

PayPal

 Know Your Benefits

2025 Benefits Overview

PayPal regularly reviews its benefits plans and programs to help ensure that they appropriately support the wellbeing of our employees. Accordingly, PayPal's benefits plans and programs, including those referenced herein, are subject to change. While we strive to provide accurate and up-to-date information, we cannot guarantee that the information provided herein will remain accurate as of the date viewed. For the terms and conditions applicable to a benefits plan or program, please refer to the appropriate plan document. PayPal reserves the right to modify, amend, or terminate any benefits plan or program at its sole discretion, with or without notice.

Visit [PayPalBenefits.com](https://www.paypal.com/benefits) to learn more.



Physical Wellness

Unlock a suite of health benefits dedicated to maintaining your physical wellness.

Comprehensive medical plans

Choose between a Copay (PPO) Plan, a Consumer Driven Health Plan (CDHP) with Meritain, and an HMO with Kaiser in California. Additionally, we offer specialized coverage for our employees in Hawaii.

Accolade healthcare concierge

Helps you navigate your medical plan and ensure you're getting the best care possible.

Prescription drug coverage

Market competitive Rx program that is tied to your medical plan and helps you manage your prescription drug needs and cost.

Rx Savings Solutions

An opt-in, confidential program that helps you find lower-cost prescription options.

Progyny fertility benefits

Fertility treatment and family-building services.

Dental

Two options to help you maintain good oral health with 3 cleanings per year.

Vision plans

Two options with benefits for exams, frames, and lenses.

Sword Health

Access to virtual physical therapy and pelvic health programs.

Health Savings Account and Flexible Spending Accounts

Helps you manage your out-of-pocket healthcare expenses.

Vida Health wellness coaching

Improve your health and lifestyle with personalized coaching.



Financial Wellness

A robust financial wellness offering that allows you to be prepared for the future, while also protecting you financially today.

401(k) Savings Plan

Up to 4% Employer Match.

Employee Stock Purchase Plan

Buy PayPal stock at a 15% discount through payroll deductions.

Short-term disability

Six weeks compensation at 100% of your base salary while you are unable to work.

Long-term disability

Financial protection of up to 70% of your base salary while you are unable to work.

AD&D and Life Insurance

2x your salary, up to a maximum of \$2 million.

Long-term Care Insurance

Financial support when you are unable to care for yourself.

Goldman Sachs Ayco

Financial coaching and digital tracking tools for every step of your financial wellness journey.

Educational Assistance Program

Reimbursement of up to \$5,250 for classes and developmental programs for your current role.

PerkSpot employee discounts

Exclusive program to save you time and money.

Adoption and surrogacy assistance

Support you need when adopting or using a surrogate.



Emotional Wellness

Comprehensive support for your emotional wellness, alongside work-life benefits tailored for every stage of life.

- Paid Time Off and Track Free Vacation
- 12 company paid holidays
- Sabbatical leave
- 8 hours of Community Impact Time Off
- Numerous paid leaves of absence
- Bright Horizons child and elder care
- RethinkCare child development support
- Mindfulness and stress management resources
- Employee Assistance Program with 10 free counseling sessions per issue per year
- Employee charitable gift matching up to \$2,500 per year