

# 2024 Benefits Summary

This summary provides an overview of the PayPal US benefits programs. Visit [PayPalBenefits.com](https://PayPalBenefits.com) to learn more.



# Whether you're a recent college grad, starting a family, raising kids, preparing to be an empty nester, or thinking about retirement, PayPal's benefits are here for you and your family.

## Who Is Eligible for Benefits?

If you're a regular US employee working 20 hours or more per week on a continuous basis, you're eligible to enroll in the following benefits:

- Medical
- Dental
- Vision
- Flexible Spending Account (FSA)
- Short- and long-term disability
- Life Insurance
- Accidental death and dismemberment (AD&D)
- Accident, hospital indemnity, and critical illness insurance
- Group legal

You're eligible for coverage as of your hire date (or benefits eligibility date), and the elections you make as a new hire will remain in effect for the calendar year, unless you have a qualified life event (see "Changing Your Elections").

Newly eligible employees have 31 days to enroll in benefits. If you don't make an enrollment selection, you'll automatically be enrolled in employee only coverage for the Meritain Copay plan, Core Dental plan, and Core Vision plan retroactively to your benefits eligibility date.

## Changing Your Elections

If you have a qualified life event, such as getting married or divorced, having a child, or experiencing a change in your eligibility, you can make changes to your benefits. You must contact Your Benefits Resources™ (YBR) within 31 days of the event date to make any updates to your coverage. If you wait beyond the 31-day period, you will not be able to change your benefits.

Each year, the Benefits Annual Enrollment period is held in the fall. This is your once-a-year chance to enroll in or make changes to your benefits, unless you have a qualified life event. The benefits you select during Annual Enrollment will take effect January 1 of the following year.

## Can I Enroll My Dependents?

Eligible dependents include your spouse or domestic partner and children up to age 26. View dependent eligibility requirements online at [ybr.com/benefits/paypal](https://ybr.com/benefits/paypal).

## How Do I Enroll?

PayPal's benefits enrollment and eligibility administrator is Your Benefits Resources (YBR). You can log in to YBR from [PayPalBenefits.com](https://PayPalBenefits.com), or you can access YBR directly.

- Via [PayPalBenefits.com](https://PayPalBenefits.com): Click on the YBR button at the top of the screen
- Via YBR direct: [ybr.com/benefits/paypal](https://ybr.com/benefits/paypal)
- Telephone: 844-474-6641
- If you have questions while you're logged in to YBR, you can select the live chat feature to get answers



## Got Questions?

We're here to help. If you have questions about your benefits or enrollment, please call YBR Customer Service at 844-474-6641, or visit [ybr.com/benefits/paypal](https://ybr.com/benefits/paypal).



# Medical Options

You have a few choices for medical coverage, depending on where you live.

## Meritain Health, an Aetna Company

With Meritain Health, you have access to a national, extensive network of physicians and health care facilities. You can receive care from any provider, but you'll pay less when you visit in-network providers. Prescription drug coverage is provided through CVS Caremark®. You'll receive a medical plan ID card from Meritain Health that will include prescription drug information for CVS Caremark. Meritain Health offers two medical plan options:

### Meritain Copay Plan

- Office visits copay: \$20 Primary Care, \$35 Specialist
- In-network preventive care is covered at 100%
- Once you meet your annual deductible, the plan pays 90% of most in-network eligible expenses, and you pay the remainder until you reach your out-of-pocket maximum
- Once you reach the out-of-pocket maximum for the year, the plan pays 100% of eligible in-network expenses for the rest of the year
- Out-of-network coverage is available
- See the medical plan comparison chart on page 6 for benefit coverage and limits

### Health Reimbursement Account (HRA) for Grades 15–19

If you're in grades 15 through 19 and enroll in the Meritain Copay plan, a Health Reimbursement Account (HRA) will be opened for you. With the HRA, you can offset your health plan expenses, such as deductibles, coinsurance, and prescriptions. PayPal will make a one-time contribution to the HRA as shown below.

### HRA Contributions

	Employee Only	Employee With Covered Dependents
PayPal Contribution	\$500	\$1,200

### Consumer Directed Health Plan (CDHP) with Health Savings Account (HSA)

- A high-deductible health plan
- With the exception of preventive care, all care (including prescriptions) is subject to the annual deductible
- Deductibles and coinsurance apply toward out-of-pocket maximums
- You can make tax-free contributions to a Health Savings Account (HSA) to pay for qualified medical expenses or save for a future medical expense
- PayPal contributes to your HSA, and the money is yours to keep forever!
- The HSA is managed by HealthEquity

**Note:** If you have an HSA and are also enrolled in the Health Care Flexible Spending Account (FSA), you can receive reimbursement for only dental and vision expenses through your FSA, because you are already receiving a health care tax benefit through your HSA.

### HSA Contributions

	Employee Only	Employee With Covered Dependents
PayPal Contribution	\$500	\$1,000
2024 Contribution Maximum (including PayPal's contribution)	\$4,150	\$8,300

You can contribute an additional \$1,000 if you're age 55 or older.

## Kaiser Permanente

The Kaiser Permanente Health Maintenance Organization (HMO) is a medical plan option if you live in California.

You must receive care within the HMO plan's network of providers and facilities, except in the event of an emergency. You'll select a primary care physician (PCP) who will provide routine services and can refer you to other providers in the network when you need to see a specialist or be hospitalized.

## HMSA

PayPal offers a bundled health care program through HMSA, which includes medical, prescription, dental, and vision coverage. Employees who live in Hawaii are eligible to enroll in HMSA coverage.

## Health Care Navigation and Advocacy Service

Accolade is PayPal's health care concierge. Accolade Health Assistants will work with you to help you understand your benefit plan options, schedule appointments, resolve claim issues, assist with prescriptions, and navigate your PayPal benefits. You can get a second expert medical opinion through Accolade Expert MD. And Meritain Health plan members also have access to Accolade Care virtual health care providers. Contact Accolade at 866-406-1338.



