

Your journey to wellbeing awaits: Chart your path with PayPal benefits

US Benefits 2023 Annual Enrollment
is October 26–November 9, 2022

Explore the new Benefits Annual
Enrollment experience and find more
information about all your benefits on
PayPalBenefits.com.





Benefits for your life's journey

PayPal's benefits are designed to support you and your family throughout all of life's moments. To help make the journey easier to navigate, we're enhancing our benefits programs so you can chart your own unique path.

**US Benefits Annual Enrollment begins
Wednesday, October 26 and ends on
Wednesday, November 9, 2022
(9 p.m. Pacific Time).**

PayPal Privacy Notice Available on [PayPalBenefits.com](https://www.paypal.com/benefits/privacy)

The PayPal Notice of Privacy Practices describes the specific measures that PayPal as the plan sponsor and any third parties that assist in administering the Client medical, dental, vision, health care spending account, employee assistance, group long-term care and Wellness Matters plans follow to protect the privacy of your protected health information. The notice also describes the circumstances when plan administrators may share your health information with third-party providers for the purpose of routine plan administration, including claims processing, claims appeals and claims analysis. You may access the notice on [PayPalBenefits.com](https://www.paypal.com/benefits/privacy). You may also submit your request in writing to paypalincbenefits@paypal.com.

Chart your path

Follow these steps to review and update your benefits during the Annual Enrollment period.

Discover what's new and what's changing

- ✓ Check out the new Benefits Annual Enrollment experience at [PayPalBenefits.com](https://www.paypalbenefits.com). You can learn more about what's new in 2023, including **Accolade**, medical plan options provided by **Meritain Health**, an Aetna company, and a **new optional long-term care insurance benefit**.
 - ✓ Use the Medical Plan Cost Estimator to compare your health plan options and costs for coverage to help decide which plan is right for you.
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Review your current benefits and options

- ✓ Eligible for a Health Savings Account (HSA) or a Flexible Spending Account (FSA)? Select your 2023 annual contribution amount. Current selections don't automatically roll over.
 - ✓ Explore optional benefit programs, such as Group Legal coverage, Supplemental Life insurance, Accidental Death and Dismemberment (AD&D), and Long-Term Disability insurance. Annual Enrollment is your only time during the year to opt into or change these benefits.
 - ✓ Review and update your beneficiaries.
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Enroll in your benefits by Wednesday, November 9, 2022

- ✓ Make any election updates, and confirm your 2023 selections by the deadline.
 - ✓ Access Your Benefits Resources™ (YBR) from [PayPalBenefits.com](https://www.paypalbenefits.com) to make enrollment updates.
 - ✓ Watch for your Confirmation of Coverage statement after you enroll.
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Pro tip: Benefits Annual Enrollment is your once-a-year opportunity to enroll in or make changes to your benefits for 2023, unless you experience a qualified life event (based on IRS guidance), such as getting married or divorced, having or adopting a child, or gaining or losing coverage. If you experience a qualified life event, you must make changes to your benefits within 30 days by contacting the benefits administrator, Your Benefits Resources™.

