



Voluntary Separation Questions & Answers

GENERAL

Q. Will I be eligible for rehire?

A. You may apply for re-employment at any time and will be considered with others who also apply for employment at that time. However, the Company has no obligation to rehire you in the future.

Q. Will I be eligible to receive unemployment?

A. Eligibility varies from state to state and from unemployment office to office. The specifics of the timing and eligibility of benefit payments are determined by each state. You will need to contact the local branch of your state unemployment agency to determine eligibility requirements.

Q. What information will be supplied by eBay to potential employers?

A. eBay will respond to those reference check inquiries by contacting The Work Number at www.theworknumber.com or calling 1-800-367-5690. The Work Number will confirm only dates of employment, positions held, and full-time or part-time status.

Q. Will I receive a payment for my unused PTO?

A. Yes, your unused PTO will be paid to you in your final paycheck. PTO will be paid at your base rate and taxed as supplemental earnings.

Q. How will I be reimbursed for any outstanding business expenses?

A. Accounts Payable will reimburse all authorized expenses according to its regular business practice. We ask that all approvals and supporting documents be submitted before your last day of employment. Your reimbursement could be sent as a physical check so please verify your mailing address on file is correct.

Q. If I am currently enrolled in a pre-approved course, but have not yet completed the course and/or submitted grades or course completion documentation for reimbursement, will I be reimbursed?

A. Your reimbursement will be honored consistent with the educational reimbursement guidelines. You should submit all required documentation of course completion and dollars spent and submit to:

eBay Inc. Attn: People Experience
583 W eBay Way
Draper, Utah 84020

PAYCHECKS

Q. When will I receive my final regular paycheck?

A. You will receive your final paycheck in accordance with state law; your final paycheck will be calculated at the base rate and taxed at the W4 rates. PTO will be paid at your base rate and taxed as supplemental earnings. Final checks will be direct deposit. ESPP current plan contributions will be refunded, if applicable. All voluntary deductions (including 401(k) contributions) and garnishments will be taken from your final paycheck.

Q. How do I access the ADP Payroll WorkCenter?

A. Use the following steps to access your account:

1. Open the Payroll WorkCenter web site (<https://prwc.adp.com>)
2. Click First Time Users Register Here (under the Information center box)
3. Enter registration code: EBAY-123456
4. Verify your identity: enter your name, Social Security number and Date of Birth, then click next
5. Enter your contact information: enter your email address and click next (if your email address is pre-populated, enter it exactly as shown in ALL CAPS)
6. Enter your security information: select your security question, enter your answers, and then click next
7. View your ADP services User ID - your User ID will be displayed
 - a. Create your password and click submit (you'll need to use your User ID and Password every time you log on to ADP services)
8. Select Close to exit
9. Next time you access your account, select Log In (under the Payroll WorkCenter Users box) and use your User ID and Password.

EMPLOYEE STOCK PURCHASE PLAN (ESPP), STOCK OPTIONS AND RSUs

Q. Upon separation, what happens to my ESPP contributions?

A. Any unused contributions will be refunded to you in your final paycheck.

Q. What happens to my ESPP shares I have purchased?

A. Any eBay shares acquired through prior purchase periods will not be affected by your withdrawal or termination from the ESPP. You own those shares outright and they will remain in your E*Trade Stock Plans accountⁱ. You can access them by logging into your [E*TRADE account](#) or by contacting [E*Trade customer support](#). If you have transferred your shares to an account outside E*Trade, you will need to contact your broker for this information.

Q. How can I view my current stock options or RSUs?

A. You can view your stock options and RSUs online in your E*TRADE account under the Employee Stock Plans tab. Simply make sure your E*TRADE account is activated. You may also access this information by contacting [E*Trade customer support](#).

Q. If I am rehired, will my service be "bridged" for Stock Options or RSUs?

A. No. All unvested stock options or RSUs are canceled at the time of separation and are not reinstated upon rehire.

Q. If my mailing address changes and I update my record at eBay, will my broker be notified of the address change through eBay?

A. No. You must contact your broker to update your home address and e-mail address directly with them.

Q. How will I be affected by eBay's closed trading windows?

A. Unless you are otherwise notified you will not be subject to eBay's closed trading window following your separation date. However, you will still be subjected to all SEC trading requirements.

BENEFITS

Q. What happens to my benefits at separation?

A. Life, Accidental Death & Dismemberment, disability insurance, Cleo, Grand Rounds, Grokker, Robin Care and Vida will end on your separation date. If you have an open case with Cleo, Grand Rounds or Robin Care prior to separation, you can continue with the program until the case is closed. Medical, dental, vision, flexible spending accounts (FSA), employee assistance plan (EAP) and Progyny benefits continue until the end of the month in which you terminate. Please review the separate 2020 Benefits Summary sheet for more information.

Q. Can I make a change in benefits coverage before the separation date?

A. You cannot make a change unless you experience an approved family status change such as marriage, divorce/legal separation, commencement or separation of a domestic partnership, death of spouse, domestic partner or child, birth or adoption of a child, or separation of your spouse's coverage or employment.

eBay 401(k) Plan

Q. Can I continue to contribute to my eBay 401(k) Plan after my separation date?

A. No. Participation is limited to active employees. Refer to the enclosed 2020 Benefits Summary sheet for further information.

MISCELLANEOUS BENEFITS

Q. If I am rehired, will my service be "bridged" for benefits (PTO Accrual & Sabbatical)?

A. It depends on whether you qualify under the Company's bridge of service policy. Generally, you will qualify if you worked at eBay Inc. for at least 12 months and are rehired within 24 months of your separation date.

Q: What happens to my sabbatical eligibility?

A: Eligibility for a sabbatical with eBay will cease on your termination date as this is an eBay provided benefit.

Q. Who do I call if I have benefits related questions?

A. You can refer to the enclosed Benefits Contact Information sheet for benefit plan provider contact information.

ⁱ If you are a PRC national employee based in China you have to sell the shares in your E*TRADE Stock Plan account prior to the last trading day of the third month following termination of active employment with an eBay company.

If the shares have not been sold by such date, E*TRADE will automatically sell all shares on your behalf.