



Best Place to Work ☆

PayPal has earned a perfect rating (100%) from the Human Rights Campaign (HRC) Corporate Equality Index, making it one of HRC's "Best Places to Work" for LGBTQ+ employees.

PayPal supports you being your authentic self. That's why we offer a suite of benefits that support the whole you.

Transgender Benefits

Hormone Replacement Therapies (HRTs)

This includes those for transgender and non-binary people.

Lab work

Blood tests to ensure a healthy transition.

Voice modification surgery

Alter your pitch to match your identity.

Mastectomy or breast implants

Remove or add breasts to support your transition.

Electrolysis, hair removal, and more

Adjust hair growth and appearance.

Facial feminization surgery (FFS)

Change the bone structures of your face.

Gender confirmation surgery

Providing gender confirmation surgery.

Therapy

Talk with a therapist to support you through your transition.

And more!

Benefits for puberty suppression, drug coverage for hormone support, and pectoral/calf implants. We'll even cover your lodging and travel for surgical appointments within the U.S.

Plan for a Family—Your Way

Family planning

Progyny understands the unique challenges you may face when planning a family. Depending on your doctor's recommendation, you may be able to undergo fertility preservation and treatment. Fertility preservation can be used prior to reassignment therapies and treatments.

Adoption and surrogacy coverage

Receive up to \$10,000 for adoption or surrogacy expenses, including legal and attorney fees, adoption or surrogacy agency fees, egg or sperm-donor screening costs, and more!

Reproduction services

Intrauterine insemination (IUI)—Sperm is placed inside a person's uterus to facilitate fertilization.

Reciprocal or partner In Vitro Fertilization (IVF)—If both partners are covered, reciprocal IVF allows one partner to supply the eggs for IVF, while the other partner can be the gestational carrier of the pregnancy.

Surrogacy benefit management—Assistance with reproduction and surrogacy.

Assisted reproduction services for embryo creation—Have a baby with the assistance of an egg donor or surrogate.

Build Resilience and Manage Stress

Counseling sessions

Find support for personal, emotional, and financial issues through the **Optum Employee Assistance Program (EAP)**.* The EAP provides counseling and consultation services, including convenient virtual mental health visits.

Stress management

meQuilibrium is a personalized resilience app that helps you deal with challenges, solve problems, and live a happier and more productive life. Scientifically backed activities and meditations will help you sleep better—and feel less stressed.

*Employees located in Nebraska have access to EAP services and virtual mental health visits through Arbor Family Counseling.

Benefits for the Whole You. We're here to support you, no matter what life throws your way. Your health, your finances, your family—your overall well-being. Visit paypalbenefits.com for more information.

The rights, if any, of employees to participate in the benefits programs and to receive benefits under such programs are governed by the terms and conditions of the applicable benefit plans and PayPal policies (the "Benefit Plans"), rather than any summary or other communication. In the event of any conflict between any summary or other communication and the Benefit Plans, the applicable Benefit Plan shall control. Information contained in this communication does not create a right to employment and will not be interpreted as forming an employment contract or affecting an employee's employment status, which remains at-will. PayPal reserves the right to make changes or cancel any benefits at any time, at PayPal's sole discretion.