# Meritain Health Medical Plan Comparison Chart

The following table summarizes the medical plan options and what you pay for care. Refer to the plan's Summary Plan Description for specific details about each plan. The Meritain Health plans allow you to see providers in-network and out-of-network. **Remember, both medical and prescription drug costs count toward the annual deductible and the out-of-pocket maximum.**

## Important Information About the Meritain Copay and CDHP with HSA

**Deductible:** Amount you must pay each year before coinsurance benefits are paid.

**Meritain Copay:** Each covered individual must meet the individual deductible.

**Meritain CDHP with HSA:** The entire family must meet the family deductible before coinsurance kicks in for any individual; the deductible applies to all services except preventive care exams.

### Out-of-Pocket Maximum

**(OOPM):** The maximum you will pay before the plan pays 100% of covered charges. Includes amounts paid toward your annual deductible, copays, coinsurance, and prescriptions. Just like the family deductible, if you cover one or more dependents, you must meet the full family out-of-pocket maximum amount before the plan begins to pay the remainder of eligible medical benefits for the rest of the year. This applies even if only one member of your family is using the plan's benefits.

**Prescriptions Under the CDHP with HSA:** Deductible and coinsurance apply.

## Prescription Drug Coverage

**Chronic Condition Medications:** Medications prescribed for the treatment of diabetes, high blood pressure, and high cholesterol are provided at no cost to Meritain Health plan participants when they are filled by in-network pharmacies.

**Mail-Order Service:** If you take a daily or long-term medication, you'll be auto-enrolled in the mail-order service. You can receive a 90-day supply for the cost of a 60-day supply through mail order or at a CVS/Target pharmacy.

	Meritain Copay Plan		Meritain CDHP with HSA	
	In-Network	Out-of-Network <sup>1</sup>	In-Network	Out-of-Network <sup>1</sup>
Annual Deductible	\$500 Individual \$1,200 Family	\$800 Individual \$2,000 Family	\$1,700 Individual \$3,400 Family	\$2,700 Individual \$5,400 Family
Out-of-Pocket Maximum	\$3,000 Individual \$6,000 Family	\$5,000 Individual \$10,000 Family	\$3,500 Individual \$7,000 Family	\$6,000 Individual \$12,000 Family
Coinsurance	You pay 10%	You pay 30% <sup>2</sup>	You pay 10% <sup>2</sup>	You pay 30% <sup>2</sup>
Hospital (inpatient)	\$250 copay, then 10% after deductible	You pay 30% <sup>2</sup>	You pay 10% <sup>2</sup>	You pay 30% <sup>2</sup>
Emergency Room <sup>3</sup> (copay waived if admitted)	\$250 copay, then you pay 10% <sup>2</sup> (for both in- and out-of-network)		You pay 10% <sup>2</sup> (for both in- and out-of-network)	
Doctor Office Visits	\$20 copay	You pay 30% <sup>2</sup>	You pay 10% <sup>2</sup>	You pay 30% <sup>2</sup>
Specialist Office Visits	\$35 copay	You pay 30% <sup>2</sup>	You pay 10% <sup>2</sup>	You pay 30% <sup>2</sup>
Annual Physical Exams	You pay nothing (100% covered)	You pay 30% <sup>2</sup>	You pay nothing (100% covered)	You pay 30% <sup>2</sup>
Diagnostic X-Ray or Lab	You pay 10% <sup>2</sup>	You pay 30% <sup>2</sup>	You pay 10% <sup>2</sup>	You pay 30% <sup>2</sup>

## Prescription Drug Coverage

Prescription coverage provided by CVS Caremark for Meritain Health plan participants.

	Copay Plan		CDHP with HSA	
	In-Network	Out-of-Network	In-Network	Out-of-Network
Generic	\$10 <sup>4</sup>	\$10 + 50%	You pay 10% <sup>2</sup>	You pay 30% <sup>2</sup>
Brand Formulary	\$25 <sup>4</sup>	\$25 + 50%	You pay 10% <sup>2</sup>	You pay 30% <sup>2</sup>
Brand Non-Formulary	\$40 <sup>4</sup>	\$35 + 50%	You pay 10% <sup>2</sup>	You pay 30% <sup>2</sup>

<sup>1</sup> If you use an out-of-network provider, you will be responsible for any billed charges that exceed customary and reasonable charges.

<sup>2</sup> Deductible applies.

<sup>3</sup> If services are not a true emergency, you'll pay more for the cost of the visit.

<sup>4</sup> Copays will be applied toward a combined medical and prescription out-of-pocket maximum.

## Pay Less for Prescription Drugs With Rx Savings Solutions

Meritain Health Plan members are automatically enrolled in this 100% company-paid service. Rx Savings Solutions helps you save money when filling prescriptions by finding an equivalent at a lower cost. This service can facilitate the process with your doctor and pharmacy to make the change happen.



## Employee Cost per Paycheck (Grades 15–19)

Your benefit costs are based on whether you cover only yourself, or yourself and your eligible dependent(s).

	Copay Plan	CDHP with HSA
Employee Only	\$24	\$24
Employee + Spouse/Partner <sup>5</sup>	\$73	\$73
Employee + Child(ren)	\$62	\$62
Employee + Family	\$103	\$103

## Employee Cost per Paycheck (Grades 21–24)

	Copay Plan	CDHP with HSA
Employee Only	\$59	\$46
Employee + Spouse/Partner <sup>5</sup>	\$202	\$144
Employee + Child(ren)	\$171	\$135
Employee + Family	\$286	\$187

## Employee Cost per Paycheck (Grades 25+)

	Copay Plan	CDHP with HSA
Employee Only	\$65	\$47
Employee + Spouse/Partner <sup>5</sup>	\$221	\$158
Employee + Child(ren)	\$187	\$148
Employee + Family	\$313	\$204

<sup>5</sup> The IRS states that the fair market value for domestic partner coverage is taxable to the employee. This means the full cost of individual coverage (for your domestic partner) would be added to your taxable income. This is referred to as imputed income. You will see domestic partner imputed income added to your earnings (to incur the tax liability) and then deducted from your gross pay. Refer to the HR Hub (Benefits) for the 2024 imputed income values.



# Kaiser HMO Medical Plan Comparison Chart

The following table summarizes the HMO medical plan option and what you pay for care. Refer to the plan’s Summary Plan Description for specific details about the plan.

