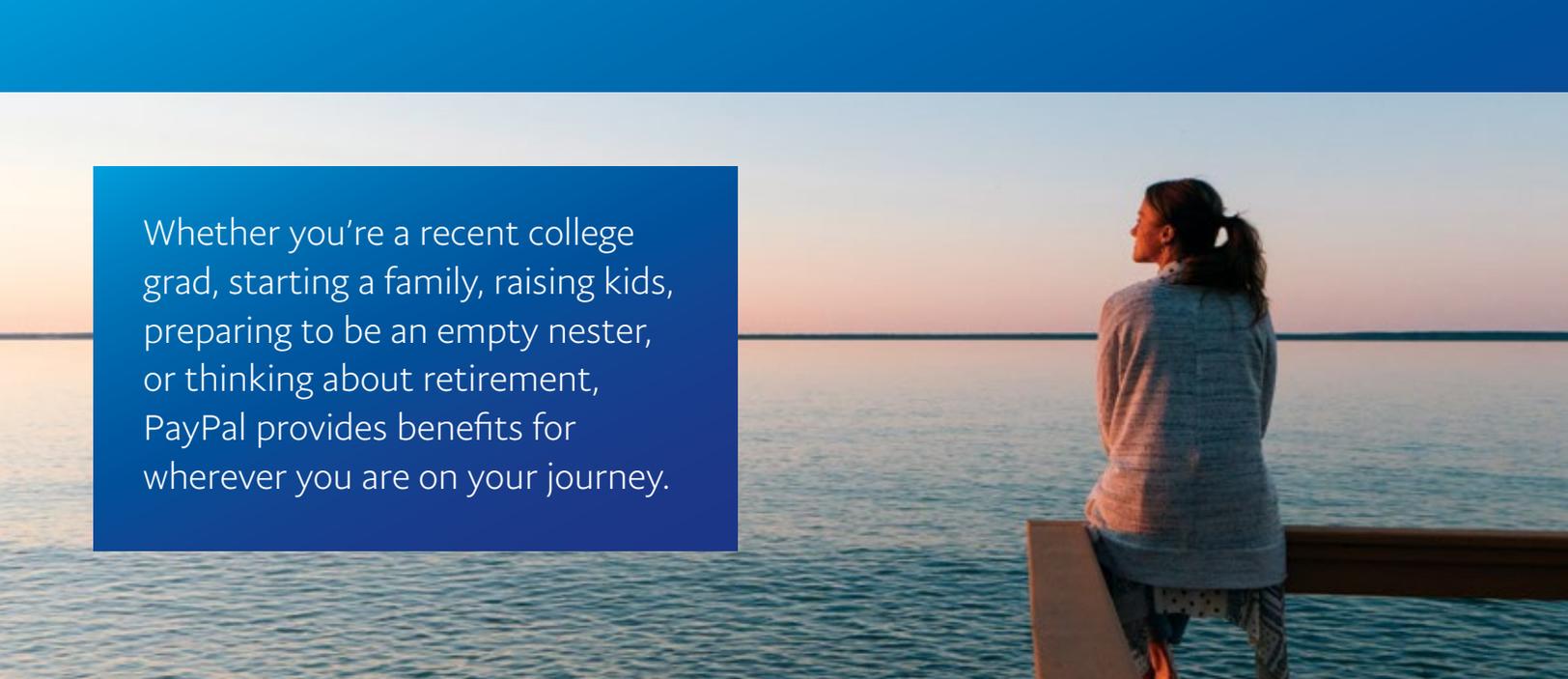


# 2020 Benefits Summary

This summary provides an overview of the PayPal U.S. benefit 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 provides benefits for wherever you are on your journey.

### Who Is Eligible for Benefits?

If you're a regular U.S. employee working 20 hours or more per week on a continuous basis, you're eligible for the following benefits:

- Medical
- Dental
- Vision
- Employee Assistance Program (EAP)
- Flexible Spending Account (FSA)
- Short- and Long-Term Disability
- Life Insurance
- Accidental Death and Dismemberment (AD&D)

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 30 days to enroll in benefits. If you don't make an enrollment selection, you'll automatically be enrolled in employee only coverage for the \$300 Deductible Medical 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 30 days of the event date to make any updates to your coverage. If you wait beyond the 30-day period, you will not be able to change your benefits.

### 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 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): Go to New to PayPal
- 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.

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 (see "Changing Your Elections"). The benefits you select during Annual Enrollment will take effect January 1 of the following year.