What's new for 2023

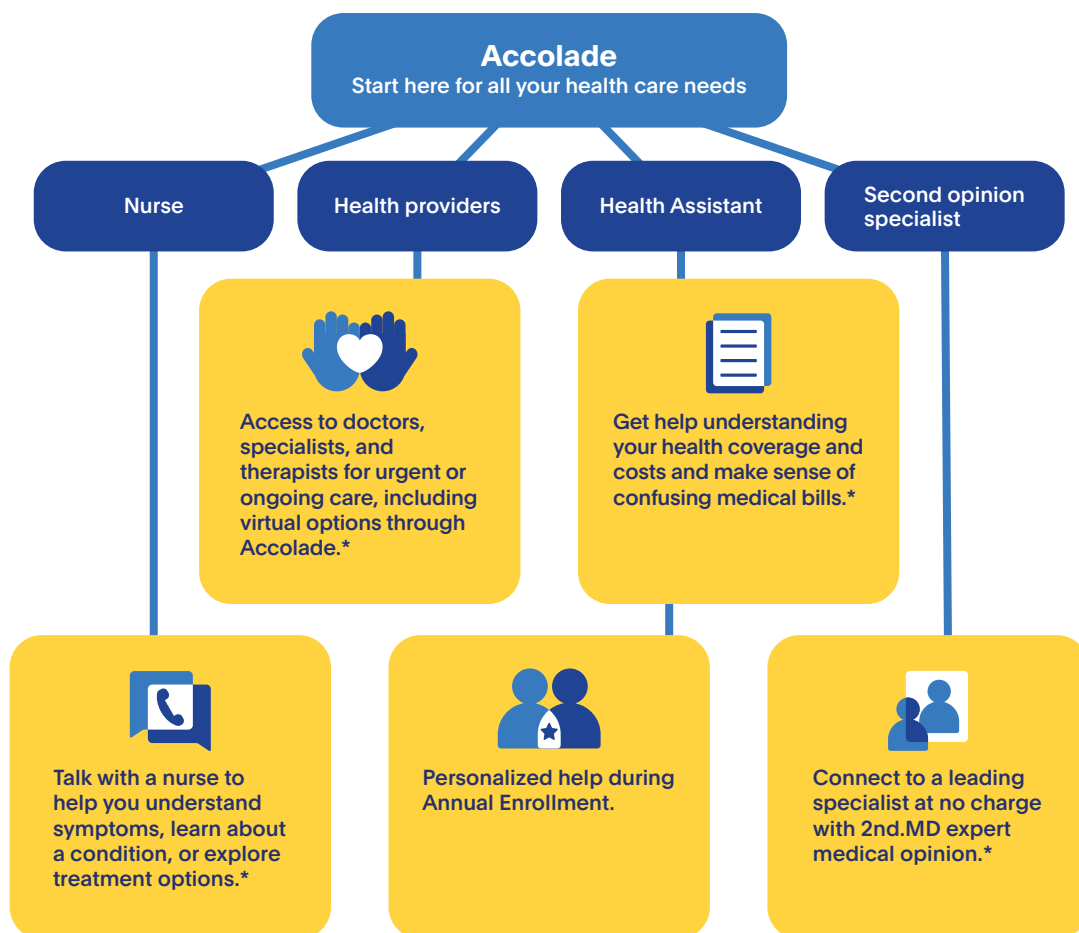
At PayPal, our commitment to employee wellbeing guides everything we do, including how we evaluate and manage our health care plans to ensure they stay competitive. We continue to prioritize your physical, mental, and financial wellness through comprehensive benefits.

Say hello to Accolade: your personal health care assistant

PayPal is introducing a new service, **Accolade Health Assistants**, to be your first stop to help you understand your benefit plans and get the care you need when you need it. Your Health Assistant will get to know you, understand your needs, and provide support with your PayPal Benefits. This service is confidential and provided at no cost to you.

During Annual Enrollment, an Accolade Health Assistant can help you navigate your medical plan options, explain different levels of coverage, verify network coverage, and discuss which plan is right for you and your family.

Learn more details about all that Accolade offers on [PayPalBenefits.com](https://www.paypal.com/benefits).