**Prescription Drug Coverage**

**Chronic Condition Medications:**  
Medications prescribed for the treatment of diabetes, high blood pressure, and high cholesterol are provided at no cost to Kaiser HMO (CA) medical plan participants when filled by in-network pharmacies.

**Prescription Quantity Information**

**Retail:** You may purchase up to a 30-day supply.

**Mail Order:** You may purchase up to a 90-day supply of maintenance drugs for just 2x the retail copay amount.

Provider Choice	Kaiser facilities and physicians
Annual Deductible	None
Out-of-Pocket Maximum	\$1,500 Individual <sup>6</sup> \$3,000 Family <sup>6</sup>
Coinsurance	N/A
Hospital	\$250 copay
Emergency Room <sup>7</sup> (copay waived if admitted)	\$100 copay
Doctor Office Visits	\$20 copay (includes MinuteClinic visits at CVS pharmacies)
Specialist Office Visits	\$35 copay
Annual Physical Exams	Covered at 100%
Diagnostic X-Ray or Lab	Covered at 100%

## Prescription Drug Coverage

Prescription copay (In-Network only)

Generic	\$10
Brand Formulary	\$25
Brand Non-Formulary	\$25 <sup>8</sup>

## Employee Cost per Paycheck

Your benefit costs are based on whether you cover only yourself, or yourself and your eligible dependent(s).

	Grades 15–19	Grades 21–24	Grades 25+
Employee Only	\$24	\$44	\$48
Employee + Spouse/Partner <sup>9</sup>	\$73	\$145	\$159
Employee + Child(ren)	\$62	\$119	\$130
Employee + Family	\$103	\$205	\$224

<sup>6</sup> Includes office visit and pharmacy copays.

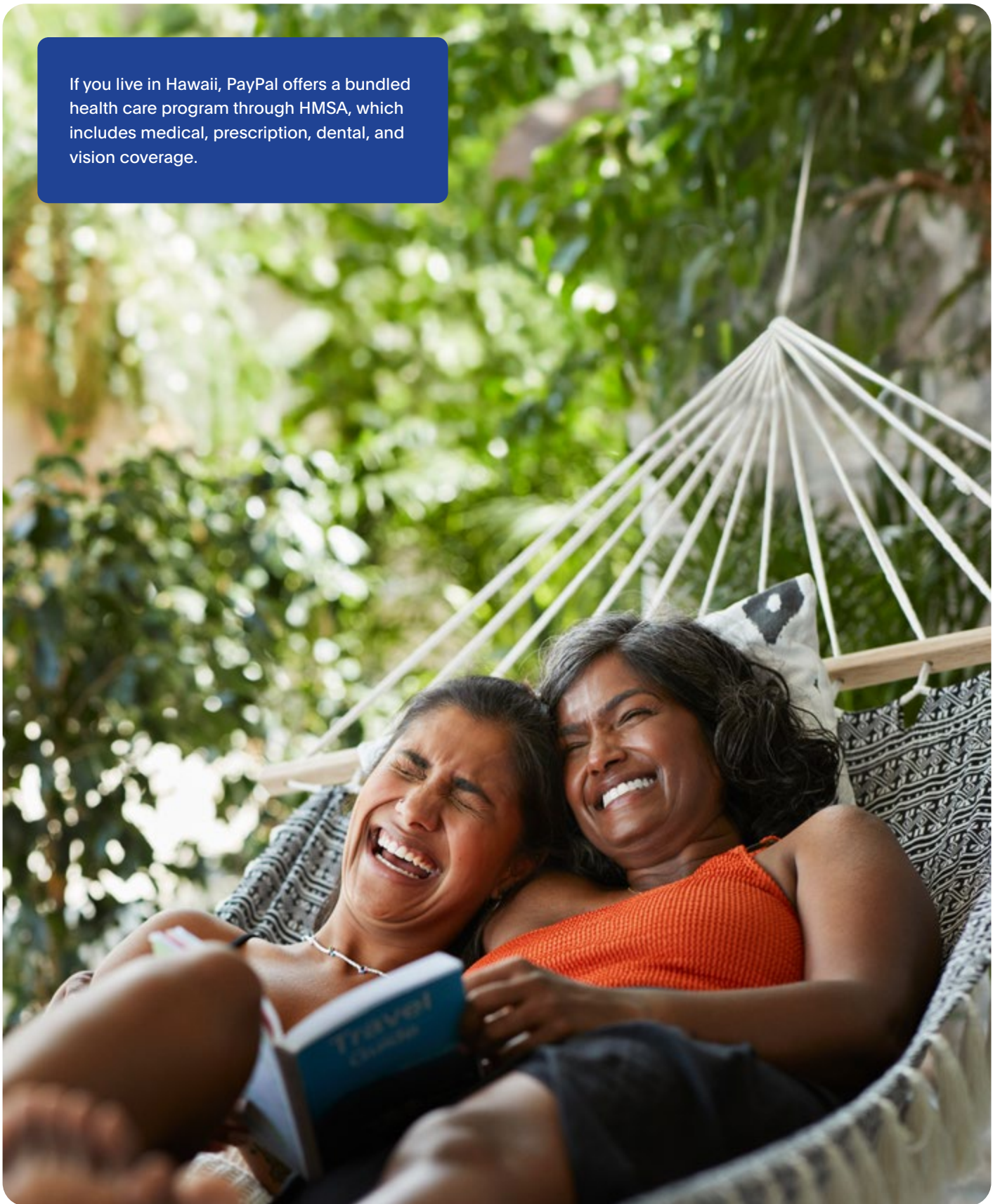
<sup>7</sup> If services are not a true emergency, you’ll pay more for the cost of the visit.

<sup>8</sup> Requires preauthorization by your primary care physician (PCP).

<sup>9</sup> The IRS states that the fair market value for domestic partner coverage is taxable to the employee. This means the full cost of individual coverage (for your domestic partner) would be added to your taxable income. This is referred to as imputed income. You will see domestic partner imputed income added to your earnings (to incur the tax liability) and then deducted from your gross pay.



