

BENEFITS SUMMARY

INDIA (Chennai and Bangalore) 2018



Healthcare		
Medical Total Sum Insured:	INR 500,000 per family	
Medical Coverage:	<ul style="list-style-type: none">• Pre-hospitalization: 30 days• Post-hospitalization: 60 days• Maternity Cover - INR 1,00,000 for normal and INR 1,25,000 for C-Section for first 2 children• Ambulance services: up to INR 2,500• Pre and post-natal expenses covered within maternity• Infertility treatment: Upto INR 100,000• OPD treatment- INR 30,000 only for employees. Sub-limits: INR 6000/- for Consultations, INR 9000/- for Diagnostics, INR 15,000 for Dental/Vision/Mobility aids• Room with nursing: Single AC restricted to 9000Rs. /day• Doctor's fees• Intensive care unit with nursing: Actuals• Surgical fees, operating theatre, anesthesia and oxygen• Physical therapy covered under hospitalization• Hospital miscellaneous services (such as laboratory, x-ray, diagnostic tests)• Oral Chemotherapy, Robotic Surgery covered• Ailment coverage: No Ailment Capping• Flu vaccination for employee and family: INR 3,000	
Ayush	INR 50,000 per family	
Dental/Vision:	INR 15,000 per policy year (employee only)	
Co-payment for Parents:	No co-payment for parental claims	
Employer Contribution:	The company pays 100% of the premium for employee and dependent coverage. Dependents include spouse, up to 3 dependent children, and 2 parents.	
Retirement/Financial Planning		
Plan Name:	Employee Provident Fund	Gratuity Scheme
Plan Benefits:	Accumulation of contribution and interest	15 days' monthly basic pay for each year of service, eligible after 5 years of continuous service, payable at time of separation
Employee Contributions:	12% of basic pay (i.e. 6% of annual base pay)	None
Employer Contributions:	12% of basic pay (i.e. 6% of annual base pay)	100% paid by Company
Time Off		
Paid Time Off:	25 days per year	

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Public Holidays (Chennai):	<ul style="list-style-type: none"> • Pongal* 14th January • Republic Day 26th January • May Day/Labour Day 1st May • Ramzan (Id-ul-Fitr) 15th June • Independence Day 15th August • Bakr-Id 22nd August • Ganesh Chaturthi** 13th September • Ayutha Pooja 18th October • Gandhi Jayanthi 2nd October • Deepavali 6th November • Christmas 25th December <p>*Holiday especially for Operations team ** Holiday not applicable for Operations team</p>
Public Holidays (Bangalore):	<ul style="list-style-type: none"> • Republic Day 26th January • May Day/Labour Day 1st May • Ramazan / Idu'l Fitr 15th June • Independence Day 15th August • Vinayagar / Ganesh Chaturthi 13th September • Ayutha Pooja 18th October • Gandhi Jayanthi 2nd October • Balipadyami / Diwali 8th November • Kannada Rajyotsava 1st November • Christmas 25th December
Holiday NB:	*Please note that as per the Policy Employees are allowed to 2 additional floating holidays in addition to the 10 that has been listed here.
Sabbatical:	After 5 years of service, employees are eligible for 4 weeks of sabbatical.
Bereavement Leave:	1-20 days of time off depending on relationship
Maternity Leave:	26 weeks
Paternity Leave:	2 weeks
Adoption Leave:	16 weeks
Marriage Leaves:	5 calendar days
Employee Assistance Program (EAP)	
Employee Assistance Program:	<p>Counseling and consultation services designed to help employees and family with a wide range of personal, emotional or financial issues</p> <p>To access the EAP website, visit www.livewell.optum.com and use the Access Code: PayPal</p> <p>To find the India numbers and a description of EAP benefits please open this e-brochure and select India</p>

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Life Insurance	
Life:	4 times annual base salary
Accident Insurance	
Accidental Death	3 times annual base salary
Accidental Death and Disability:	Up to 3 times annual base salary; for partial disability, a percent of benefits is payable depending on the level of disability
Short-term Disability:	Temporary Total Disablement: weekly compensation at 1% of 2 times annual base salary or INR 5,000, whichever is lower, for 100 weeks
Long-term Disability:	<ul style="list-style-type: none"> Permanent Total Disability: 2 times annual base salary Permanent Partial Disability: % of 2 times annual base salary, depending on the level of disability
Employer Contribution:	The company pays 100% of the premium for employee coverage.
Business Travel Insurance	
Accidental Death:	The lesser of: (i) 5 times annual base salary; or (ii) USD \$1,000,000
Out-Of-Country Medical:	Medical coverage is provided for employees and accompanying dependents while traveling on company business outside the country where they normally work, subject to a USD \$50 deductible per incident. Total maximum for all medical expense benefits is USD \$200,000 per trip and per person.
Out-Of-Country Lost/Stolen Baggage:	Reimbursement is provided for lost or stolen personal items up to USD \$500 per item, and limited to USD \$1,000 per incident, when employees are traveling outside the country where they normally work.
Out-Of-Country Lost/Stolen Cash:	Reimbursement is provided for lost or stolen cash or cash equivalents up to USD \$500 per item, and limited to USD \$1,000 per incident, when employees are traveling outside the country where they normally work.
Employer Contribution:	The company pays 100% of the premiums for employee coverage.
Other Benefits	
Childcare Benefit	<p>Employees' children between the ages of six months and four years are eligible to avail the child care program. Employee may enroll each of their eligible children in one of the following two options–</p> <ul style="list-style-type: none"> PayPal near site day-care crèche in Chennai (depending on availability) (OR) Obtain reimbursement of the monthly fees (up to INR 10,000 pm) when enrolling in a day-care crèche that is not the PayPal near site day-care crèche

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Education Assistance Policy:	Up to INR 100,000 per year for higher education
Food Coupon:	INR 1,200 per month; this is outside of Cost to Company
Part-Time:	Employees working a part time schedule will remain eligible for full benefits.
Expert Medical	<p>Medical issues can impact your life, and decisions you make about them are critical. All eligible employees will have access to Expert Medical Opinion (EMO), a free service that offers support and information to help you make fully informed decisions about care and treatment plans. EMO services are offered through Advance Medical, a global health care services provider.</p> <p>If you or a family member receive a diagnosis or are considering medical treatment, contact Advance Medical to have a personal physician case manager assigned to you. The personal physician case manager will work as your advocate. You will receive a comprehensive written medical review of your case, provided by world-class global specialists who cover a broad spectrum of conditions. This service is provided at no cost to you and your family.</p> <p>If you are a regular full-time or part-time employee, you and your spouse/partner, dependent children and covered parents are eligible for this benefit. To speak directly to a program representative, call +1-888-416-7514 or +1-650-284-0984 or email PayPal@advance-medical.com</p>

Important:

The information provided above is not intended to be a complete summary of your benefits. It is important for you to understand that because this document is only a summary, it cannot cover all the details of the benefits or how the rules will apply to every person in every situation. All of the specific terms and conditions related to these benefits, including the eligibility requirements, are set forth in official plan documents and/or insurance policies, contracts, certifications or other underlying benefit program documents.

Every effort has been made to accurately describe these benefits. In the event there is any conflict between this benefit summary and the controlling documents, the controlling documents will be used in the actual determination of your benefits or rights and its terms and conditions will govern.