

2024 Summary of Benefits (Brazil)

PayPal benefits are designed to help support you and your family, so you can take care of what matters most. We're here to support you, no matter what life throws your way. Your health, your finances, your family—your overall well-being. This summary highlights our 2024 Benefit programs for full time employees working in Brazil.



Healthcare	
Medical	The medical plans (Omint SE3, C39, and C40) provide comprehensive inpatient and outpatient coverage. In-network provider visits are covered at 100%; out-of-network, reimbursement maximums depend on the plan and service. Eligible dependents include spouse/partner and children up to age 21 (age 24 if student).
Dental	The dental plans (Omint OS1, C39 and C40) covers all basic specialties + orthodontic X-Rays, tomography and home bleaching. Reimbursement maximums depend on each plan. Reimbursement maximums depend on each plan.
Vision	Eye exams and surgery are covered according to the medical plan. Expenses related to eye wear (e.g. glasses and contact lenses) are not covered.
Employer Contribution	The company pays 100% of premiums for employees and dependents coverage. Employees cannot upgrade plans.
Retirement	
Retirement Benefit	Provided by the National Social Security program.
Time Off & Leave	
Community Impact Time Off	One day annually.
Personal Time Off (Vacation)	The company provides vacation time consistent with statutory requirements, which consists of 30 consecutive calendar days after completing 12 months of service. Vacation may be proportionally decreased by the number of days not worked

Public Holidays	<ul style="list-style-type: none"> January 01, 2024 – New Year's Day January 25, 2024 – Sao Paulo's Anniversary February 12, 2024 – Carnival February 13, 2024 – Carnival March 29, 2024 – Holy Friday April 21, 2024 – Tiradentes May 01, 2024 – Labor Day May 30, 2024 – Corpus Christi July 09, 2024 – Constitutional Revolution September 07, 2024 – Independence Day October 12, 2024 – Brazil's Patroness November 02, 2024 – All Soul's Day November 15, 2024 – Republic Day November 20, 2024 – National Day of Black Consciousness December 25, 2024 – Christmas Day
Sabbatical	After 5 years of service, employees are eligible for 4 weeks of paid sabbatical.
Medical Leave & Short-Term Disability	The company pays 100% of base salary for the first 15 calendar days of the employee's illness, supported by a medical certificate (Medical Leave). Employees who need to be out longer than 15 days, within a period of 60 days for the same illness (Short-term Disability). Employees can claim Social Security (INSS) for the sickness and accident benefit.
Bereavement Leave	<ul style="list-style-type: none"> Up to twenty (20) consecutive business days of paid time off with regular base pay to all regular employees when an employee's spouse, domestic partner (DP), civil partner (CP), child, stepchild, DP child or CP child passes away. Up to three (3) consecutive business days of paid time off with regular base pay to full-time and part-time regular employees when an employee's parent, stepparent, grandparent, legal guardian, parent-in-law, sibling, or stepsibling passes away. Up to one (1) day of paid time off with regular base pay to full-time and part-time regular employees when an employee's aunt, uncle, brother- and sister-in-law, and daughter- or son-in-law, cousin, niece, or nephew passes away. Up to two (2) additional days if extensive travel is required.
Maternity / Adoption Leave	120 days of paid leave 60 days of paid extension leave (optional)
Paternity / Adoption Leave	5 days of paid time off 15 days of paid extension time off (optional)
Other Time Off & Leaves	<ul style="list-style-type: none"> Marriage Time Off (Paid): 3 days of paid time off for employees that get married. Blood donation Time Off (Paid): 1 day of paid time off for blood donation. Electoral Enlistment Time Off (Paid): 2 days of time off for employees worked as a voter + 2 days when attending elections voting training. Jury Court Time Off (Paid): Hours needed to attend jury court sessions. Medical Time Off for Preventive Cancer Screening (Paid): 3 days of paid time off for each 12 months period worked. Medical Time Off for Consultation of Minor Child or Elderly Parents (Paid): 24 hours per semester to accompany in a medical consultation.