*Launching January 1, 2023

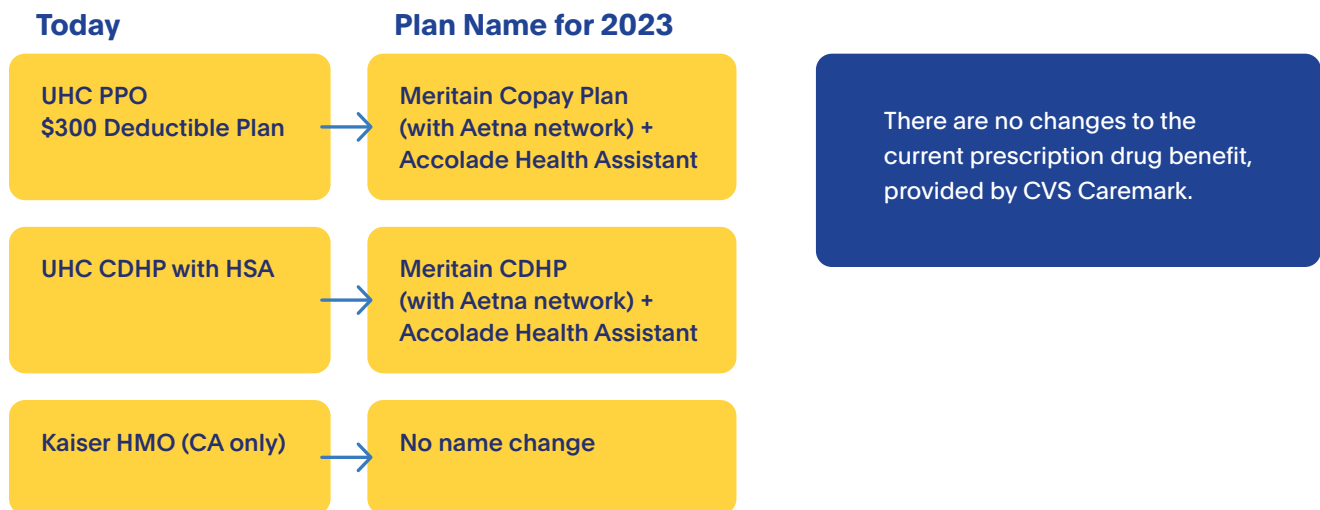
Meritain Health, an Aetna company, replaces UnitedHealthcare for PPO and CDHP plan participants

We regularly evaluate our plans and providers to ensure we can continue to offer comprehensive, affordable health care coverage. As we compared the UHC and Aetna provider networks, we found that Aetna had a stronger network presence where our employees are located, providing you with more in-network options. As a result, starting January 1, 2023, all PPO and CDHP plan participants will be covered under Meritain Health, an Aetna company, under the Aetna provider network.

While more than **99%** of UHC providers are also in the Aetna network, transition of care support is available through Accolade to support you in case you're affected by this change. Your Accolade Health Assistant is always your first line of support for any health care questions.

Your 2023 medical plan options

With Accolade and Meritain Health, your health benefits will be similar to those you had with UHC, with the added support of Accolade. PayPal will continue to offer two national medical plan options as well as continue to offer Kaiser in California. As a result of the medical plan change, you'll receive a new health plan ID card in late December.



If you don't make a medical plan election...

Your current plan election, along with dependent coverage, will carry forward.

- If you're currently enrolled in the PPO \$300 Deductible plan, you'll default into the new Meritain Copay Plan.
- If you're currently enrolled in the Consumer Directed Health Plan (CDHP) with HSA, you'll default to the new CDHP with HSA plan through Meritain Health.

Medical plan deductibles and out-of-pocket maximums

For the new **Meritain Copay Plan**, deductibles and out-of-pocket maximums will increase modestly. The Meritain CDHP with HSA plan deductible and out-of-pocket limits will remain the same. For more details about medical plan coverage, visit the all new Annual Enrollment experience on [PayPalBenefits.com](https://www.paypalbenefits.com).

	Meritain Copay Plan (Aetna Network) formerly the PPO \$300 Deductible plan	Meritain CDHP with HSA (Aetna Network) formerly the CDHP with HSA plan	
	2022 Amounts	2023 Amounts	No Changes
Annual deductible	\$300 Individual \$900 Family	\$500 Individual \$1,200 Family	\$1,500 Individual \$3,000 Family
Out-of-pocket maximum	\$2,300 Individual \$4,900 Family	\$3,000 Individual \$6,000 Family	\$3,500 Individual \$7,000 Family

Costs shown for in-network care. Refer to [PayPalBenefits.com](https://www.paypalbenefits.com) for out-of-network coverage details.

Health Reimbursement Account (HRA) contributions increasing

For employees in Grades 15–19 enrolled in the Meritain Copay Plan, you'll continue to receive a contribution to your HRA to align with the Meritain Copay Plan deductibles: \$500 for individual coverage / \$1,200 for family coverage.