### 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). For claims assistance during the year, please refer to the U.S. Benefits Contact Information section at the back of this guide for each carrier's contact information.

You're **eligible for coverage as of your hire date** (or benefits eligibility date). The elections you make will remain in effect for the calendar year, unless you have a qualified life event and update your selections within 30 days of the event.

# Medical Options

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

## UnitedHealthcare

With UnitedHealthcare® (UHC), 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 UnitedHealthcare and a prescription ID card from CVS/caremark. UnitedHealthcare offers 2 medical plan options:

### \$300 Deductible

- 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 4 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 UHC \$300 Deductible plan, a Health Reimbursement Account (HRA) will be opened for you and completely funded by PayPal. 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	\$300	\$900

## 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 for you or your taxable dependents or save for a future medical expense.
- PayPal contributes to your HSA.
- The HSA is managed by HealthEquity.
- The money is yours to keep forever!

**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
2020 Contribution Maximum (including PayPal's contribution)	\$3,550	\$7,100

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, when out-of-network coverage may be available. 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.

# Medical Options

## Important Information About the \$300 Deductible and CDHP Health Plans

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

**\$300 Deductible:** Each covered individual must meet the individual deductible.

**CDHP:** 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 1 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 1 member of your family is using the plan's benefits.

**Prescriptions Under the CDHP:** 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 UnitedHealthcare plan participants when they are filled by in-network pharmacies.

**Prescription Quantity Information:** You may purchase up to a 30-day supply at a retail location. You may purchase up to a 90-day supply of maintenance drugs via mail order or at a CVS or Target pharmacy for a reduced copay. (Does not apply to CDHP.)

## 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 UnitedHealthcare 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.

	UnitedHealthcare \$300 Deductible		UnitedHealthcare CDHP with HSA	
	In-Network	Out-of-Network <sup>1</sup>	In-Network	Out-of-Network <sup>1</sup>
Annual Deductible	\$300 Individual \$900 Family	\$500 Individual \$1,500 Family	\$1,500 Individual \$3,000 Family	\$2,500 Individual \$5,000 Family
Out-of-Pocket Maximum	\$2,300 Individual \$4,900 Family	\$3,500 Individual \$7,500 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 you pay 10%	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/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 UnitedHealthcare plan participants.

	\$300 Deductible		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>

## Employee Costs per Pay Period (Grades 15–19)

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

	\$300 Deductible	CDHP with HSA
Employee Only	\$23	\$23
Employee + Spouse/Partner <sup>5</sup>	\$70	\$70
Employee + Child(ren)	\$59	\$59
Employee + Family	\$99	\$99

## Employee Costs per Pay Period (All other grades)

	\$300 Deductible	CDHP with HSA
Employee Only	\$53	\$41
Employee + Spouse/Partner <sup>5</sup>	\$182	\$130
Employee + Child(ren)	\$154	\$121
Employee + Family	\$257	\$168

<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.

<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.

## 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.

	Kaiser HMO (CA)
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	You pay nothing (100% covered)
Diagnostic X-ray/Lab	You pay nothing (100% covered)

## Prescription Drug Coverage

Prescription copay (In-Network only)

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

## Employee Costs per Pay Period (Grades 15–19)

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

	Kaiser
Employee Only	\$23
Employee + Spouse/Partner <sup>9</sup>	\$70
Employee + Child(ren)	\$59
Employee + Family	\$99

## Employee Costs per Pay Period (All other grades)

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

	Kaiser
Employee Only	\$39
Employee + Spouse/Partner <sup>9</sup>	\$131
Employee + Child(ren)	\$107
Employee + Family	\$184

<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 pre-authorization 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.

## 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 (does not apply to SelectHealth HMO).

# Dental and Vision

When enrolling in dental and vision coverage, you have the choice of 2 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/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 for premium progressive lenses	Maximum benefit Single: up to \$50 Bifocal: up to \$75 Trifocal: up to \$100 Lenticular: up to \$125	No copay for standard progressive lenses; \$20 copay for premium progressive lenses; \$40 copay for blue-light -blocking/anti-reflective coating on lenses	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 1st pair, \$150 2nd pair (every calendar year)	\$20 copay; \$75 1st pair, \$75 2nd 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 1st pair, \$150 2nd pair Necessary covered 100%	\$150 elective; \$300 necessary
LASIK	Not covered	Not covered	\$1,000 allowance	Not covered
ID Cards	No ID cards are necessary. Simply provide your employee ID number to your participating VSP provider.			