	<ul style="list-style-type: none"> Medical Time Off for Consultation during Pregnancy – self (Paid): Employees are entitled to take the necessary time off for medical consultation and medical exams. Medical Time Off for Consultation during Pregnancy to accompany spouse or partner (Paid): Up to 6 medical consultations or medical exams to accompany spouse or partner during pregnancy. Military Service (Unpaid): Employees may be entitled to take unpaid leave for military service
Life and Disability Insurance	
Life Insurance *	<ul style="list-style-type: none"> Employee: 24 times the monthly base salary, limited to BRL 1.683.897,24 Spouse: 50% of employee's life insurance coverage Children: 10% of the sum insured limited to BRL 10.000,00 Funeral assistance: BRL 5,500 for the death of employees, death of employee's spouse and/or death of children Employee Accidental Death: 24 times the monthly base salary, limited to BRL 1.683.897,24
Permanent Disability due to Accident *	24 times the monthly base salary, limited to BRL 1.683.897,24
Total and Permanent Functional Disability due to Illness *	24 times the monthly base salary, limited to BRL 1.683.897,24
* Note	Prior to enrollment, employees need to complete a health questionnaire, which will be evaluated by the insurer. All employees are automatically covered up to a limit of BRL 500,000.00. Any benefit exceeding this amount will be subject to medical acceptance by the insurer.
Employer Contribution	The company pays 100% of the premium.
Additional Benefits	
Daycare Benefit	Monthly reimbursement of BRL 429,61 for the period of one year for mothers or males who have unilateral or shared custody of their children. Some conditions apply and documentation must be provided. The amount is updated every August.
Meal / Food	Meal or Food voucher of BRL 35 per day.
Transportation	Ticket provided pursuant to statutory requirement.
Gympass	Access to discounted rates on gym memberships, fitness studios and wellbeing apps.
Employee Assistance Plan (EAP) Optum	Professional assistance for a wide range of circumstances, including personal and work-related stress, couple and marital relationships, childcare and parenting challenges, elder care concerns, depression and anxiety, alcohol and drug misuse, family matters, bereavement, legal issues, financial concerns, career issues, and crisis and trauma counseling.
Financial Education	The Financial Wellness Education Program is delivered in partnership with RSM and provides information to help you establish goals and prepare for a financially sound future.

Calm Mental well-being app	Free subscription for you and your family to the world's No. 1 app for mental well-being, helping millions of people lower stress, decrease anxiety, improve focus, and sleep better.
RethinkCare Online portal for families	Family support with 24/7 access to an online portal filled with thousands of step-by-step resources to help families raising children with learning, social or behavioral challenges, or developmental disabilities. With RethinkCare, you can collaborate with and connect all members of your child's care team (teachers, therapists, medical professionals, and family members) through one platform, which provides access to board-certified behavioral therapists, even if your child hasn't been given a formal diagnosis.
Other Programs	
Profit Sharing	Provided pursuant to statutory requirements managed by Compensation.
Education Assistance Program	Professional certifications, courses and/or degree programs relevant to your current or future roles may be eligible for reimbursement through this program managed by Performance & Development.
Employee Relief Fund	Provides assistance to our employees who are facing financial hardship immediately after an unforeseen, life-altering personal hardship managed by Employee Advocacy.
PayPal Gives	Give back to your community, and we'll reward your efforts. PayPal matches your donations to qualified nonprofits, dollar for dollar, up to \$2,500 a year. Even if you give just \$10, we'll match it. Managed by Community Impact.

Important: The information provided above is not intended to be a complete summary of your benefits. It is important for you to understand that because this document is only a summary, it cannot cover all the details of the benefits or how the rules will apply to every person in every situation. All the specific terms and conditions related to these benefits, including the eligibility requirements, are set forth in official plan documents and/or insurance policies, contracts, certifications, or other underlying benefit program documents. Every effort has been made to accurately describe these benefits. In the event there is any conflict between this benefit summary and the controlling documents, the controlling documents will be used in the actual determination of your benefits or rights and its terms and conditions will govern.