



California Voluntary Disability Plan Amendments Effective January 1, 2024

This memo is to notify you of changes occurring in 2024 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 1.1%** and there will be no taxable wage base of an employee's annual earnings. The State Disability Insurance Plan maximum weekly benefit **will remain at \$1,620**. While these changes apply to the California State Disability Insurance Plan, employee contribution rates and taxable wage base will remain unchanged on the California Voluntary Disability Insurance Plan for 2024.

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 this year **will remain at 0.9%** of the first **\$153,164** of taxable wages. The PayPal Voluntary Plan employee's **2024** maximum annual contribution **will remain \$1,378.48**.

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 **\$1,620 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 **\$1,620 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 **2024** is **70%** and the maximum weekly benefit is **\$1,620/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 the HR Hub on the Bridge. 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 – 2024:

- Senate Bill 667 - Makes changes to the definition of “practitioner” to include nurse practitioners who act within their scope to include pregnancy, childbirth, and post-partum complications consistent with the scope of their professional licensure.
- Senate Bill 951 - Removes the taxable wage limit and withholdings for each employee subject to SDI contributions.

If you have any additional questions or would like more details regarding our Voluntary Plan, please contact Employee Central at 1-855-489-0343.