If you live in Hawaii, PayPal offers a bundled health care program through HMSA, which includes medical, prescription, dental, and vision coverage.



# Dental and Vision

When enrolling in dental and vision coverage, you have the choice of two plan options, so you can select the coverage that best meets your and your family’s needs. View the dental and vision plan charts below to compare your plan options and what you pay for care.

## Dental — Provided by Delta Dental

	Core Plan		Enhanced Plan	
Individual Deductible	In-Network: \$50	Out-of-Network: \$75	In-Network: \$0	Out-of-Network: \$50
Family Deductible	In-Network: \$150	Out-of-Network: \$225	In-Network: \$0	Out-of-Network: \$150
Annual Maximum Benefit (excludes orthodontia)	\$1,500 per person		\$2,500 per person	
Preventive and Diagnostic Care	Both plans: You pay nothing (100% covered); 3 cleanings or exams per year <sup>10</sup>			
Basic Care	You pay 20% after deductible		In-Network: You pay 20%	Out-of-Network: You pay 20% after deductible
Major Care	You pay 50% after deductible		In-Network: You pay 50%	Out-of-Network: You pay 50% after deductible
Orthodontia	Not covered		You pay 50%; Lifetime maximum: \$2,500	
ID Cards	ID cards are issued for dental plan options			





## Vision — Provided by Vision Service Plan (VSP)

	Core Plan		Enhanced Plan <sup>11</sup>	
	In-Network	Out-of-Network	In-Network	Out-of-Network
Coverage	Exam: You pay nothing (100% covered) Materials: \$20 copay	Exam: You pay nothing (100% covered) Materials: \$20 copay	Exam: You pay nothing (100% covered) Materials: \$20 copay	Exam: You pay nothing (100% covered) Materials: \$20 copay
Eye Exam	You pay nothing (1 every calendar year) <sup>12</sup>	Up to \$50 allowance (every calendar year)	You pay nothing (1 every calendar year) <sup>12</sup>	Up to \$50 allowance (every calendar year)
Lens Benefit (per year)	No copay for standard progressive lenses; \$20 copay included in prescription glasses	Maximum benefit Single: up to \$50 Bifocal: up to \$75 Trifocal: up to \$100 Lenticular: up to \$125	No copay for standard progressive lenses; \$35 copay for anti-reflective coating; \$20 copay included in prescription glasses	Maximum benefit Single: up to \$50 Bifocal: up to \$75 Trifocal: up to \$100 Lenticular: up to \$125
Frames	\$20 copay; up to \$150 (every calendar year)	\$20 copay; up to \$75 (every calendar year)	\$20 copay; \$150 first pair, \$150 second pair (2 frames, or frame and contact lenses, or 2 contact lenses every calendar year)	\$20 copay; \$75 first pair, \$75 second pair (every calendar year)
Contact Lenses (per year; in place of frames)	Up to \$60 copay; \$150 elective; necessary covered 100%	\$105 elective; \$210 necessary	Up to \$60 copay; \$150 first pair, \$150 second pair; necessary covered 100%	\$150 elective; \$210 necessary
LASIK	Not covered	Not covered	\$1,000 allowance	Not covered
VSP LightCare	N/A	N/A	Use your frame allowance toward ready-made, non-prescription sunglasses or ready-made, non-prescription blue-light-filtering glasses	N/A

ID Cards No ID cards are necessary. Simply provide your employee ID number to your participating VSP provider.

## Employee Costs per Pay Period

Your dental and vision plan costs are based on whether you cover only yourself or yourself and your eligible dependent(s) too.

	Dental		Vision	
	Core	Enhanced	Core	Enhanced
Employee Only	\$3	\$7	\$2	\$3
Employee + Spouse/Partner <sup>13</sup>	\$6	\$15	\$4	\$7
Employee + Child(ren)	\$8	\$18	\$4	\$7
Employee + Family	\$11	\$24	\$6	\$11

<sup>10</sup> If you have been diagnosed with diabetes, heart disease, HIV/AIDS, rheumatoid arthritis, or stroke, you can get 100% coverage for four of the following (any combination) every plan year: teeth cleaning, periodontal maintenance, and scaling in presence of gingival inflammation.

<sup>11</sup> Enhanced Plan: First and second pair allowance can be split between frames or lenses. Frame allowance can also be used toward ready-made, non-prescription sunglasses or ready-made, non-prescription blue-light-filtering glasses purchased from an in-network VSP provider. With the Enhanced Plan, a member can essentially receive two pairs of glasses: one prescription and the other non-prescription. Additional eye exam will be covered with no copay for members with diabetes.

<sup>12</sup> Additional eye exam will be covered with no copay for members with diabetes.

<sup>13</sup> The IRS states that the fair market value for domestic partner coverage is taxable to the employee. This means the full cost of individual coverage (for your domestic partner) would be added to your taxable income. This is referred to as imputed income. You will see domestic partner imputed income added to your earnings (to incur the tax liability) and then deducted from your gross pay.



