

## Welcome to PayPal!

We're dedicated to providing comprehensive, competitive and cost-efficient benefits that allow you to meet your personal and family needs. Our benefits are designed with you in mind...to help you stay healthy, provide income protection should you become ill or injured, help with your retirement savings, and allow you to enjoy some time off. As a new hire, there are several resources available to help educate you on our benefit programs and guide you through the process. Please refer to the resources below for more information.

Action	Where to go...	Start	Deadline	Additional Information
<b>Review:</b> PayPal Benefit Plans	<ul style="list-style-type: none"> <li>Visit <a href="http://www.paypalbenefits.com">www.paypalbenefits.com</a></li> <li>Search <b>Benefits</b> on The Bridge</li> </ul>	Now	Ongoing	You can view/print the Summary of Benefits, access the Medical Plan Cost Estimator tool, and watch videos on PayPal's benefits programs directly from these sites.
<b>Pick Up</b>	<ul style="list-style-type: none"> <li>Insurance Contact Card</li> <li>2016 Summary of Benefits</li> </ul>	Now	None	Make sure you have one of these so you have important group numbers until your plan ID cards arrive at home.
<b>Watch:</b> Benefits Orientation	<ul style="list-style-type: none"> <li>Watch a video describing your PayPal benefit options and any actions you may need to take</li> </ul>	Now	31 days from date of hire	Video available at <a href="http://www.paypalbenefits.com">www.paypalbenefits.com</a> or on the Bridge, under Benefits.
<b>Enroll:</b> Enroll in your Health Benefits with Aon Hewitt, Your Benefits Resources (YBR)	<ul style="list-style-type: none"> <li>Visit <b>MyHR</b> on The Bridge <ul style="list-style-type: none"> <li>Under "<b>Quick Links</b>" on the left, select the first option for "Hewitt Your Benefits Resources (YBR)".</li> </ul> </li> <li>Online <a href="http://www.ybr.com/benefits/paypal">www.ybr.com/benefits/paypal</a></li> <li>Call YBR at 844-474-6641</li> </ul>	Monday following your date of hire	31 days from date of hire	<ul style="list-style-type: none"> <li>You must take action even if you want to waive coverage.</li> <li>If you do not take action within 31 days you will automatically be enrolled in the Blue Shield of California PPO 300 medical plan, Delta dental and VSP vision plans with employee only coverage.</li> <li>Upon enrollment, you'll receive ID cards for the medical/prescription and dental plans within two weeks at your home address.</li> <li>You'll have the opportunity to make changes each year during annual enrollment. After your 31-day new hire enrollment window, changes are only allowed during the year if you have a qualified family status event, like getting married or having a baby.</li> </ul>
<b>Enroll:</b> Enroll in the 401(k) Savings Plan with Charles Schwab	<ul style="list-style-type: none"> <li>Online <a href="http://www.schwab.com/workplace">www.schwab.com/workplace</a></li> <li>Call 1-800-724-7526</li> <li>Access Your Account: <ul style="list-style-type: none"> <li>Your initial User ID is your Social Security Number</li> <li>Your unique Personal Identification Number (PIN) is initially defaulted to your four digit Month and Date of Birth</li> </ul> </li> </ul>	Thursday following your date of hire	You can enroll and make changes to your account at any time.	<ul style="list-style-type: none"> <li>Contributions will be made in the next applicable Payroll cycle.</li> <li>If you have contributed to another 401(k) plan this year, notify PayPal's Payroll Dept. with the following: <ul style="list-style-type: none"> <li>"In calendar year 2016, I have participated in another company's 401(k). I've contributed \$_____ to the pre-tax and Roth options and \$_____ to the catch-up".</li> </ul> </li> <li>Submit your request through the Payroll web form. Visit MyHR and click on MyPay. The web form option will be on the left-hand side of the page.</li> </ul>

If you have any questions, search "Benefits" on The Bridge, visit MyHR Online, or call MyHR at 1-855-489-0343.