



Rest. Relax.  
Recharge.

# YOUR BENEFITS SUMMARY

PayPal Ireland – Full Time Employees

# HEALTH & WELLNESS

## Medical Outpatient

- General practitioner: 30 Eur per visit, 30 visits, Online GP Service (full cover) and 24 hour Nurseline
- Consultant visits: 75 Eur per visit, 25 visits
- Pre- and post-natal care (combined visits in the year of the birth): €500
- Maternity & Baby bundle – 75% to €500 max

### Vhi Paediatric Clinic

- Initial Consultant consultation 75%
- Follow up paediatric treatment and services after this consultation including lactation consultant, dietician, ultrasound, blood tests and x-ray - 50% of total costs
- Paediatrician benefit in addition to the Vhi paediatric clinic benefit listed above – 1 visit in the year of the birth - €75

### Vhi SwiftCare

- Consultant consultation (orthopaedic, oral maxillofacial & sports medicine) 75% cover
- Dental practitioner – 25 visits @€30 per visit
- Physiotherapist – 25 visits @€30 per visit

- Travel vaccination: up to €100 per year
- Health Screening: 50% every 2 years
- STI Screening - €100 per year
- Fitness screening, carried out in the Sports Surgery Clinic, Santry – full cover every 3 years
- Out-patient policy limit: up to 3,200 Eur per member per year, with 1 Eur annual excess per member per year
- Visioncare
- Fertility benefits
- Second Opinion Service
- Child Developmental Assessment - €250 per lifetime

## Medical Inpatient

- Public hospitals (day care, side room, semi-private and private accommodation) : full cover
- Private hospitals and treatment centers: up to full cover, with 75 Eur hospital excess per claim (except maternity and certain cancer treatments)
- In-patient psychiatric cover 100 days
- Day care psychiatric treatment for approved day care programmes
- In-patient treatment for alcoholism, drug or other substance abuse in any 5 year period - 91 days
- Out-patient mental health therapy - 12 visits in an approved out-patient mental health centre - €75 per visit

- Clinical Psychologist – 12 visits €30
- Psychotherapy and Counselling - 7 visits - €45 per visit
- Child counselling - 8 visits €30 per visit

Dental	Dental practitioner: 30 Eur per visit, 25 visits for routine dental treatment. Up to 450 Eur per year for emergency dental treatment
Vision	Eye tests and glasses/contact lenses: 150 Eur in each 24 month
Employer Contribution	Cost paid by the company: 1,467.51 Eur gross per adult 438.34 Eur gross per child under the age of 18 508.90 Eur gross per young adult aged 18-20
Expert Medical Opinion (Advance Medical)	All eligible employees have access to Expert Medical Opinion (EMO), a free service that offers support to help you make fully informed decisions about care and treatment plans. EMO services are offered through Advance Medical, a global health care service.
Employee Assistance Program	Counseling and consultation services designed to help employees and family with a wide range of personal, emotional or financial issues.
Support for new parents	<ul style="list-style-type: none"> <li>• Cleo App helps you build confidence as a new parent with personalized support of a Cleo coach and educational programs</li> <li>• Rethink gives you award-winning, research-based resources, training, and support for a child with learning or behavioral challenges</li> </ul>
Manage Stress	<ul style="list-style-type: none"> <li>• meQuilibrium is a resilience-building app designed to help you build the mental and emotional strength to face each day with confidence.</li> </ul>





## FINANCIAL SECURITY

### Employee Stock Purchase Plan (ESPP)

A voluntary program which provides eligible employees the opportunity to buy shares of PayPal Common Stock at a discount of 15% from the market price on the Purchase Date.

Employees are eligible to contribute between 2% to 10% of their after-tax payroll deductions to purchase shares in this program.

### Retirement Benefits

PPSA

### Employee Contribution

Employees can make voluntary pre-tax contributions up to the following annual limits:

- Age 30: 15% of earnings up to salary cap
- Age 30 - 39: 20%
- Age 40 - 49: 25%
- Age 50 - 54: 30%
- Age 55 - 59: 35%
- Age 60+: 40%

### Employer Contribution

The company will match employee contributions up to 7% of base salary

### Life

4 times annual base salary

### Short-term and Long-term Disability

100% of gross salary, less State Social Welfare, payable for up to 26 weeks

### Employer Contribution

The company pays 100% of the premium for employee coverage.