# Financial Security

## PayPal 401(k) Savings Plan

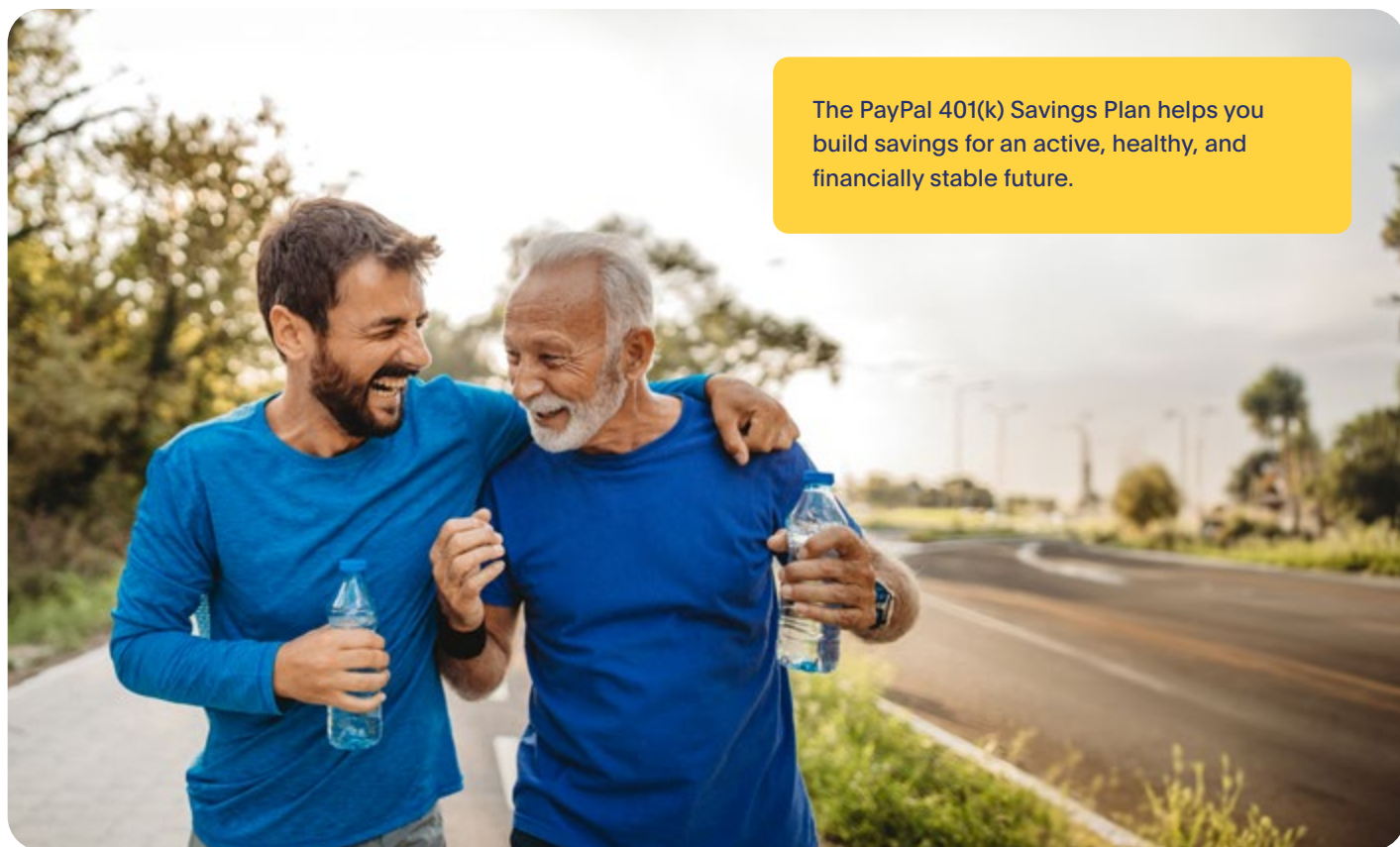
The PayPal 401(k) Savings Plan, managed by Charles Schwab, helps you build savings for an active, healthy, and financially stable future. Plan highlights include:

- You can contribute up to 50% of your eligible earnings through pretax and Roth contributions, up to the IRS limit of \$23,000 for 2024
- You can make after-tax contributions up to the IRS limit (\$69,000 in 2024; includes the combined total of pretax, Roth, and employer matching contributions). Certain restrictions apply.
- If you're age 50 or older, you can also make catch-up contributions of up to \$7,500 for 2024
- You can designate some or all of your contributions as Roth contributions
- PayPal matches 100% of your pretax and Roth contributions, up to 4% of your eligible earnings, up to a maximum of \$13,800 in 2024
- Both employee and PayPal contributions are 100% vested immediately

## Employee Stock Purchase Plan (ESPP)

The ESPP program, managed by E\*TRADE, gives you the opportunity to buy shares of PayPal's common stock at a discount. Plan highlights include:

- You can contribute 2%–10% of your after-tax eligible payroll earnings to purchase shares
- The purchase price is equal to 85% of the closing price of common stock on either the first day of your applicable offering period or the actual purchase date, whichever is lower
- When the purchase period ends, shares are purchased for you using contributions deducted from your paycheck. Your shares are then deposited into your E\*TRADE account.
- You can hold your shares as a long-term investment or immediately sell them for cash
- Offering periods generally begin May 1 and November 1, with purchase dates generally occurring on April 30 and October 31



The PayPal 401(k) Savings Plan helps you build savings for an active, healthy, and financially stable future.

## Flexible Spending Accounts (FSAs)

The FSA program, managed by HealthEquity, allows you to set aside pretax dollars from your paycheck to pay for eligible health care and dependent care expenses. You don't pay federal or state income taxes on your FSA contributions. When you have an eligible expense, you request reimbursement to pay yourself back. There are two types of FSAs:

- **Health Care FSA.** Can be used for eligible out-of-pocket health care expenses (medical, dental, or vision care). You're issued an FSA debit card. You can carry over up to \$640 from 2024 into 2025.
- **Dependent Care FSA.** Covers eligible dependent care expenses so that you (and your spouse) can work or attend school. Carefully consider your annual election. Any remaining balance in your account after the claim-filing deadline will be forfeited.

If you're a nonexempt employee enrolled in the Dependent Care FSA, you're eligible for a company contribution of 15%, up to \$652 annually. Your annual contribution includes your contribution and PayPal's 15%. For example, if you elect a yearly contribution of \$1,000, PayPal will contribute \$150 (15% of \$1,000), which means you'll have \$1,150 to pay for eligible day care expenses.

### FSAs at a Glance

Plan	Maximum Election	Eligible Expenses
Health Care FSA	\$3,200	Medical, prescription, dental, vision
Dependent Care FSA	\$5,000	Child care or elder care expenses

## Group Legal Benefits

Group legal benefits cover a broad range of legal services, including:

- General telephone advice and office consultations
- Document review
- Wills and estate planning
- Real estate matters
- Debt matters

You can create wills, living wills, and powers of attorney online in as little as 15 minutes! You also have access to in-person and digital estate planning for just \$7.73 per paycheck. You may enroll in this plan during your initial enrollment period or during Annual Enrollment.





## Identity Theft Protection

If your identity has been stolen, Optum® Core ID Identity Theft Protection immediately connects you to a specialist who can help you dispute fraudulent charges, help restore your identity, and take steps to avoid future losses. This program is provided at no cost to you.

