

MEMORANDUM

To: All California Employees of PayPal
From: Human Resources Department
Date: December 20, 2020
Subject: California Voluntary Plan Amendments Effective January 1, 2021

This memo is to notify you of changes occurring in 2021 to the California State Disability Insurance plan, and how those changes will affect the PayPal California Voluntary Plan. The employee contribution rate **will increase to 1.2%** and the taxable wage base **will increase to \$128,298** of an employee's annual earnings. The maximum annual deduction **will increase to \$1,539.58**. The State Disability Insurance Plan maximum weekly benefit **will increase to \$1357**.

Contribution Rates:

California employees of PayPal are covered by the company's self-insured California Voluntary Disability Plan, which is a replacement for your participation in the State Plan. The PayPal Voluntary Plan employees' contribution rate for next year **will increase to 1.2%** of the first **\$128,298** of taxable wages. The PayPal Voluntary Plan employee's **2021** maximum annual contribution **will increase to \$1,539.58**.

Maximum Benefit:

The PayPal Voluntary Plan will provide:

Benefit **Class 1** employees (those working 20 hours/wk or more.) receive a benefit of **70%** of the Employee's Wages or Regular Wages to a maximum of **\$1,600 per week**. The Gross Minimum Weekly Benefit will be sixty dollars (\$60).

Benefit **Class 2** employees (those working less than 20 hours/wk.) receive a benefit of **70%** of the Employee's Wages or Regular Wages to a maximum of **\$1,600 per week**. The Gross Minimum Weekly Benefit will be sixty dollars (\$60).

Benefits for **Class 3** employees (Interns) receive a benefit of **70%** of Employee's Wages or Regular Wages, but limited to the weekly and maximum benefit amount that an Intern would be entitled to receive from the California State Disability Insurance Plan, if he/she were not covered by the PayPal Voluntary Disability Plan.

Although the plan does contain some limitations, which may apply to individual employees in certain situations, no employee will ever receive less under the PayPal Voluntary Plan than the employee would have received under the State Plan.

Paid Family Leave Benefits

Eligibility for Paid Family Leave benefits for Class 1 and Class 2 will be based on current earnings. Employees may receive up to eight weeks of benefits that may be paid over a Twelve (12) Month Period. The benefit rate for **2021** is **70%** and the maximum weekly benefit is **\$1,357/wk**. Class 3 employees will receive a benefit equal to the State Plan rate and maximum benefit amount.

Important

To view the complete plan document text, please refer to our internal website.

In accordance with the California Unemployment Insurance Code, employees who are participating in PayPal's California Voluntary Plan have the right to discontinue their coverage under this plan by notifying the Company in writing of their decision within ten (10) days following the effective date of any amendment to the plan.

REGULATORY/LEGISLATIVE CHANGES IMPACTING VOLUNTARY PLANS –2021

SB-1123 Disability compensation: paid family leave

(An act to amend, repeal, and add Sections 3301, 3302.1, 3303, and 3303.1 of, to add Sections 3302.2 and 3307 to, the Unemployment Insurance Code, and making an appropriation therefor, relating to paid family leave.)

This bill would, on and after **January 1, 2021**, expand the scope of the family temporary disability insurance program to include time off to participate in a qualifying exigency related to the covered active duty, as defined, or call to covered active duty of the individual's spouse, domestic partner, child, or parent in the armed forces of the United States, as specified. The bill would, when an employee for the first time requests leave because of a qualifying exigency arising out of the covered active duty or call to covered active duty, or notification of an impending call or order to covered active duty, of the employee's spouse, domestic partner, child, or parent in the armed forces of the United States, authorize the Employment Development Department to require the employee to provide a copy of the covered active duty orders or other documentation issued by the military that indicates that the employee's spouse, domestic partner, child, or parent is in the armed forces of the United States, is on covered active duty or call to covered active duty, and the dates of the covered active duty service.

If you have any additional questions or would like more details regarding our Voluntary Plan, please contact the Benefits Hotline at 1-855-489-0343 by **January 10, 2021**.