

## Bright Horizons Back-Up Care and Enhanced Additional Family Supports

To help PayPal employees and their families navigate the challenges of childcare, we've partnered with Bright Horizons to offer back-up childcare and elder care support, and additional tools to support their families.

- **Increased Access:** During 2020, the available number "back-up care uses" increased from 10 per year to 30 per year, which will re-set on January 1, 2021 with 30 uses continuing to be available per employee.
- **Co-Payments:** Co-pays are typically required when engaging back-up care services, and for 2020 had been waived. Co-pays will continue to be waived into 2021 while we are still in a pandemic period. Additionally, the IRS has temporarily waived the requirement for employees to pay imputed income (tax) on the backup care benefit. This will also continue into 2021.
- **Out-of-Network Care:** While Bright Horizons offers a broad network of providers, coverage is available for "Out-of- Network" providers now through 2020 as a standard care option (even if in network providers are available). The OON option allows employees to select their own caregiver, request reimbursement in advance of care being provided and provides reimbursement of \$100 per use. This benefit counts towards the annual 30 use per employee benefit amount.

As of October 1, 2020 the following Bright Horizons Additional Family Support options will include:

- **Tutoring Discounts:**
  - 20% discount on tutoring services with Varsity Tutors, and access to learning pods (For ages 5-18)
  - 20% discount on tutoring and test prep services with Revolution Prep (For ages 5-18)
  - 20-65% membership discounts with Marco Polo app (For ages 3-7)
- **Nanny placement services** with College Nannies and Tutors, including waived placement fees (\$300 value) and a 10% discount on the hourly rate.
- **Free premium access to SitterCity**, where employees are able to find a caregiver or educational support provider on their own (includes unlimited background checks).

**For more information on the available benefits offered from Bright Horizons, visit:**

<https://www.paypalbenefits.com/us/family-support/child-and-elder-care-resources>