



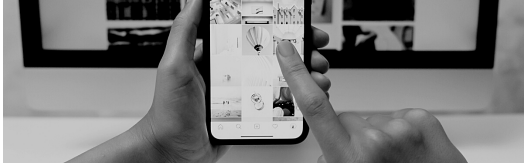
2022

# Company Profile

Women's Power & Influence Index (1.0)

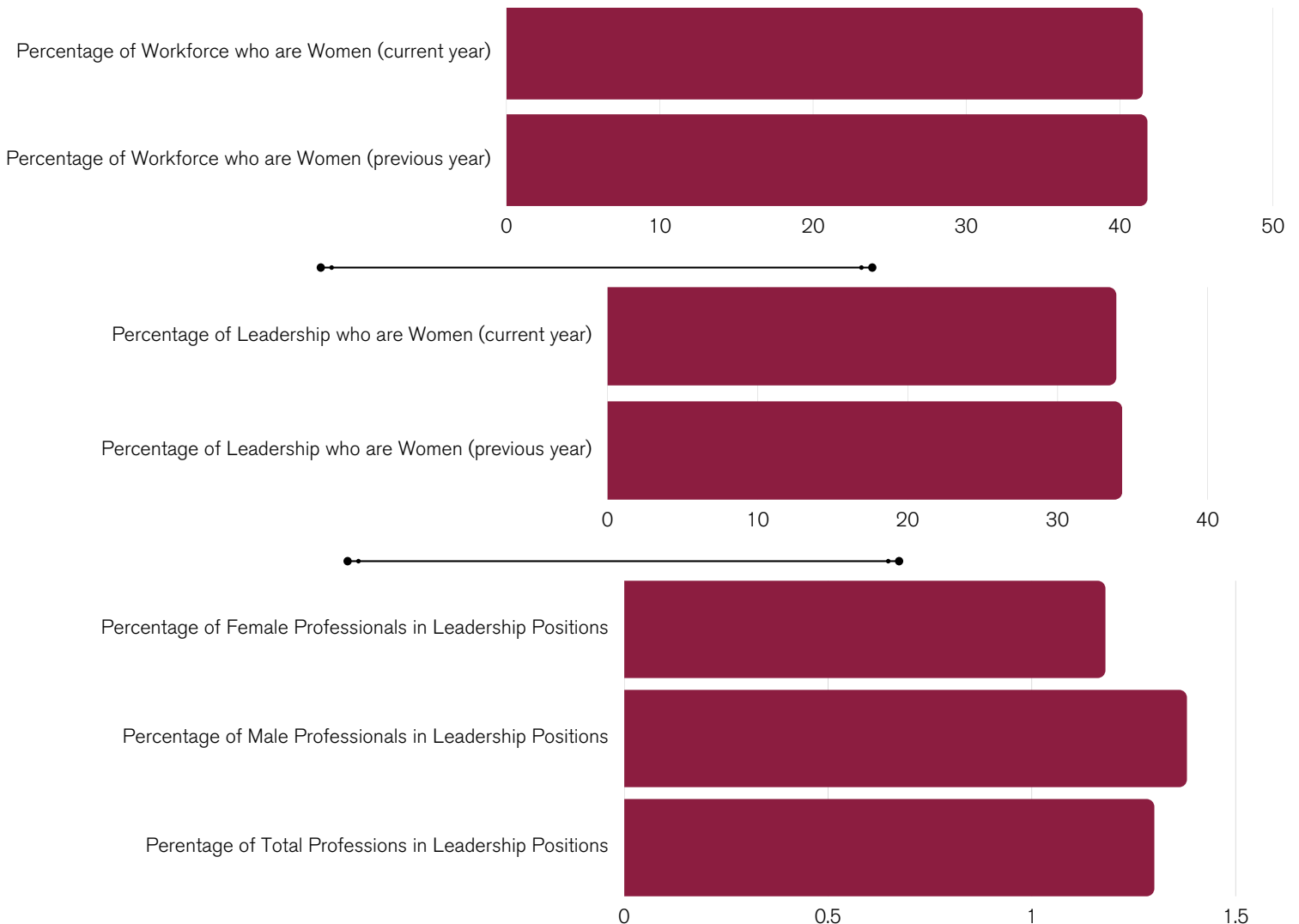


Arizona State University



PayPal, a financial technology company, has been ranked as a **TRAILBLAZER** based on the criteria used for the Women's Power and Influence Index. PayPal is committed to eliminating the gender pay gap, and currently, their female employees start at a median base pay of 101% of what men receive in the same job. PayPal offers mentorship opportunities and professional development through their Women's Resource Groups. PayPal is committed to recruiting and hiring a diverse workforce, there is no specific reference to gender. Based on the most recent Equal Employment Opportunity (EEO) data, 34% of its executives are women, and 42% of the workforce is female. PayPal offers backup childcare, 26 weeks of maternity leave, two weeks of paternity leave, and fertility benefits. PayPal is involved in community engagement programs such as Black Girl Ventures, a way to help women grow their businesses through mentorship. PayPal also offers a Recharge program, where women who have been out of the workforce can regain skills and enter the technology industry. We could not find any information regarding harassment and discrimination training.

