



Separation Resources & Benefits Frequently Asked Questions

GENERAL

Q. Will I be eligible for rehire?

A. You may apply for re-employment at any time. You will be considered with others who also apply for employment at the same 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 reference check inquiries by contacting [The Work Number](#) 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. How do I get a verification of employment?

A. eBay uses [The Work Number](#) for verifications of employment. You may reach The Work Number by 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. Approvals and supporting documents should be submitted in Concur before your access is shut off. If this is not possible, there is a Manual Expense Form located on the [Leaving eBay page](#).

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. Upon course completion, all required documentation along with dollars spent should be entered on the Educational Assistant Program expense [form](#) and sent to:

Attn: People Experience
339 West 13490 South
Draper, UT 84020

IMMIGRATION

Q. Where can I get an Experience Letter?

A. To request an experience letter to support your green card application or for other immigration purposes, email global_mobility@ebay.com.

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. Where can I get my paystubs and a copy of my W2?

A. You can download payroll documents from [Dayforce](#). Instructions on how to access Dayforce under the Payroll category on the Leaving eBay [page](#).

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 the ESPP shares I have purchased?

A. Any eBay shares acquired through prior purchase periods that have vested will not be affected by your withdrawal or termination from the Employee Stock Purchase Plan. You own those shares outright and they will remain in your E*Trade Employee Stock Plans account. You can access your shares at www.etrade.com./stockplans or contact E*Trade at 1-800-838-0908 (Int'l: +1 650-599-0125). 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. In order to access this information, you will need to activate your account at www.etrade.com/activate. You may also access this information by contacting E*TRADE at 1-800-838-0908 or (Int'l: +1 650-599-0125). In addition, eBay will mail a Closing Statement within 14 days of your separation date.

Q. How will a change in my employment status affect stock option vesting?

A. Your vesting will cease on your separation date; however, you may exercise vested options for a specified period following your separation date as described in your Closing Statement. eBay stock options have a 90-day or 3-month exercise period following separation, depending on the terms of your stock option agreement.

Q. How will a change in my employment status affect my RSUs?

A. Your vesting will end on your separation date for your RSUs. Any shares that have already vested are yours and can be held, sold, or transferred through your E*TRADE Stock Plan account. Shares that have not vested will be canceled immediately following your separation date.

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: Medical, dental, vision, flexible spending accounts (FSA), LYRA and Progyny benefits continue until the end of the month in which you separate. After that, you may purchase employee-paid COBRA coverage. COBRA is a U.S. federally mandated program that allows you to keep your same coverage and benefits by purchasing them directly. You can learn more about COBRA by reading the COBRA FAQs located on the Leaving eBay [page](#) and going to ebaybenefits.com.

Life, Accidental Death and Dismemberment, and disability insurance will end on your separation date. Access to Cleo, Teladoc, Grokker, Thrive, Peppy, Galleri and Vida also ends on your last day of employment. If you have an open case with Cleo or Teladoc prior to separation, you can continue with the program until the case is closed. If you have already scheduled a Galleri test, you can take and receive the results of the test. To continue Progyny services, you will need to enroll in the PPO, PPO with HSA, EPO Essentials or Select Health COBRA plans.

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.

Q. Where can I find more information about my benefits coverage?

A. Please go to ebaybenefits.com.

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 Benefits Summary link and 401(k) Cutoff Dates located on the Leaving eBay [page](#).

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. Bridge of Service benefits only apply to PTO rate of accrual and sabbatical eligibility.

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

A. Please refer to ebaybenefits.com.