## Life Insurance

**Basic Life:** Company-provided benefits of twice your base annual earnings, up to a maximum of \$2 million.

**Optional Life:** 1× to 6× your base annual earnings, up to a maximum of \$2 million. Medical evidence of insurability (EOI) is required for policies greater than \$500,000 or 3× your salary (whichever is less). EOI is also required during Annual Enrollment if you newly elect optional life coverage or increase your coverage by more than one level.

**Spouse Optional Life:** Up to the lesser of \$250,000 or 50% of employee coverage. Medical evidence of insurability (EOI) is required for policies greater than \$75,000.

**Child Optional Life:** Up to \$25,000.



## Accidental Death and Dismemberment (AD&D) Insurance

**Basic AD&D:** Company-provided benefits of twice your base annual earnings, up to a maximum of \$2 million.

**Optional Employee Only, or Employee and Family AD&D:** 1× to 6× your base annual earnings, up to a maximum of \$2 million.

## Disability Insurance (Short-Term and Long-Term)

In the event you become disabled as a result of injury or illness, PayPal provides short- and long-term disability benefits at no cost to you:

**Short-Term Disability (STD)** covers 100% of your eligible pay for up to six weeks if you are on an approved medical leave. After six weeks, salary continuation is provided at 80% of your salary, for up to six months. It will be coordinated with other benefits that may be payable, such as any statutory disability benefits.

**Long-Term Disability (LTD)**, with two levels of coverage:

- **The Core Plan** provides you with 60% of your base salary once you've exhausted PayPal's STD benefit and is 100% paid for by PayPal. You're automatically enrolled in this level of coverage.
- **The Buy-Up Plan** provides you with 70% of your base salary, upon becoming eligible for LTD benefits. You pay the full cost of this from your paycheck.

## Long-Term Care with Life Insurance

Long-Term Care (LTC) with Life Insurance, provided by LTCI Partners, is an optional benefit that offers financial security and peace of mind if you or your covered spouse or partner experiences physical or cognitive impairments resulting in the need for long-term care. Long-Term Care with Life Insurance pays you a benefit equal to 2× your elected life insurance amount. Use the money to pay long-term care needs, which can include costs that are not typically covered under medical benefits.



## Additional Benefits to Protect You and Your Family

To protect you from the unexpected, you can enroll in supplemental insurance programs provided by Aflac.

**Accident insurance:** Receive cash benefits for specific injuries and events resulting from a covered accident.

**Hospital indemnity insurance:** If you're admitted to the hospital in the event of a covered accident or sickness, you'll receive cash benefits to help you cover out-of-pocket expenses.

**Critical illness insurance:** An insurance policy to help you cover the costs for care when you can no longer care for yourself. You'll be paid a lump-sum benefit if you are diagnosed with a covered critical illness.

View levels of available coverage and per-paycheck costs at [PayPalBenefits.com](https://www.paypalbenefits.com).

## Business Travel Accident (BTA) Insurance

You can use BTA and emergency travel assistance when you're traveling on behalf of the company. The policy provides life and AD&D insurance of up to 5x your salary (\$1 million limit), insurance for medical expenses incurred outside your home country, lost baggage, and cash or cash equivalents.

## Managing Student Debt

Vault is a student loan resource through Charles Schwab, our 401(k) provider, provided at no cost to you. This resource can help you better understand and manage your student debt and offers:

- A dashboard view of all your student loans in one place
- Modeling tools to help you optimize your payments
- Access to a refinancing marketplace
- On-demand education and tools, such as a debt-to-interest calculator
- Personal support

## Early Salary Access

ONE can help you save, spend, and grow your money. With the ONE@Work app, you can get paid early, track your earnings, save automatically, and budget easily.

## Financial Coaching

Ayco gives you the right tools and confidential one-on-one coaching to help you navigate challenges, plan for the future, reach your goals, and become financially fit — at no additional cost to you.



# Time Off

PayPal offers a variety of time off programs to meet your needs. Whether you're planning the annual family camping trip or taking time to recharge, our time off programs are here to support you.

## Sabbatical Program

PayPal's sabbatical program provides four weeks of paid time off after five years of service. Take a break from the pace of your work, and recharge with family, travel, pursue hobbies, work on your personal development — most importantly, have fun!

## Time Off

- **Nonexempt employees** can use paid time off (PTO) for vacation, personal time, or illness. You begin to accrue PTO from your first day of employment. If you're a full-time employee, your PTO accrues at 4.92 hours per pay period, with an additional day added for each year of service, up to 20 days per year. If you're a part-time employee, your PTO accrual will be prorated, based on your scheduled hours.
- **Exempt employees** use Tracking-Free Vacation (TFV) for time off related to vacation, personal time, or short-term illness. TFV means you work with your manager to take time off. It is not accrued, and there is no annual limit.

## Community Impact Time Off

Through our charitable giving initiative, PayPal Gives, employees have the opportunity to be paid 100% of their base pay for eight hours per year while volunteering at a qualifying charitable organization. Community Impact Time Off is available after your first year of employment.

## Paid Sick Leave (PSL)

Paid sick leave (PSL) is provided for time off if you are ill, have a medical appointment, or need to take care of a sick family member.

If you're a nonexempt employee, you're eligible for five paid sick leave days (40 hours) per year, which accrue per pay period until the maximum of 40 hours is reached. You can use PSL after 90 days of employment.

Exempt employees receive five paid sick leave days per year at the beginning of the year, which can be used after 90 days of employment.

## Paid Leaves of Absence

Take care of what's most important: your family. Our leave programs are designed to allow you to do just that.

- **Paid Maternity Leave.** Pays you 100% of your base pay for up to eight weeks of time away from work post-delivery, including pregnancy disability. This benefit is coordinated with other benefits that may be payable, such as short-term disability or any statutory programs.
- **Paid Bonding Leave.** Pays you 100% of your base pay, up to eight weeks, within the first year of the birth or placement of a child. The benefit can be taken at one time or in full-time increments (with supervisor approval). It will be coordinated with other benefits that may be payable, such as state-specific paid leave programs.
- **Paid Family Care Leave.** Allows you to take paid time off to care for a seriously ill family member. You receive 100% of your base pay for up to eight weeks to care for a sick spouse, child, domestic partner, or qualifying parent if you're certified as the primary caregiver. This leave will be coordinated with any other benefits that may be payable, such as state-specific paid family leave programs.

