

Corporate Accountability for Tax Expenditures Act 93-552

Annual Project Progress Reports for 2025

Paypal Inc.

Chicago

I. Development Assistance Agreements Awarded in 2015

	Assistance Amount	Agreement Number
EDGE Tax Credit	4,097,321.27	15 ZCA962

II. Organization/Project Site Information

Chief Officer or authorized designee	Teresa Lynch
Title	Director
Address	2211 N. First St
	San Jose, CA 95131
	United States
Phone	4077259968
E-mail	telynch@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 4,097,321.27

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

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Number of Employees At the Time of Application

Job Classification	Avg Annual Salary	Positions	Full-Time	Part-Time	Temporary
GR17 – (Sales Support Assoc., Customer Solutions, Specialists)	58146.42	7	7	0	0
GR 15 - (Office Assistant)	45879.20	2	2	0	0
GR 18 - (IT Support Specialist)	75750.05	2	2	0	0
GR 21 - (Risk Analyst)	59576.36	22	22	0	0
GR22 – (Ops Support Specialist, Customer Success Mgr, Software Eng 1)	67446.75	17	17	0	0
GR23 – (Software Eng 2, Customer Success Mgr, Tech Supp 2, Product/Program Mgmt)	94733.84	17	17	0	0
GR24 – (Software Eng 3, Product Mgr 3, Data Scientist, Customer Success Mgr)	102834.57	23	23	0	0
GR25 – Mgr Level 1 (IT, Risk), Product Design, Software Eng, Project Mgmt, HR, Customer Success Mgr	134420.96	26	26	0	0
GR26 – (Mgr Level 2 (Finance, IT), Software Eng, Product Mgr, Customer Success Mgr)	174986.40	11	11	0	0
GR 27 - (Mgr Level 3 (Sales, Product Eng Lead, Product Mgmt, Finance, IT, Risk, HR, PR), SW Eng)	203275.13	6	6	0	0
GR 28 - (Director Level (Bus Ops, IT, Marketing, Finance, Legal), Software Eng, Engineering Lead)	243500.11	5	5	0	0
GR 29 - (Director Level 2 (IT, Marketing, Finance, Legal), Head of Operations, S Eng., Product Mgmt)	372125.03	1	1	0	0
GR 3 & 4B (Executives, Vice President))	477000.30	1	1	0	0
Totals:		140	140	0	0

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Number of Employees As of the Date of the Report (12/31/2025)

Job Classification	Avg Annual Salary	Positions	Full-Time	+/-	Part-Time	+/-	Temporary	+/-
GR17 – (Sales Support Assoc., Customer Solutions, Specialists)	91408.42	15	15	8	0	0	0	0
GR 15 - (Office Assistant)	41656.83	1	1	-1	0	0	0	0
GR 18 - (IT Support Specialist)	75750.05	0	0	-2	0	0	0	0
GR 21 - (Risk Analyst)	59576.00	108	108	86	0	0	0	0
GR22 – (Ops Support Specialist, Customer Success Mgr, Software Eng 1)	88116.54	69	69	52	0	0	0	0
GR23 – (Software Eng 2, Customer Success Mgr, Tech Supp 2, Product/Program Mgmt)	108105.10	6	6	-11	0	0	0	0
GR24 – (Software Eng 3, Product Mgr 3, Data Scientist, Customer Success Mgr)	134783.88	210	210	187	0	0	0	0
GR25 – Mgr Level 1 (IT, Risk), Product Design, Software Eng, Project Mgmt, HR, Customer Success Mgr	197841.56	102	102	76	0	0	0	0
GR26 – (Mgr Level 2 (Finance, IT), Software Eng, Product Mgr, Customer Success Mgr)	255548.23	43	43	32	0	0	0	0
GR 27 - (Mgr Level 3 (Sales, Product Eng Lead, Product Mgmt, Finance, IT, Risk, HR, PR), SW Eng)	349220.24	12	12	6	0	0	0	0
GR 28 - (Director Level (Bus Ops, IT, Marketing, Finance, Legal), Software Eng, Engineering Lead)	309593.29	20	20	15	0	0	0	0
GR 29 - (Director Level 2 (IT, Marketing, Finance, Legal), Head of Operations, S Eng., Product Mgmt)	461036.74	8	8	7	0	0	0	0
GR 3 & 4B (Executives, Vice President)	600339.95	4	4	3	0	0	0	0
Totals:		598	598	458	0	0	0	0

