

Corporate Accountability for Tax Expenditures Act 93-552

Annual Project Progress Reports for 2015

Paypal Inc.

Chicago

I. Development Assistance Agreements Awarded in 2015

	Assistance Amount	Agreement Number
EDGE Tax Credit	0.00	15 ZCA962

II. Organization/Project Site Information

Chief Officer or authorized designee

Don McDaniel

Title

Director, Indirect Tax

Address

2211 N First Street

San Jose, CA 95131

USA

Phone

(408)967-6009

E-mail

donmcdaniel@paypal.com

Standard Industrial Classification Number (SIC#)

7389

North American Industry Classification System (NAICS)

522320

III. Did the recipient's use of the State Funding reduce employment at any other site in Illinois?

No

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IV. Job Creation and Retention Data

Program Type EDGE Tax Credit

Agreement Number 15 ZCA962

Assistance Amount 0.00

Report Header Definitions	
Wages	Average Annual Salary by Classifications
Full-Time	Permanent Full-Time
+/-	Gain or (Loss)

Number of Employees At the Time of Application

Job Classification	Avg Annual Salary	Positions	Full-Time	Part-Time	Temporary
15 - Office Assistant	45879.20	2	2	0	0
17 - Sales Support Associate	58146.42	7	7	0	0
18 - IT Support Specialist	75750.05	2	2	0	0
21 - Risk Analyst	59576.36	22	22	0	0
22 - Ops Support Specialist	67446.75	17	17	0	0
23 - Software Engineer	94733.84	17	17	0	0
24 - Software Engineer	102834.57	23	23	0	0
25 - Product Designer	134420.96	26	26	0	0
26 - Project Manager	174986.40	11	11	0	0
27 - Product Engineering Lead	203275.13	6	6	0	0
28 - Engineering Lead	243500.11	5	5	0	0
20 - Head of Operations	372125.03	1	1	0	0
48 - Vice President	477000.30	1	1	0	0
Totals:		140	140	0	0

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Annual Project Progress Reports for 2015

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Chicago

Number of Employees As of the Date of the Report (12/31/2015)

Job Classification	Avg Annual Salary	Positions	Full-Time	+/-	Part-Time	+/-	Temporary	+/-
15 - Office Assistant	57508.05	2	2	0	0	0	0	0
17 - Sales Support Associate	71406.33	25	25	18	0	0	0	0
18 - IT Support Specialist	80040.04	4	4	2	0	0	0	0
21 - Risk Analyst	49417.99	98	98	76	0	0	0	0
22 - Ops Support Specialist	73013.79	60	60	43	0	0	0	0
23 - Software Engineer	99327.57	46	46	29	0	0	0	0
24 - Software Engineer	117852.79	23	23	0	0	0	0	0
25 - Product Designer	98398.16	11	11	-15	0	0	0	0
26 - Project Manager	114637.38	11	11	0	0	0	0	0
27 - Product Engineering Lead	188304.87	4	4	-2	0	0	0	0
28 - Engineering Lead	155255.41	11	11	6	0	0	0	0
20 - Head of Operations	100524.49	6	6	5	0	0	0	0
48 - Vice President	279999.98	1	1	0	0	0	0	0
Totals:		302	302	162	0	0	0	0

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Annual Project Progress Reports for 2015

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Number of Jobs Stated in the Agreement that would be Created at the Site as a Result of Assistance

Job Classification	Avg Annual Salary	Positions	Full-Time	Part-Time	Temporary
15 - Office Assistant	45879.20	0	0	0	0
17 - Sales Support Associate	58146.42	18	18	0	0
18 - IT Support Specialist	75750.05	0	0	0	0
21 - Risk Analyst	59576.36	108	108	0	0
22 - Ops Support Specialist	67446.75	54	54	0	0
23 - Software Engineer	94733.84	54	54	0	0
24 - Software Engineer	102834.57	36	36	0	0
25 - Product Designer	134420.96	36	36	0	0
26 - Product Manager	174986.40	18	18	0	0
27 - Product Engineer	203275.13	18	18	0	0
28 - Engineering Lead	243500.11	11	11	0	0
29 - Head of Operations	372125.03	6	6	0	0
48 - Vice President	477000.30	1	1	0	0
Totals:		360	360	0	0

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Number of Jobs Stated in the Agreement that would be Retained at the Site as a Result of Assistance

Job Classification	Avg Annual Salary	Positions	Full-Time	Part-Time	Temporary
15 - Office Assistant	45879.20	2	2	0	0
17 - Sales Support Associate	58146.43	7	7	0	0
18 - IT Support Specialists	75750.05	2	2	0	0
21 - Risk Analyst	59576.36	22	22	0	0
22 - Ops Support Specialist	67446.75	17	17	0	0
23 - Software Engineer	94733.84	17	17	0	0
24 - Software Engineer	102834.57	23	23	0	0
25 - Product Designer	134420.96	26	26	0	0
26 - Product Manager	174986.40	11	11	0	0
27 - Product Engineer	203275.13	6	6	0	0
28 - Engineering Lead	243500.11	5	5	0	0
29 - Head of Operations	372125.03	1	1	0	0
48 - Vice President	477000.30	1	1	0	0
Totals:		140	140	0	0

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Number of Full-Time Permanent Employees Anticipated To Be Hired at this Site on 12/31/2015

Job Classification	Anticipated Starting Dates	Number of Positions to be Hired in this Category	Average Annual Wage per New Employee	Total New Payroll to be Created
28 - Engineering Lead	7/1/2016	12	\$243,500.00	\$2,922,000.00
20 - Head of Operations	7/1/2016	1	\$372,125.00	\$372,125.00
22 - Ops Support Specialist	7/1/2016	11	\$67,446.00	\$741,906.00
25 - Product Designer	7/1/2016	51	\$134,431.00	\$6,855,981.00
27 - Product Engineering Lead	7/1/2016	20	\$203,275.00	\$4,065,500.00
26 - Product Manager	7/1/2016	18	\$174,986.00	\$3,149,748.00
21 - Risk Analyst	7/1/2016	32	\$59,576.00	\$1,906,432.00
23 - Software Engineer	7/1/2016	25	\$94,734.00	\$2,368,350.00
24 - Software Engineer	7/1/2016	36	\$102,835.00	\$3,702,060.00
24 - Software Engineer	7/1/2016	36	\$102,835.00	\$3,702,060.00
28 - Vice President	7/1/2016	1	\$477,000.00	\$477,000.00
Totals:		243		\$30,263,162.00

Job Creation Data Explanatory Notes

If the change (gain/loss) in the number of full-time permanent employees as of the date of the report plus the number of full-time permanent employees anticipated to be hired after date of the report does not equal the number of full-time permanent employees stated in the Agreement that would be created at the site as a result of the assistance, then please explain why not:

The date that we need to created the required amount of new jobs by is April 22, 2016. The end date for this report is December 31, 2015. We anticipate that we will meet the new jobs requirement by April 22.

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I, Don McDaniel, as the chief officer or authorized designee of the recipient, verify that the information in the progress report contains no knowing misrepresentation of material facts upon which eligibility for development assistance is based. I further certify that, to the best of my knowledge, the recipient is in compliance with the development assistance agreement(s) between, or on behalf of, the recipient and the Illinois Department of Commerce and Economic Opportunity and/or the Illinois Department of Transportation and/or the office of the Illinois State Treasurer

Signature on File

Signature

5/25/2016

Date

Director of Indirect Tax

Title