## Nonexempt Employees

You can take advantage of PayPal's leave programs after **six months** of employment. You must give at least **30 days'** notice of your intent to take leave. This allows us to continue to offer flexible working benefits and maintain appropriate service levels for our customers.

More information about paid leaves of absence and all your benefits is available at [PayPalBenefits.com](https://www.paypal.com/benefits).

# Holidays

## **New Year's Day**

Monday, January 1

## **Martin Luther King Jr. Day**

Monday, January 15

## **Presidents' Day**

Monday, February 19

## **Memorial Day**

Monday, May 27

## **Juneteenth**

Wednesday, June 19

## **Independence Day**

Thursday, July 4

## **Labor Day**

Monday, September 2

## **Veterans Day**

Monday, November 11

## **Thanksgiving Day**

Thursday, November 28

## **Day after Thanksgiving**

Friday, November 29

## **Company-designated holiday (observed)**

Tuesday, December 24

## **Christmas Day**

Wednesday, December 25





# Everyday Support

## Family

### Adoption and Surrogacy Assistance Benefits

If you adopt a child or use a surrogate, PayPal will reimburse you up to \$25,000 in eligible expenses per adoption or surrogacy. Eligible expenses include attorney's fees, court costs, adoption or surrogacy agency fees, and placement fees.

### Child and Elder Care Resources

Bright Horizons provides backup care where and when you need it most — if your regular caregiver is out sick, your child has a school holiday, or an elderly family member is recovering from surgery.

- **Short-Term Care** provides up to 30 backup care uses per calendar year (each dependent counts as one use). For in-home care, you pay \$6 per hour for both child and adult or elder care (four-hour minimum). For center-based care, you'll pay \$15 per day for one child (\$25 for two or more).
- **Long-Term Care** offers resources and discounts to provide care for your whole family, including nannies, sitters for elder care, pet sitters, housekeepers, and more.

### Developmental Support

If you're raising a child with learning and/or behavioral challenges, RethinkCare can provide valuable support and research-based resources. You can have live teleconsultations with behavioral health experts, and you have access to easy-to-follow videos, printable materials, and training resources to best support your child in reaching his or her top potential. RethinkCare services are provided at no cost to you.

### Fertility Benefits

Pursuing fertility treatment can be complicated, emotionally draining, and expensive. Progyny can help you and your family during this very personal journey by providing services such as egg freezing, IVF, egg and sperm donations, and all necessary diagnostic testing, including preimplantation genetic screening. Progyny benefits are provided to Meritain Health plan participants.



### Additional Backup Child and Elder Care Support

The Bright Horizons child and elder care benefit offers:

- Up to **30 uses** of backup care for the year, subject to applicable copays
- Nanny placement services through College Nannies, Sitters and Tutors, plus **waived placement fees (\$300)** and a **10% discount** on the hourly rate
- Navigating remote learning for your child? You'll now have access to **discounted tutoring** too!

## Milk Stork for New Moms

Milk Stork makes it possible for working moms to continue breastfeeding, even while traveling. You can either ship your milk home as needed or bring it home with you in travel coolers at no cost to you.

## Pet Protection

Pets are family too! Pet insurance is available to you on a voluntary basis to help cover the cost of veterinary care for your household pets, such as dogs, cats, and birds. Employees receive a 5% discount under the PayPal group plan. Plus, find reliable pet sitters through Bright Horizons when you need it.

## Educational Assistance Program

The Educational Assistance Program reimburses you up to \$5,250 per year for expenses related to continuing education and developmental programs that can be applied to your current role or a likely future role with the company. Courses must be preapproved by your manager before you can receive reimbursement for tuition, books, and lab expenses. You must receive a passing grade of C or better for undergraduate courses, or a B or better for graduate courses.

## Calm App

Calm is the No. 1 app for meditation and relaxation, to help you lower stress, reduce anxiety, sharpen focus, and improve sleep. You and your family members have unlimited and free access to Calm, including:

- The Daily Calm with a new mindful theme every day
- More than 100 guided meditations
- Sleep Stories to help you drift into better sleep
- Music to help you relax and reduce stress
- Video lessons on mindful movement and gentle stretching







## Accolade Health Resources

### Accolade Care (Virtual Care)

Get support for urgent care needs, including the flu, a sore throat, or an infection, or virtually see the same doctor or therapist for ongoing care needs, such as diabetes or high blood pressure.

**NOTE:** Accolade Care is available to those enrolled in the Meritain Health medical plans only.

### Expert Medical Opinion

All PayPal employees have access to Accolade Expert MD, Accolade's expert medical opinion service. If you're ever feeling unsure about a diagnosis or treatment plan, Accolade will arrange for you to speak with a leading specialist at no cost. You do not need to be enrolled in a PayPal medical plan to use this benefit.





### Employee Assistance Program (EAP)

The EAP provides counseling and consultation services — including convenient virtual visits and virtual mental health visits — designed to help you and your eligible family members with a wide range of personal, emotional, and financial issues. The EAP offers ten counseling sessions per concern, per year on topics such as:

- Stress, depression, and anxiety
- Personal and family relationship challenges
- Emotional wellness

There's no enrollment required. EAP services are provided at no cost to you.

### Substance Use Treatment Helpline and Live Chat

The Substance Use Treatment Helpline and Live Chat program through Optum gives you immediate and confidential assistance 24/7. Speak with recovery advocates from wherever you are, anytime. The Helpline is available to all PayPal employees and family members at no additional cost.

### Employee Discount Program

From purchasing your at-home gym to planning a weekend getaway, Perks at Work can save you money. Or, if you're looking for an exercise class live or on demand, want to learn how to knit, play chess, or try a cooking class, visit the Perks at Work Community Online Academy.

