



New Grad - Lump Sum

Stripe Relocation Benefits



- At a Glance** 2
- Getting Started** 3
 - Supporting Your Relocation 3
 - Program Eligibility 3
 - Program Guidelines 4
- Working with Bristol** 4
- Your Relocation Benefits** 5
 - Immigration 5
 - Relocation Lump Sum 5
 - Tax Assistance & Information 6

At a Glance

This section is intended to give you a quick overview of the content in this document. Please make sure you read the policy in its entirety for the full details in each section.

Section	Description
Getting Started	
<u>Supporting Your Relocation</u>	<p>Stripe's relocation program is rooted in our desire to ease your transition and set you up for success in your new location!</p> <p>A relocation involves many individual situations; therefore, no policy can be all-inclusive. Please make sure you review this policy document in its entirety and let us know if you have any questions!</p>
<u>Program Eligibility</u>	<p>If you are eligible for relocation benefits, your spouse or domestic partner and dependent family[0] who reside with you will also be eligible.</p> <p><i>[0] Domestic workers, parents, and other adult family members over the age of 19 do not qualify as dependents.</i></p>
<u>Program Guidelines</u>	<ul style="list-style-type: none"> • Assistance will be suspended if your relocation is canceled for any reason. • It is expected that all employees and their dependents will conduct themselves and their business dealings in a manner consistent with Stripe's established guidelines. • Stripe reserves the right to terminate, amend, or revise this policy at any time, with or without notice to the employee. • All employees who receive relocation support are encouraged to complete the Relocation Survey sent at completion of the relocation.
Stripe's Relocation Management Company	
<u>Working with Bristol</u>	<p>Stripe partners with <u>Bristol Global Mobility</u> (Bristol), a full-service relocation management company headquartered in Phoenix, Arizona to manage and facilitate company sponsored relocations.</p>
Your Relocation Benefits	
<u>Immigration</u>	<p>Work permits/residency for employee; dependent residence visa/permits for family.</p>
<u>Relocation Lump Sum</u>	<p>Stripe will provide a Relocation Lump Sum in the amount listed on your offer letter to be paid through Bristol.</p>



Tax Assistance

These relocation benefits are treated like income. To help offset the cost of the taxes on relocation benefits, Stripe will “gross up” this assistance. (Technical term is called “inverse supplemental method”)

Getting Started

Supporting Your Relocation

On behalf of Stripe's Talent Mobility team, congratulations on your offer to join Stripe! We know that moving to a new location takes a village! As such, Stripe's relocation program is rooted in our desire to ease your transition. That's why our New Grad Lump Sum Relocation Policy is designed to facilitate your move and support you during the relocation process. Through Stripe's partnership with Bristol Global Mobility (Bristol), you will have access to the highest-quality relocation services and technology.

Relocation involves many individual situations; therefore, no program can be all-inclusive. It is important that you read this policy in its entirety. Please note that any additional expenses incurred in excess of your Relocation Lump Sum amount will be your responsibility.

Program Eligibility

Whether you're relocating by yourself or with your dependent family members^[0], we've got you covered! Your eligibility was determined with your recruiter during your offer process^[1].

Please keep in mind that relocation benefit repayment terms were included in your Employment Offer/Letter as a prerequisite to qualify for Stripe's New Grad Lump Sum relocation benefit. Under the terms of the agreement, you will be required to repay a portion of the lump sum if you voluntarily terminate your employment with Stripe or are terminated by Stripe for Cause (as determined by Stripe in its sole discretion) on or before the one (1) year anniversary of your Start Date. Please refer to your Employment Offer/Letter for more details.

Please note: *If a family member that lives with you is employed by Stripe and is asked to relocate by Stripe, only one set of benefits will be provided to the employee.*

[0] Domestic workers, parents, and other adult family members over the age of 19 do not qualify as dependents.

[1] If your circumstances change, please let your recruiter know as soon as possible.

