

New HSA elections (due to your new hire status or any changes made to your current election) are prospective and will be effective the first pay date in the following month. The effective pay date must contain the first pay day of the month in the pay period.

Example: If you were hired or made HSA changes in YBR on June 15, 2024, the effective date of your HSA contribution in payroll will be on the July 14, 2024 pay date.

Pay #	Period Begin Date	Period End Date	Pay Date
1	12/25/23	01/07/24	01/12/24
2	01/08/24	01/21/24	01/26/24
3	01/22/24	02/04/24	02/09/24
4	02/05/24	02/18/24	02/23/24
5	02/19/24	03/03/24	03/08/24
6	03/04/24	03/17/24	03/22/24
7	03/18/24	03/31/24	04/05/24
8	04/01/24	04/14/24	04/19/24
9	04/15/24	04/28/24	05/03/24
10	04/29/24	05/12/24	05/17/24
11	05/13/24	05/26/24	05/31/24
12	05/27/24	06/09/24	06/14/24
13	06/10/24	06/23/24	06/28/24
14	06/24/24	07/07/24	07/12/24
15	07/08/24	07/21/24	07/26/24
16	07/22/24	08/04/24	08/09/24
17	08/05/24	08/18/24	08/23/24
18	08/19/24	09/01/24	09/06/24
19	09/02/24	09/15/24	09/20/24
20	09/16/24	09/29/24	10/04/24
21	09/30/24	10/13/24	10/18/24
22	10/14/24	10/27/24	11/01/24
23	10/28/24	11/10/24	11/15/24
24	11/11/24	11/24/24	11/29/24
25	11/25/24	12/08/24	12/13/24
26	12/09/24	12/22/24	12/27/24
	12/23/24	01/05/25	01/10/25

The rights, if any, of employees to participate in the benefit 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.