### Fitness Center Discounts

**GlobalFit:** Receive membership discounts and exclusive offers to more than 10,000 fitness centers, gyms, and studios across the United States, plus month-to-month terms at many locations, travel privileges, freeze, and transfer options.

**Active&Fit Direct:** Access to over 9,000 fitness centers and YMCAs nationwide at discounted pricing. Choose your fitness center, switch, or cancel anytime. No long-term contracts and no cancellation fees.

### Wellness Coaching

Whether you want to lose weight, get fit, eat healthier, or manage a chronic condition, Vida wellness coaches are available to support you and help you change behaviors to live healthier and happier! US employees, spouses or partners, and dependents age 18 and older have unlimited and free access to Vida wellness coaches.

The Vida app matches you to a personalized health coach who knows how to help you successfully improve your health and make impactful lifestyle changes, so you feel better, live healthier, and improve your physical wellbeing. Your coach will develop a personalized plan and guide you every step of the way.

### Support Your Favorite Cause

Give as little as \$10 to a nonprofit or charitable organization, and PayPal will match it, dollar for dollar, up to \$2,500. Volunteer your time, and we'll give \$10 for every hour you donate, up to \$500, to the organization you've chosen. Visit [PayPal.com/PayPalGives](https://www.paypal.com/PayPalGives) for information about eligible nonprofits, including those outside the US.

# US Benefits Contact Information

Provider	Website	Phone Number	Description
Your Benefits Resources™ (YBR) Customer Service	<a href="https://ybr.com/benefits/paypal">ybr.com/benefits/paypal</a>	844-474-6641	For all benefit plan and enrollment inquiries
Employee Central	<a href="#">HR Hub</a>	855-489-0343	Employee Central
Personal Health Care Assistant	Website	Phone Number	Policy #
Accolade	<a href="https://member.accolade.com">member.accolade.com</a>	866-406-1338	Not Required
Medical Plans	Website	Phone Number	Policy #
Meritain Health, an Aetna Company	<a href="https://meritain.com">meritain.com</a>	888-324-5789	18848
CVS Caremark (prescription provider for Meritain Health)	<a href="https://caremark.com">caremark.com</a>	844-287-1297	1166
Kaiser HMO (CA)	<a href="https://kp.org">kp.org</a>	800-464-4000	604762 Northern CA 232527 Southern CA
HMSA	<a href="https://hmsa.com">hmsa.com</a>	808-948-6079 800-776-4672	Group Number: 122270-1



Dental Plan	Website	Phone Number	Policy #
Delta Dental	<a href="http://deltadentalins.com">deltadentalins.com</a>	800-765-6003	17690
Vision Plan	Website	Phone Number	Policy #
Vision Service Plan (VSP)	<a href="http://vsp.com">vsp.com</a>	800-877-7195	30057214
Financial Security	Website	Phone Number	Policy #
A.C. Newman (AD&D) Basic and Optional Policies	<a href="http://acnewman.com">acnewman.com</a>	877-226-8711	ADD-123708 (Basic) PAI-123707 (Optional)
Aflac Accident, Hospital, and Critical Illness Insurance	<a href="http://aflac.com/paypal">aflac.com/paypal</a>	866-235-2211	27207
Ayco Financial Planning	<a href="http://ayco.com/login/paypal">ayco.com/login/paypal</a>	866-342-8624	Not Required
Business Travel Policies	<a href="#">HR Hub</a>	800-336-0627 (US) 302-476-6194 (outside US)	Visit HR Hub
Charles Schwab 401(k) Savings Plan	<a href="http://schwab.com/workplace">schwab.com/workplace</a>	800-724-7526	PayPal
E*TRADE	<a href="http://etrade.com">etrade.com</a>	800-838-0908	Not Required
HealthEquity (HSA, FSA, and HRA participants)	<a href="http://healthequity.com/ed/paypal">healthequity.com/ed/paypal</a>	866-346-5800	Not Required
LTCI Partners (Carrier: Trustmark)	<a href="http://getltci.com/paypal">getltci.com/paypal</a>	844-289-0896	Not Required
MetLife Legal Plans	<a href="http://info.legalplans.com">info.legalplans.com</a>	800-821-6400	PW: 6091045
Optum Core ID Identity Theft Protection	<a href="http://liveandworkwell.com">liveandworkwell.com</a>	866-248-4096	PayPalUS
Prudential Basic and Optional Policies	<a href="http://mybenefits.prudential.com">mybenefits.prudential.com</a>	800-524-0542	52583
Sedgwick Leaves Disability and Workers' Compensation	<a href="#">HR Hub</a>	855-233-7599	Not Required
Everyday Support	Website	Phone Number	Policy #
Active&Fit Direct	<a href="http://activeandfitdirect.com">activeandfitdirect.com</a>	N/A	promo code STANDARD25
Bright Horizons Back-Up Care	<a href="http://backup.brighthouse.com">backup.brighthouse.com</a>	877-BH-CARES	UN: PayPal PW: backup4u
Employee Discount Program	<a href="http://perksatwork.com/register">perksatwork.com/register</a>	N/A	Not Required
GlobalFit	<a href="http://perksatwork.com/register">perksatwork.com/register</a>	N/A	Not Required
Milk Stork	<a href="http://milkstork.com/paypal">milkstork.com/paypal</a>	888-207-6909	PayPal
Nationwide Pet Insurance	<a href="http://petsnationwide.com">petsnationwide.com</a>	888-899-4874	PayPal
Optum EAP	<a href="http://liveandworkwell.com">liveandworkwell.com</a>	866-248-4096	PayPalUS
Progyny	<a href="http://member.progyny.com/s/login">member.progyny.com/s/login</a>	833-838-5850	PayPal
RethinkCare	<a href="http://paypal.rethinkbenefits.com">paypal.rethinkbenefits.com</a>	877-988-8871	PayPal
Substance Abuse Hotline	<a href="http://liveandworkwell.com/recovery">liveandworkwell.com/recovery</a>	855-780-5955	Not Required
Vida	<a href="http://vida.com/paypal">vida.com/paypal</a>	Email: <a href="mailto:paypal_support@vida.com">paypal_support@vida.com</a>	PAYPALWELL



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.