## Workforce Profile



Binary scores are calculated as 1, 0.5, or 0.

- 1 indicates that all information for this category was met and made readily available to the public.
- 0 indicates that information for this category was not readily available to the public.

## Compensation

### Pay Gap

### Pay Gap Score

1

#### *Existence of policy to address the gender pay gap*

"Maintaining 100% pay equity among peers in salary and bonuses globally for women and men, as well as U.S. ethnic pay equity through assessments at least annually. We also conducted a review of median pay equity across these same cohorts. We found the median base pay of women is 101% of the median pay of men in the same job."

Ref: pg 23, PayPal 2020 Global Impact Report

## Career Growth

### Professional Development

### Professional Development Score

1

#### *Existence of professional development programs geared towards female employees*

"Empowering women employees Unity, our women's ERG, empowered and provided professional development resources for women in technology, including a sponsorship program for emerging talent that provides coaching, leadership development and advocacy for women across PayPal."

Ref: pg 24, PayPal 2020 Global Impact Report

### Mentorship

### Mentorship Score

1

#### *Existence of formal mentoring programs to facilitate advancement of careers of female employees*

"Facilitating strong mentoring relationships and personal development"

Ref: pg 2, PayPal Resource Groups

## Recruitment Efforts

## Recruitment Efforts Score

### *Written commitment to attracting women to open positions*

0.5

"We strive to attract, develop, retain, and invest in a diverse global workforce."

Ref: pg 1, PayPal Diversity, Inclusion, and Belonging

## Work-Life Balance

### Childcare Benefits

### Childcare Benefits Score

#### *Existence of childcare subsidies and support*

1

"Throughout 2020, we continued to identify opportunities for additional flexibility and support as our employees navigated the impacts of COVID-19. In addition to the comprehensive leave and benefits provided prior to the pandemic...provided back-up child and elder care support in the U.S., the U.K. and India."

Ref: pg 22, PayPal 2020 Global Impact Report

### Caregiver PTO

### Caregiver PTO Score

#### *Availability of paid caregiver leave in excess of government mandates*

1

"Maternity leave

Expectant mothers are eligible for 26 weeks of paid maternity leave.

Paternity leave

As a new father, you can receive 2 weeks of paid paternity leave to be with your family. Take within 6 months of the birth or adoption of a child 12 years old or younger."

Ref: PayPal Time off and leaves of absence

### Health Benefits

### Health Benefits Score

#### *Existence of female oriented health benefits*

1

"PayPal offers fertility benefits through Progyny."

Ref: PayPal Fertility Benefits

## External Stakeholder

### Community Engagement

### Community Engagement Score

1

#### *Organizational support of initiatives that drive gender equality and women's empowerment in the community*

"We launched a partnership with Black Girl Ventures to foster community, capital and capacity building for Black women entrepreneurs. Approximately 100 PayPal employees volunteered over 200 hours to help Black women scale their businesses through mentorship and coaching."

Ref: pg 27, PayPal 2020 Global Impact Report

## Inclusive Culture

### Gender Equality Program

### Gender Equality Program Score

1

#### *Additional Programs that promote gender Equality within the Industry or the company*

"Keeping and supporting women in technology is important to us, so we're offering new ways to attract and train talent."

At PayPal, we are rethinking how to provide diverse solutions to real-world challenges. Through the Recharge program, we encourage skilled technologists who have taken a career break for personal or family reasons to feel equipped to return to the workforce. There are two ways to participate in Recharge. One path is through the 16 week paid program, and the second is through a bootcamp. Recharge is designed to increase our inclusive technology workforce, while also giving individuals who want to return to work an opportunity to expand their experience and network."

Ref: pg 1, PayPal Recharge

## Harassment Policy

## Harassment Policy Score

1

***Explicitly defined policies against sexual harassment and existence of anti-harassment policies that address verbal, physical, sexual and psychological harassment and violence***

"We are committed to taking necessary steps to prevent discrimination or harassment, including thoroughly investigating all reports of discrimination or harassment and promptly correcting discrimination or harassment that has occurred. Speak up if you suspect discrimination, harassment, or other inappropriate workplace behavior."

Ref: pg 16, PayPal Code of Conduct

## Harassment and Discrimination Training

## Harassment & Discrimination Training Score

0

***Existence of policies mandating discrimination and sexual harassment training***

Information related to this criterion could not be found.