

Commuter Spending Account FAQs:

What is the Commuter Spending Account?

Commuter Spending Accounts allow you to contribute pretax dollars to pay for eligible public transportation and parking expenses when commuting to a PayPal office.

The IRS sets pretax contribution limits annually, and the HealthEquity/WageWorks commuter platform allows you to manage your participation on a recurring schedule or based on your specific needs from month to month.

Why did PayPal decide to discontinue the Public Transit Reimbursement program?

PayPal aims to offer tax-savings programs, where available, to help employees commute to the office.

The Commuter Spending Account program broadens our reach to more employees who could not use the previous transit reimbursement program. This pre-tax commuter structure aligns with commuter programs offered among other US companies.

Why did we choose to partner with HealthEquity/WageWorks for this program?

We partnered with HealthEquity/WageWorks for their market-leading commuter ordering platform, which simplifies planning monthly orders and offers more flexibility for commuters with varying schedules.

If you already have an HealthEquity account, your HealthEquity debit card lets you access multiple pre-tax funds (e.g., Flexible Spending Account) with the same debit card.

Are there any risks of overfunding my Commuter Spending Account?

You are encouraged to monitor your HealthEquity card balance and adjust your recurring commuter expenses by the 10th of every month.

Funds automatically roll over from month-to-month while you are an active employee, and the maximum available balance you can carry is capped at \$1,500, at which point HealthEquity/WageWorks will temporarily limit your contribution to the plan.

If you leave the company, unused funds will expire, subject to IRS forfeiture rules as follows:

- **Transit** – You can use your balance up to 90 days after your last day at PayPal.
- **Parking** – You can request reimbursement for parking expenses incurred up to your last day at PayPal. Parking reimbursement claims must be submitted within 180 days after leaving PayPal and must be related to expenses incurred before your last day.