### Business Travel Insurance Policy

Accidental death: The lesser of:  
(i) 5 times annual base pay; or (ii) USD \$1,000,000  
Employees and accompanying dependents while traveling on company business outside the country where they normally work are eligible to receive:

- Out-Of-Country Medical coverage up to USD 350,000 per trip per person subject to a USD 50 deductible per incident.
- Out-Of-Country Lost/Stolen Baggage coverage up to USD 500 per item and limited to USD 1,000 per incident.

Employee Relief Fund:

Our employees are our family, and we support each other and our overall wellness in good times and through difficult situations. This is why we have established the PayPal Employee Relief Fund (the “Fund”), which provides assistance to our employees who are facing financial hardship immediately after an unforeseen, life-altering personal hardship.



## EVERYDAY LIVING

Public Holidays	10 public holidays a year in line with statutory provision To view the full list of Public holidays, please refer to <a href="https://www.paypalbenefits.com/ire/everyday-living/time-off">https://www.paypalbenefits.com/ire/everyday-living/time-off</a>
Wellness days	6 companywide wellness days in 2021 For more details, please refer to HR HUB Time Off & Leaves
Paid Time Off (PTO)	Accrual of 18 hours per month / 216 hours per year
Sabbatical	After 5 years of service, employees are eligible for 4 weeks of sabbatical (paid time off).
Bereavement Leave	1-20 days of paid time off depending on relationship with the deceased.
Maternity Leave	Employees with one year or more of continuous employment with the Company: 100% of base salary, including the state maternity benefit up to 26 weeks. Employees with less than one year of continuous employment with the Company: state maternity benefit only, up to 26 weeks Employees are eligible to take unpaid leave for up to 16 weeks.
Paternity Leave	2 weeks leave is granted to employee within 6 months of the birth or placement of their child Employees with one year or more of continuous employment with the Company: 100% of base salary, including the state paternity benefit Employees with less than one year of continuous employment with the Company: state paternity benefit only
Parent's Leave	5 weeks leave is granted to employee within the first year after the birth or placement of the child. Employees with sufficient amount of Social insurance (PRSI) contributions are also eligible for State Parent's Benefit during the Parent's Leave.

Parental leave	Up to 26 weeks unpaid leave if the child is under 12 years old; or up to 16 years old with disabilities or long-term illness
Bonding Leave:	Up to 6 weeks of leave paid at 100% of salary (including statutory leaves) to be taken within the first year after birth, adoption, or placement
Other Leaves	<ul style="list-style-type: none"> <li>• Personal leave: Allows employees with over 1 year of service to apply for up to 240 hours unpaid leave in an 18-month period. The policy is designed to benefit those who are faced with personal obligations that are not covered under current legislation</li> <li>• Carer's leave: Employees with at least one year of continuous service are entitled to take up to 104 weeks of unpaid leave to take care of a relevant person who is deemed to be in need of full-time care and attention by a deciding officer of Department of Social Protection</li> </ul>
Restaurant	Subsidized staff restaurant and coffee dock
Gym	Fully equipped gym with a fitness instructor on-site and a number of classes available
Financial planning skillset training:	Training is provided to all employees in order to build financial health, and to provide support on big financial decisions or other financial challenges.
Employee Discounts	All employees in Dublin and Dundalk have access to the PayPalPerks employee discounts platform: <a href="https://ppperks.gpe-benefitshub.ie/login">https://ppperks.gpe-benefitshub.ie/login</a>
Cycle Scheme	The Bike to Work scheme allows employees to purchase a bike and associated equipment through salary sacrifice. Payment for the bicycle comes out of gross salary, so employees benefit from a cost saving, as you are not liable for tax, PRSI or the Universal Social Charge on your repayments
Part-time	Employees working a part time schedule will remain eligible for full benefits.

**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. Time-off benefits differ for employees falling under the applicable Collective Bargaining Agreement. 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.