

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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