Your medical, dental, and vision contributions

As the cost of health care continues to rise, PayPal continues to pay a majority of the costs of employee health care and fully absorbed cost increases for the past two years. We continue to aggressively negotiate costs, which helps to mitigate these increases resulting from health care inflation nationally and PayPal utilization.

For 2023, some employees will see a modest increase in their payroll contributions for their medical coverage. Dental and Vision plan costs will remain the same for 2023.

You can view the 2023 paycheck contributions for health care coverage at [PayPalBenefits.com](https://www.paypalbenefits.com).

Use the Medical Plan Cost Estimator on [PayPalBenefits.com](https://www.paypalbenefits.com) to compare your health care plan options and decide which plan is right for you and your family.

Verify your dependent(s) eligibility

We periodically conduct dependent eligibility audits under our plans to ensure dependent coverage is offered only to eligible dependents to help ensure compliance with our plans. Covering only eligible dependents helps PayPal manage costs for employees and the company.

When adding new dependents during Benefits Annual Enrollment, or throughout the year as a result of a qualified life event, you'll need to verify their eligibility for benefits.

Save more money on your journey

Health Savings Account (HSA)

The amount CDHP participants can contribute to a 2023 HSA is increasing — up to \$3,850 for employee-only coverage or \$7,750 for employee and family coverage. PayPal also contributes to your account — \$500 for employee-only coverage or \$1,000 for employee and family coverage. You can use your HSA to pay for eligible medical expenses now, save the money for expenses in the future, or invest the money to grow your savings — all tax-free.

To participate in an HSA, you must enroll in the CDHP with HSA plan. The money in the account is always yours — no use-it-or-lose-it! And if you leave the company, your HSA goes with you.

Health Care Flexible Spending Account (Health Care FSA)

With the Health Care Flexible Spending Account (FSA), you can pay for eligible out-of-pocket expenses, such as office visit copays, prescription copays, and dental or vision expenses with tax-free dollars! Contribute up to \$2,850 (2022 IRS limit) to a Health Care FSA. You can carry over up to \$570 of unused funds to use the following year.

If you're currently enrolled in an FSA and want to participate in 2023, you must re-enroll during Benefits Annual Enrollment.

HSA versus Health Care FSA

If you're enrolled in or plan to enroll in the CDHP with HSA plan and want to enroll in the Health Care FSA, reimbursement under the FSA is limited to dental and vision expenses only. (The HSA already gives you a tax benefit on medical expenses.) Visit [PayPalBenefits.com](https://www.paypal.com/benefits) to see how the accounts compare.

Dependent Care FSA

Are you paying for child care or elder care? If so, you can pay a portion of your share of the coverage with pre-tax dollars. Contribute up to \$5,000 (IRS limit) to a Dependent Care FSA. As a reminder, if you're currently enrolled in the Dependent Care FSA and want to participate in 2023, you must re-enroll during Benefits Annual Enrollment. You cannot use the Dependent Care FSA to pay for medical expenses for your dependents.

NEW!

Optional Long-Term Care with Life Insurance benefit

The new optional Long-Term Care with Life Insurance benefit offers financial security and peace of mind if you or your covered spouse or partner experience physical or cognitive impairments resulting in the need for long-term care. This insurance is separate from your other PayPal benefits and covers costs that are not typically covered under medical benefits.

During this special enrollment period, you can receive coverage of up to \$175,000 without evidence of insurability — this means no health questions asked. Eligible employees who enroll are automatically approved up to \$175,000.

Your total long-term care benefit is twice your elected life insurance amount. Enroll today through PayPal's enrollment partner, LTCI Partners, who can provide you with a personalized quote for coverage and applicable premiums for a policy effective January 1, 2023. You'll pay the monthly premium directly to LTCI Partners and not through a payroll deduction.

For more information about this new benefit, including how to enroll and cost for coverage, or to attend an upcoming information session, visit [PayPalBenefits.com](https://www.paypal.com/benefits).

