according to their role.

The Cast Members in the new position will be able to experience multiple types of work, thereby widening their perspectives, to provide even broader Guest services. The operational strengths of the theme parks overall and the level of hospitality will thus increase and, moving forward, the company will make even more efforts for Guests to have an enjoyable time at the theme parks.

\*The fiscal year is from April 1 to March 31 of the following year.

###

Reference:

Current organizational structure

	Full-time Employee	Part-time Employee
Employment Category	<p>Corporate Employee</p> <ul style="list-style-type: none"> <li>▪ Career-track Employee</li> <li>▪ Specialist Employee</li> <li>▪ Theme Park Operations Staff<sup>1</sup></li> </ul>	Part-time Cast Member

New organizational structure

	Full-time Employee		Part-time Employee
Employment Category	<p>Corporate Employee</p> <ul style="list-style-type: none"> <li>▪ Career-track Employee</li> <li>▪ Specialist Employee</li> <li>▪ Theme Park Management Employee<sup>1</sup></li> </ul>	<p><b>New Category<sup>2</sup></b> Theme Park Operations Employee</p>	Part-time Cast Member

<sup>1</sup>The name of the current position which is responsible for administration and supervision of the theme parks will change from “Theme Park Operation Staff” to “Theme Park Management Employee.”

<sup>2</sup> The employees in the new Theme Park Operations position will be responsible for the operations of the theme parks together with the part-time Cast Members.

###