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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
GR 15 - (Office Assistant)	45879.20	0	0	0	0
GR17 - (Sales Support Assoc., Customer Solutions, Specialists)	58146.42	18	18	0	0
GR 18 - (IT Support Specialist)	75750.05	0	0	0	0
GR 21 - (Risk Analyst)	59576.00	108	108	0	0
GR22 - (Ops Support Specialist, Customer Success Mgr, Software Eng 1)	67446.75	54	54	0	0
GR23 - (Software Eng 2, Customer Success Mgr, Tech Supp 2, Product/Program Mgmt)	94733.84	54	54	0	0
GR24 - (Software Eng 3, Product Mgr 3, Data Scientist, Customer Success Mgr)	102834.57	36	36	0	0
GR25 - (Mgr Level 1 (IT, Risk), Product Design, Software Eng, Project Mgmt, HR, Customer Success Mgr)	134420.96	36	36	0	0
GR26 - (Mgr Level 2 (Finance, IT), Software Eng, Product Mgr, Customer Success Mgr)	174986.40	18	18	0	0
GR 27 - (Mgr Level 3 (Sales, Product Eng Lead, Product Mgmt, Finance, IT, Risk, HR, PR), SW Eng)	203275.13	18	18	0	0
GR 28 - (Director Level (Bus Ops, IT, Marketing, Finance, Legal), Software Eng, Engineering Lead)	243500.11	11	11	0	0
GR 29 - (Director Level 2 (IT, Marketing, Finance, Legal), Head of Operations, S Eng., Product Mgmt)	372125.03	6	6	0	0
GR 3 & 4B (Executives, 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
GR 15 - (Office Assistant)	45879.20	2	2	0	0
GR17 - (Sales Support Assoc., Customer Solutions, Specialists)	58146.42	7	7	0	0
GR 18 - (IT Support Specialist)	75750.05	2	2	0	0
GR 21 - (Risk Analyst)	59576.00	22	22	0	0
GR22 - (Ops Support Specialist, Customer Success Mgr, Software Eng 1)	67446.75	17	17	0	0
GR23 - (Software Eng 2, Customer Success Mgr, Tech Supp 2, Product/Program Mgmt)	94733.84	17	17	0	0
GR24 - (Software Eng 3, Product Mgr 3, Data Scientist, Customer Success Mgr)	102834.57	23	23	0	0
GR25 - Mgr Level 1 (IT, Risk), Product Design, Software Eng, Project Mgmt, HR, Customer Success Mgr)	134420.96	26	26	0	0
GR26 - (Mgr Level 2 (Finance, IT), Software Eng, Product Mgr, Customer Success Mgr)	174986.40	11	11	0	0
GR 27 - (Mgr Level 3 (Sales, Product Eng Lead, Product Mgmt, Finance, IT, Risk, HR, PR), SW Eng)	203275.13	6	6	0	0
GR 28 - (Director Level (Bus Ops, IT, Marketing, Finance, Legal), Software Eng, Engineering Lead)	243500.11	5	5	0	0
GR 29 - (Director Level 2 (IT, Marketing, Finance, Legal), Head of Operations, S Eng., Product Mgmt)	372125.03	1	1	0	0
GR 3 & 4B (Executives, 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 12/31/2025

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
NONE		0	\$0.00	\$0.00
Totals:		0		\$0.00

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:

We created additional jobs at this location as well as investing additional capital to upfit additional space in the building.

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I, Teresa J. Lynch, 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

5/15/2026

Date

Tax Director

Title