Your money, your family, your life

Whether you're just starting out in your career, are mid-career, or even near retirement, PayPal offers many resources to help you understand your financial health. These programs are here to help you make the most of your money now and in the future, no matter where life takes you.

Take control of your money

Whether early career or further along, let Charles Schwab help you map out your retirement plan

Regardless of where you are in your career, it's always a good time to bring your vision for retirement into better focus. A financial advisor at Charles Schwab can help you map out the retirement you want with a step-by-step retirement planning guide and one-on-one help. It's never too early to start planning. Learn more at workplace.schwab.com.

Contributing to the 401(k) plan?

The PayPal 401(k) Savings Plan is one of the easiest ways to save pre-tax dollars for retirement — and get your contributions matched by PayPal, too. Contribute up to 50% of your eligible earnings, up to the IRS limit. PayPal also matches 100% of your contribution, up to 4% of your eligible compensation. Eligible employees can participate in the plan at any time. So, it's never too late to start contributing or to increase the amount you contribute. If you're currently participating in the 401(k) plan, contributions will continue into 2023 — no re-enrollment required.

Remember: US Benefits Annual Enrollment is a great time to review and update your 401(k) beneficiaries.

Improve your financial wellness with Ayco

Ayco's financial counseling benefit empowers you to improve your finances now and in the future. You have access to their digital 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. Visit ayco.com/login/paypal today.

Set yourself up for financial success with Even

Take the stress out of building for a better financial future. Even provides easy-to-use tools you need to manage your money. With the Even app, you can track your earnings, save automatically, and hit your money goals all in one place. This benefit is available at no cost to you. Visit even.com/PayPal to learn more and download the Even financial wellness app today.

Support for your family so you can keep moving forward

Child and elder care support when you need it

Through PayPal's partnership with Bright Horizons, all US employees receive 30 days of backup child, adult, and elder care where you can reserve high-quality care, in-center or at-home. You can also exchange those backup care visits for virtual one-on-one tutoring. Return-to-work care offers ten additional days of backup care, and with Bright Horizons Enhanced Family Supports™, you can jump ahead on the wait list at Bright Horizons centers. Download the Bright Horizons app to get started.

→ Restarting 2023, copayments and taxability of the benefit will resume (paused due to COVID). Visit [PayPalBenefits.com](https://www.paypal.com/benefits) to learn more.

Rethink your idea of family support with Rethink Care

Effective January 1, Rethink will be re-branded as Rethink Care. With Rethink Care you'll have access to digital training, tips, articles, and exercises that can help your family raise more resilient children, plus free expert consultations with Board Certified Behavior Analysts, who specialize in working with parents across a broad spectrum of needs, and a library of tips and articles to help manage modern challenges at home and school.

Cleo Parental Coaching program discontinued

Due to low usage, we are discontinuing the Cleo Parental Coaching program starting on January 1, 2023. But PayPal offers other comprehensive benefits to support you and your family.

Save money with Perks at Work

Perks at Work is an exclusive employee discount program, designed to save you both time and money. Take advantage of the savings and special offers on everything from home goods and the latest gadgets to monthly bills and big-ticket buys. All at a discount too!



Your personal path to wellbeing

Holistic wellbeing is important and can sometimes be challenging to achieve. PayPal offers many resources to help you and your eligible dependents improve your physical, emotional, and mental wellness — these are sponsored and paid for by PayPal.

Work with a Vida health coach

Whether you want to lose weight, get fit, eat healthier, or manage a chronic condition, Vida wellness coaches are available to support you on your journey and help you change behaviors to live healthier and happier! You and your family have unlimited and free access to Vida wellness coaches. Download the Vida Health app today.

EAP counselors and resources can help

Feeling stressed, anxious, or depressed? Short-term support from coaches and therapists under the PayPal-paid Employee Assistance Program (EAP) can get you back on your feet. With research-backed therapeutic methods and top therapists, coaches, and digital tools, you and your family can tap into an easy-to-use, convenient way to get the mental and emotional care you need. You and your eligible family members can each receive 10 free sessions per issue, per year.