<sup>10</sup> If you have been diagnosed with diabetes, heart disease, HIV/AIDS, rheumatoid arthritis, or stroke, you can get 100% coverage for 4 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-to-wear, nonprescription sunglasses when purchased using in-network providers. 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.

## 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	\$1	\$2
Employee + Spouse/Partner <sup>13</sup>	\$6	\$15	\$2	\$5
Employee + Child(ren)	\$8	\$18	\$2	\$5
Employee + Family	\$11	\$24	\$3	\$8

<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

## Financial Coaching

Whether you're just starting out in your career, are mid-career, or even near retirement, Aycoco 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.

A personal coach can support you every step of the way in:

- Figuring out if you should save more or pay down debt faster, and how to do it
- Making sure you're on track with saving for retirement
- Understanding student loan support options
- Understanding your PayPal financial benefits, such as the 401(k) plan options, life insurance, stock benefits, and more

## PayPal 401(k) Savings Plan

The PayPal 401(k) Savings Plan 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 pre-tax and Roth contributions, up to the IRS limit of \$19,500 for 2020.
- You can make after-tax contributions up to the IRS limit (\$57,000 in 2020; includes the combined total of pre-tax, 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 \$6,500 for 2020.
- You can designate some or all of your contributions as Roth contributions.
- PayPal matches 100% of your pre-tax and Roth contributions, up to 4% of your eligible earnings.
- Both employee and PayPal contributions are 100% vested immediately.

## Employee Stock Purchase Plan (ESPP)

The ESPP 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 (FSA)

FSAs allow you to set aside pre-tax 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 a reimbursement to pay yourself back. There are 2 types of FSA accounts:

- **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 (for annual elections greater than \$100). You can carry over up to \$500 every year.
- **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	\$2,700	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 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 annual earnings, up to a maximum of \$2 million.

**Optional Life:** One to six times your annual earnings, up to a maximum of \$2 million. Medical evidence of insurability (EOI) is required for policies greater than \$500,000 or 3 times 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 1 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 annual earnings, up to a maximum of \$2 million.

**Optional Employee Only, or Employee and Family AD&D:** One to six times your 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 6 weeks if you are on an approved medical leave. The Enhanced Maternity Benefit provides up to 100% of your base salary for the first 8 weeks of pregnancy disability leave.

**Long-Term Disability (LTD):** Provides 67% of your base salary, up to \$25,000 per month.

## 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 5 times your salary (\$1 million limit), insurance for medical expenses incurred outside your home country, lost baggage, and cash or cash equivalents.

# 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 4 weeks of paid time off after 5 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 important, 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.

## Give Time Off (GTO)

Through our charitable giving initiative, PayPal GIVES, employees have the opportunity to be paid 100% of their base pay for 8 hours per year while volunteering at a qualifying charitable organization. GTO 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 5 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 5 paid sick leave days per year at the beginning of the year, which can be used after 90 days of employment.

## Holidays

PayPal observes 10 holidays each year. In 2020, PayPal will observe the following holidays:

**New Year's Day**, Wednesday, January 1

**Martin Luther King Jr. Day**, Monday, January 20

**Presidents' Day**, Monday, February 17

**Memorial Day**, Monday, May 25

**Company-designated holiday**, Friday, July 3

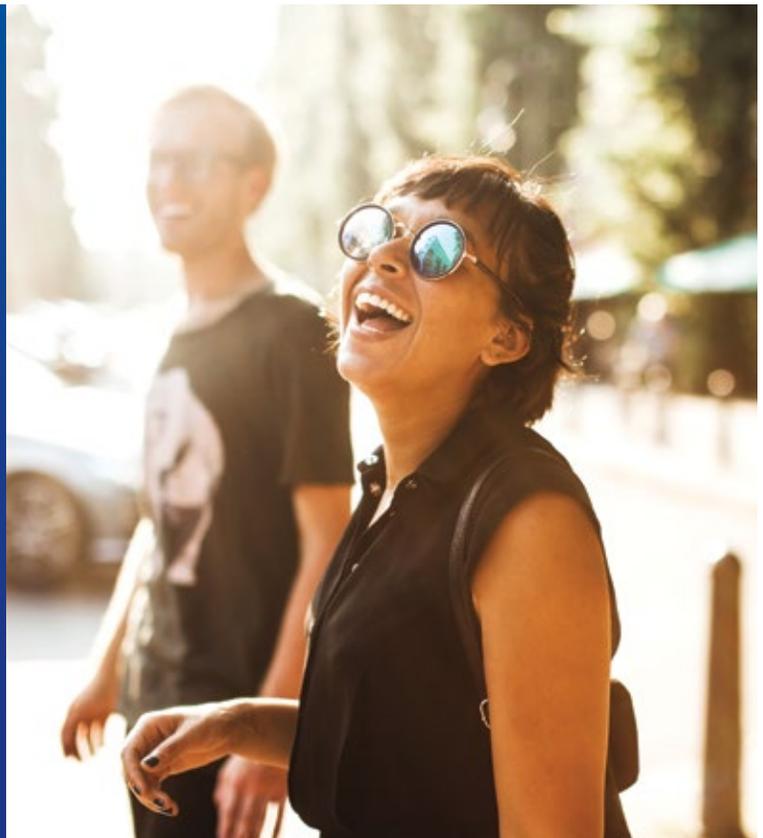
**Labor Day**, Monday, September 7

**Thanksgiving Day**, Thursday, November 26

**Day after Thanksgiving Day**, Friday, November 27

**Company-designated holiday**, Thursday, December 24

**Christmas Day**, Friday, December 25



## Paid Leaves of Absence

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

- **Enhanced Maternity Benefit.** Pays you 100% of your base pay for up to 8 weeks of time away from work while you're on 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 8 weeks, within the first year of the birth or placement of a child. This benefit is available to all mothers, fathers, same-sex spouses, and domestic partners. The benefit can be taken at one time or in increments (with supervisor approval). It will be coordinated with other benefits that may be payable, such as state-specific paid leave programs.

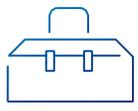
- **Paid Family Care Leave.** Allows you to take paid time off to care for a seriously ill family member. You receive 100% of your base pay for up to 8 weeks to care for a sick spouse, child, or qualifying parent if you're certified as the primary caregiver. This leave will be coordinated with any other benefits that may be payable, such as state-specific paid family leave programs.

## Nonexempt Employees

You can take advantage of PayPal's Enhanced Leave Programs after your first full year of employment. You must give at least 90 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://paypalbenefits.com).





# Everyday Support

## Family

### Adoption and Surrogacy Assistance Benefits

If you adopt a child or use a surrogate, PayPal will reimburse you up to \$10,000 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 10 backup care uses per calendar year (each dependent counts as 1 use). For in-home care, you pay \$6 per hour for both child and adult/elder care (4-hour minimum). For center-based care, you'll pay \$15 per day for 1 child (\$25 for 2 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, Rethink 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. Rethink 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, and pre-implantation genetic screening (if you are enrolled in a UnitedHealthcare plan).

### 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 for 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.

## Parental Coaching

Having and raising a family is truly an adventure. Get expert guidance, advice, and information so you can parent with confidence with the help of a Cleo coach. Cleo is available to all parents, regardless of your path to parenthood, including adoption and surrogacy. With Cleo, you'll receive:

- Expert guidance from pregnancy through your baby's first 12 months
- In-home or virtual sessions with a Cleo expert to help with your parenting questions and concerns, like feeding and sleeping
- Unlimited personal support for your unique situation
- Answers to questions on a wide range of topics through virtual community workshops

## Benefits for Your Well-Being

### 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 pre-approved 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.

### 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 6 counseling sessions 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.

### Emotional Well-Being

meQuilibrium helps you build resilience to stress and reduce its negative effects through confidential digital coaching. You'll take a free online stress assessment, create a meQ profile, and receive a personalized action plan. Download the app for support on the go.

### 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 to you.

### 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 U.S.

### Virtual Weight-Loss Support

Real Appeal is a virtual weight-loss program that puts interactive videos, live online group discussions, and personalized coaching at your fingertips. This one-of-a-kind program is available to all U.S. employees, spouses, and dependents age 18 and older enrolled in a PayPal medical plan, at no extra cost to you.

### Wellness Coaching

Vida is a wellness coaching program that offers you a network of coaches and experts to help you achieve your wellness goals. No matter what your goal is—managing stress, eating better, or getting fit—Vida is your first stop for total well-being. With the Vida secure mobile app, you'll get ongoing guidance and support, interactive resources, and progress-tracking tools to keep you motivated. Plus, Vida coaches and experts will recommend PayPal resources and benefit programs available to you. And it's offered to all U.S. employees, spouses/partners, and dependents age 18 and older at no cost.

## Health Resources

### Advocacy Services

Get help with navigating the health care system with a Health Pro consultant. If you need help understanding your health plan coverage, resolving an issue with your provider, or need more urgent assistance, Alight Health Pros can help. Your consultant will quickly and thoroughly research your inquiry and work directly with your insurance carrier or provider to resolve the issue.

