



USD

BASE PAY ADJUSTMENT

3,000

3.18% increase

James Mark (00283883)

Dear James,

June 24, 2021

It is my pleasure to inform you that you have received a pay increase of 3.18%, effective July 1, 2021. Congratulations!

As a reminder, your base pay is part of your total compensation and is based on factors such as market data and the scope of your role. Please see the compensation summary below for information regarding your compensation.

### Your Compensation Summary (USD), Effective July 1, 2021

BASE PAY	BONUS TARGET	TOTAL TARGET COMPENSATION
97,200	10%	106,920
94,200 Currently	10% Currently	103,620 Currently

*Target values shown are estimates. For full details on your bonus plan, please refer to the plan document.*

Thank you for your ongoing contributions. We have exciting opportunities ahead of us, and I look forward to working together to bring the best of PayPal to our customers.

Jerome Knapp  
Manager, Software Development 2