Optum Live and Work Well

liveandworkwell.com

(access code: PayPalUS)

Arbor Family Counseling (Nebraska employees)

arborfamilycounseling.com

(access code: arbor)

Chart your path to less stress and better sleep with Calm

Calm is the #1 app for meditation and relaxation that can help you lower stress, reduce anxiety, sharpen focus, and improve sleep. You and your family members have unlimited and free access. Find your zen. Get started at PayPalBenefits.com for instructions on how to access your PayPal Calm membership today.

Kaiser members, find your strength with myStrength

Everyone needs support for their total wellbeing, and digital tools make it a little bit easier for you to access that support. With myStrength, Kaiser plan members can navigate life's challenges, make small changes that improve sleep and mood, or simply support an overall sense of wellbeing. It's easy to use, proven effective, safe, and confidential. Visit select.kp.org/paypal.

Substance use treatment helpline and live chat

Dealing with a substance use issue requires help. The Substance Use Treatment Helpline and Live Chat program through Optum give you immediate and confidential assistance, anytime, anywhere. Speak with a recovery advocate in real time, when you need one. You and your family members can confidentially use this program at no additional cost to you. Call 855-780-5955 or visit liveandworkwell.com/recovery.

2023 time off program

PayPal continues to offer a variety of time-off programs, including paid holidays and time off for volunteering, so you can be there for the special moments and recharge your batteries.

You can find the list of 2023 paid holidays on PayPalBenefits.com. As a PayPal US employee, you receive eight hours of paid community impact time off a year to volunteer in your community. Speak with your manager to schedule your time.

Your optional benefits roadmap

Annual Enrollment is your only time during the year to enroll in or change these optional benefits, which provide additional financial security for you and your family.

Group Legal Insurance

With MetLife Legal Plans, you have access to a network of more than 18,000 attorneys who can help you when you're buying a home, planning for your family's future, caring for aging parents, and other key moments in your life — for just \$8 per paycheck.

Long-Term Disability Insurance buy-up option

Can't work because of an illness or injury? Take time off to get better or heal — and not lose your income — with PayPal's Long-Term Disability buy-up coverage. This optional coverage replaces 70% of your income if you can no longer work due to illness or an injury (you're automatically enrolled in basic long-term disability which replaces 60% of your income).

Life Insurance for you and your family

Get additional financial security for you and your family when you purchase Optional Life insurance for you and your dependents. You can elect one to six times your annual earnings for yourself, in addition to the basic life insurance provided by PayPal.

→ Be sure to update your beneficiary designations as you review your Life Insurance elections.

Optional Accidental Death and Dismemberment (AD&D) coverage

You can purchase additional AD&D coverage during Benefits Annual Enrollment. Coverage is available from one to six times your annual earnings, up to a maximum of \$2 million.

→ Be sure to update your beneficiary designations as you review your AD&D Insurance elections.

Aflac supplemental insurance plans

Voluntary supplemental insurance provides an additional level of financial protection in the event of a serious accident or illness. It's like a safety net for you and your family. Coverage options include accident insurance, critical illness insurance, and hospital indemnity insurance — for things that are not covered by your medical plan.

Learn more about these great benefits and view the schedule of upcoming information sessions at [PayPalBenefits.com!](https://www.paypal.com/benefits)

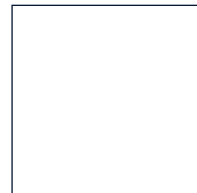
Questions?

Contact YBR at 844-474-6641 Monday through Friday from 5 a.m. to 6 p.m. Pacific Time.





PayPal Inc.
Employee Central
9999 N. 90th Street
Scottsdale, AZ 85258



Explore the all-new Benefits Annual Enrollment experience at [PayPalBenefits.com](https://www.paypal.com/benefits).

PayPal's benefits are designed to help support you and your family, so you can take care of what matters most. We're enhancing our programs to make your benefits easier to navigate. Discover what's new and changing, so you can choose the right benefits.

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