### Expert Medical Opinion

Advance Medical provides you, your dependents, and your parents and parents-in-law with complimentary access to expert medical opinion services. If you or a family member receives a diagnosis or is considering a certain treatment, contact Advance Medical. They'll assign a personal physician case manager who will work as your advocate.

### Health Navigation Services

Stanford Health Navigators are available by phone to help answer any questions and provide additional support and resources, regardless of the state where you live. Navigators can help with scheduling appointments and coordinating specialist visits at Stanford hospitals and clinics. Use Stanford Health Navigation Services to complement your health care provider and primary care physician. You have access to a customized website with health resources, services, and amenities.

# U.S. Benefits Contact Information



Provider	Website	Phone Number	Description
Your Benefits Resources™ (YBR) Customer Service	<a href="http://ybr.com/benefits/paypal">ybr.com/benefits/paypal</a>	844-474-6641	For all benefit plan and enrollment inquiries
Employee Central	Employee Central	855-489-0343	Employee Central
Medical Plans	Website	Phone Number	Policy #
UnitedHealthcare \$300 Deductible UnitedHealthcare CDHP with HSA	<a href="http://welcometouhc.com/paypal">welcometouhc.com/paypal</a>	844-298-2737	909006
CVS/caremark (Prescription provider for UHC)	<a href="http://caremark.com">caremark.com</a>	844-287-1297	1166
Kaiser HMO (CA)	<a href="http://kp.org">kp.org</a>	800-464-4000	604762 Northern CA, 232527 Southern CA
Cigna Global Health Plan	<a href="http://cignaenvoy.com">cignaenvoy.com</a>	800-441-2688 (U.S.) 001 392 797 3150 (direct)	06725A
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 #
AC Newman (AD&D) Basic and Optional Policies	<a href="http://acnewman.com">acnewman.com</a>	877-226-8711	ADD-123708 (Basic), PAI-123707 (Optional)
Ayco Financial Planning (starting January 2020)	<a href="http://ayco.com/login/paypal">ayco.com/login/paypal</a>	866-342-8624	Not Required
Business Travel Policies	Employee Central	800-336-0627 (U.S.) 302-476-6194 (outside U.S.)	Visit Employee Central
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 and HRA participants)	<a href="http://healthequity.com/ed/paypal">healthequity.com/ed/paypal</a>	866-346-5800	Not Required
Hyatt Legal Plans	<a href="http://legalplans.com">legalplans.com</a>	800-821-6400	PW: 6091045
Optum Core ID Identity Theft Program	<a href="http://liveandworkwell.com">liveandworkwell.com</a>	800-821-6400	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	Employee Central	855-233-7599	Not Required
Smart-Choice Flexible Spending Accounts	<a href="http://ybr.com/benefits/paypal">ybr.com/benefits/paypal</a>	844-474-6641	Not Required
Everyday Support	Website	Phone Number	Policy #
Arbor EAP (Nebraska)	<a href="http://arborfamilycounseling.com">arborfamilycounseling.com</a>	800-922-7379	arbor
Bright Horizons	<a href="http://backup.brighthorizons.com">backup.brighthorizons.com</a>	877-BH-CARES	UN: PayPal, PW: backup4u
Cleo (starting January 2020)	<a href="http://hicleo.com/activate">hicleo.com/activate</a>	Email: <a href="mailto:support@hicleo.com">support@hicleo.com</a>	Not Required
meQuilibrium	<a href="http://mymeq.com/paypal">mymeq.com/paypal</a>	617-600-6671	PayPal
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
Real Appeal	<a href="http://pp.realappeal.com">pp.realappeal.com</a>	844-344-REAL	PayPal
Rethink	<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>	HEALTHYPAYPAL
Health Plan Resources	Website	Phone Number	Policy #
Advance Medical (Expert Medical Opinion)	<a href="http://advance-medical.com/paypal">advance-medical.com/paypal</a>	888-416-7514 (U.S.) 650-284-0984 (outside U.S.)	Not Required
Alight Health Pro (Advocacy)	Email: <a href="mailto:alighthealthpro@alight.com">alighthealthpro@alight.com</a>	800-513-1667	Not Required
Stanford Health Navigation Services	<a href="http://shc.is/paypal">shc.is/paypal</a>	844-463-7366 (U.S.) 650-736-2741 (outside U.S.)	Not Required

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.

