

## **Bridging of Service Policy**

The purpose of this "Bridging of Service" policy (this "policy") is intended as a guideline to assist in the consistent application of prior service at any company within the PayPal Holdings, Inc. group of companies (the "Company") for purposes of determining an employee's eligibility or level of participation for paid time off or vacation accruals, the PayPal Holdings, Inc. Severance Pay Plan (eligibility of which is limited to employees based in the United States ("US") and paid through the payroll system based in the US) and the PayPal Sabbatical Plan (the "Company Benefits").

### **SCOPE:**

All regular full-time and regular part-time employees who are rehired by the Company, country-law permitting.

### **GENERAL:**

An employee who leaves the Company and subsequently returns to work at the Company may be given credit for prior service provided the requirements set forth below are met.

Employees who satisfy the requirements defined below will have their prior service with the Company recognized for purposes of determining eligibility for paid time off or vacation accruals, the PayPal Holdings, Inc. Severance Pay Plan (eligibility of which is limited to employees based in the US and paid through the payroll system based in the US) and the PayPal Sabbatical Plan. The use of each respective Summary Plan Description (SPD) and/or policy will govern the terms and conditions of the Company Benefits.

### **REQUIREMENTS:**

A former Company employee who is rehired may on one occasion in his/her career be given service credit for his/her prior service with the Company in the form of a Bridge of Service Date. This date field will be recorded in the Company's Human Resources system of record.

- **Minimum prior service:** The employee has completed at least one year (12 months) of continuous employment.
- **Maximum service break:** No more than two years (24 months) have elapsed between the end of the employee's prior employment and the employee's date of rehire.
- **Exclusions:**
  - Previous service as a member of the Alternative Workforce (e.g., temporary workers, consultants, employees of outsourced vendors, etc.) is not considered in the calculation for total Company service, even if the individual is classified by a state or federal agency or court as an employee and by the terms of the Company's plans in effect at the time of such reclassification would otherwise be eligible for such benefits.
  - No service credit is earned for the period of time the employee is not employed by the Company.
  - No service credit will be earned or considered for the period of time the employee was employed by a predecessor employer that was acquired by the Company, unless specifically agreed to in writing by the Company and applicable employee.
- **Waiting period:** There is no waiting period. Service is credited immediately upon the employee's rehire as a regular, full-time employee or regular, part-time employee.
- **Amount reinstated:** The full term of the employee's most recent period of prior service with the Company will be reinstated on the first occasion of rehire with the Company that satisfies the requirements of this policy.
- **Country Transfers:** The employee's continuous service with the Company, without regard to

country work location, is considered as Company service.

The Company's interpretation of this Bridging of Service policy shall be final and binding on all persons.

**SABBATICAL ENTITLEMENTS FOR REHIRED EMPLOYEES:**

- **Previous Sabbaticals Taken:** An employee who became eligible and took his/her sabbatical prior to termination is eligible for sabbatical upon his/her rehire by the Company, when he/she completes the service requirements for the next five-year increment of eligibility. The bridging of service guidelines for calculation of service credit apply, as defined above.
- **Previously Forfeited Sabbaticals:** An employee who became eligible and did not take his/her sabbatical prior to termination is not eligible to have his/her sabbatical reinstated upon his/her rehire to the Company. Such employee will be eligible for sabbatical when he/she completes the service requirements for the next five-year increment of eligibility. The bridging of service guidelines for calculation of service credit apply, as defined above.

**TRANSFERS FROM EBAY INC. AT TIME OF SPIN-OFF:**

An individual who transferred from eBay Inc. or its subsidiaries ("eBay") to the Company at the time of the spin-off of PayPal from eBay (i.e., July 17, 2015) (the "Spin-Off") may be given service credit for his/her prior service with eBay for purposes of Company Benefits.

**EMPLOYEES HIRED FROM EBAY:**

Subject to the "Amount reinstated" provision above, an individual who is hired from eBay may be given service credit for his/her prior service with eBay prior to the Spin-Off for purposes of the Company Benefits if:

- **Minimum prior eBay service:** The employee completed at least one year (12 months) of continuous employment with eBay prior to the Spin-Off; and
- **Maximum service break:** No more than two years (24 months) have elapsed between the end of the employee's prior employment with eBay or the date of the Spin-Off (whichever is earlier) and the employee's date of hire with the Company.
- **Amount reinstated:** If eBay has reinstated prior service pursuant to eBay's Bridge of Service Policy, the employee shall not be given service credit for his/her prior service with eBay prior to the Spin-Off pursuant to this policy.

**PAYPAL EQUITY:**

For the avoidance of doubt, this policy does not apply for purposes of determining an employee's vesting, eligibility or level of participation for any Company equity awards.

**CHANGES TO THIS POLICY:**

The Company reserves the right to revise, supplement, amend, or rescind this policy at any time as it deems appropriate in its sole and absolute discretion, with or without notice.