Program Guidelines

- Assistance will be suspended if your relocation is canceled for any reason.
- It is expected that all employees and their dependents will conduct themselves and their business dealings in a manner consistent with Stripe's established guidelines, as defined in the



Employee Handbook. Stripe will not be responsible for behavior or events outside of these standards.

- Stripe reserves the right to terminate, amend, or revise this policy at any time, with or without notice to the employee. Neither this guide nor Stripe's relocation practices is intended to create a contract of employment for a definite term or under specific conditions.
- We want to hear from you! All employees who receive relocation support are encouraged to complete the Relocation Survey sent at completion of the relocation to ensure Stripe can review, monitor, and improve relocation service support and the effectiveness of the benefits provided. Your feedback is greatly appreciated and we'd love to hear from you about your relocation experience.

Working with Bristol



[Bristol Global Mobility](#) (Bristol) is a full-service relocation management company headquartered in Phoenix, Arizona. We know that there are many moving parts when relocating to a new location, this is why Stripe partners with Bristol who provides services in over 180 countries through their 2,000+ network suppliers.

Your lump sum will be managed by Bristol's Associate Mobility Advisor team and will be largely self-serve. You will receive access to Bristol's MEE Portal which will allow you to:

- Enter your banking details to coordinate your lump sum payment.
- Find providers for services such as household goods shipments, etc.
- Access a robust library of move-related articles, checklists, websites, and other resources to learn more about your new city.
- Communicate with a member of Bristol's team if you need any additional guidance.

Please make sure you keep an eye out in your inbox for Bristol's introduction comms and secure portal set up!

Your Relocation Benefits

Immigration

Stripe partners with an external immigration partner to provide support and assistance in obtaining the necessary visas and work permits for you and your accompanying dependents (as necessary).

Because of the sensitivity of company information that must be included in immigration petitions and the need to manage company compliance, all work permit requests and permanent residence applications that require Stripe sponsorship must be handled by the Stripe Talent Mobility team and through our exclusive authorized external immigration partner.

You should not retain personal attorneys or firms to consult, prepare, review, or file immigration petitions or applications on behalf of Stripe. Our immigration partner will guide you through every step of your immigration journey and help you seize your global opportunities, maximize your options, and minimize risk to you and the company.

Relocation Lump Sum

To assist you with your move related costs, Stripe will provide a Relocation Lump Sum in the amount listed on your offer letter to be paid through Bristol. You will receive the full net amount. You are not required to submit original receipts or a reimbursement request for this allowance. However, you should keep all receipts for your personal tax records. The following are examples of expenses associated with your relocation for which you may choose to utilize this Relocation Lump Sum (but are not limited to):

- Transportation of your household goods and vehicle(s)
- Pet transportation, pet carriers, pet boarding, veterinary expenses, etc.
- Connecting and disconnecting utility services
- Final move transportation and expenses for you and your dependents
- Vehicle registration, title, sales and transfer tax, and driver's license fees
- Rental search assistance, broker's fees, and rental deposits
- Temporary housing in the destination location
- Telephone and utility installation charges and deposits
- School search assistance, registration, and application fees
- Miscellaneous expenses associated with your relocation



Tax Assistance & Information

Most of the reimbursements made to you, or expenses paid on your behalf, are considered taxable income to you.

For this reason, Stripe will provide tax assistance, also known as gross-up (technical term is called “inverse supplemental method”), to help reduce the tax liabilities incurred as a result of your relocation. This tax assistance is not required by law, may not offset your entire tax liability, and you will be responsible for any remaining taxes that result from your relocation.

Disclaimer: It is strongly recommended that you consult with a tax advisor to understand your personal tax obligation.

You will not receive a check for the gross-up, as the benefit is paid directly to the appropriate taxing authorities and will be reported on your payroll statement.

Note: Since some relocation reimbursements are treated as income, your statement of earnings may show an increase in your gross income and taxes, which may result in a tax bracket change.

The Company does not cover any additional tax deductions and/or change in credits that occur because of your relocation.