

# Employee Impact

Our employees drive social impact in communities around the world, and bring to life our mission to democratize financial services.

## Some of the ways our employees are engaged in improving financial health for all

### Skills-based Volunteering: Village Capital

Through our partnership with Village Capital, a nonprofit that trains and funds early-stage fintech startups, employees put their skills to use by mentoring entrepreneurs, providing technical support, and hosting workshops.



**Peter Sanborn**  
Director, Corporate Development

"It's energizing to work with Village Capital's entrepreneurs. There are so many exciting innovations in the pipeline that have the potential to impact the lives of people around the world."

### Immersion Experiences

Through PayPal's Immersion Experiences, employees put themselves in the shoes of people underserved by the traditional financial system to better understand the challenges they face in managing their finances.



**Jenny Delaney**  
Lead Product Manager,  
Consumer Financial Services

"Experiencing their pain points first hand was humbling and frustrating. It has made me more motivated than ever to create better products and experiences that help people access and manage their money."

## KIVA LENDING CAMPAIGN



Kiva is a nonprofit microlending platform that allows people to make small loans to entrepreneurs who don't have access to traditional financing

To celebrate 10 years of partnership, PayPal and Kiva launched a 10 day lending campaign



**150 employee lending leaders**

hosted events at PayPal around the world



**~1500 employees**

made loans to entrepreneurs



PayPal provided each with a **\$25 Kiva credit** to make another loan

## How employees drive impact in the communities in which we work

### GIVE TEAMS

Our GIVE Teams drive positive impact in our local communities by recommending nonprofits for grant support, facilitating fundraising drives, implementing green initiatives, and organizing volunteer activities.

30 GIVE Teams in 17 different countries



### MATCHING GIFTS

Through our matching gifts program, PayPal matches employees' charitable contributions, time spent volunteering, or a combination of the two.



**Up to \$2,500** matched annually per employee



**\$100 is matched** for every 10 volunteer hours



Through Opportunity Hack, employees work with community members to develop solutions to technical challenges facing local nonprofit organizations.

**6 hacks in 3 countries**

**250+ employee participants**

**85 nonprofits**

## TOTAL IMPACT IN 2016

Hours Volunteered:  
**30K+**

Financial Support:  
**\$1.7M**  
(Through GIVE Team grants & the Matching Gifts program)

Nonprofits Impacted:  
**2.1K**