



U.S. Executive Health Program (EHP)

Adobe recognizes the significant role of its executives and offers the [Executive Health Program \(EHP\)](#) to encourage a focus on health and well-being. The EHP provides **U.S. employees in the positions of Director equivalent and above** access to a no cost complete physical examination on an annual basis at approved clinics. This program is not a medical insurance plan.

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When Coverage Begins and How You Enroll

You are eligible to elect this program upon date of hire, or date of promotion, into the eligible job classification. You can elect or waive participation in the Executive Health Program (EHP) on the [Adobe Benefits Enrollment Site](#) when you first become eligible and annually during Adobe's Open Enrollment period. You will receive an EHP card in the mail a few weeks after you enroll. **The ID card indicates "EXECUTIVE PHYSICAL ONLY"**. If you have any questions or need assistance, contact Adobe's Benefits Support Team at 855-898-4218.

Purpose

The Executive Health Program (EHP) is designed for early detection of adverse health conditions and disease through an annual physical exam. **This program is not meant to take the place of the primary family physician or your medical insurance plan.** For continuity of care, you may sign a medical records release form in order for the clinic to share the results of the annual physical with your primary care doctor. Your primary care physician is then able to follow-up from what is discovered from the physical by monitoring health indications and treating medical situations early, as well as prescribing any needed medications. This program is not medical insurance coverage.

What is Covered

The Executive Health Program (EHP) covers an **annual** (generally on a calendar year basis) health risk assessment and physical examination incorporating disease prevention and wellness strategies. The physical examination is covered under this program when you use an approved clinic. (See list of approved clinics below). The physical examination will follow evidence-based medical practices appropriate for the age and gender of the patient. Components of the evaluation will take in family history and include comprehensive laboratory tests, coronary risk factor markers, and cardiac treadmill stress testing with appropriate radiology exams. Full details are available from the clinic.

Treatment or procedures beyond the scope of the EHP for the patient's age and gender, or that which is deemed medically necessary or medically indicated, is not covered by the Adobe EHP and may fall under your medical insurance. You may choose to have them scheduled with the EHP clinic, but the invoices will be billed to your medical plan. You should have the Executive Health Coordinator assist you with pre-authorization under your medical plan. If you are enrolled in an HMO plan (such as Kaiser), your plan may not cover you for services performed outside of the plan's network.

Scheduling an Appointment

Contact an approved clinic directly to schedule an appointment. **See list of approved clinics below.** Every effort will be made to accommodate your request when you call. However, keep in mind there may be

at least a 2-4 week wait. When you check-in at the clinic, be sure to present your Executive Health Program (EHP) card so the clinic can bill appropriately. The front of the ID card indicates "EXECUTIVE PHYSICAL ONLY".

Billing

Approved services under the Executive Health Program (EHP) will be paid by Adobe through an administrative arrangement with Aetna ---just be sure to present your Aetna EHP identification card at the time of service. The front of the ID card indicates "EXECUTIVE PHYSICAL ONLY". In the event you receive a bill, contact the EHP clinic to determine if the services are to be billed to your own medical insurance plan. In addition, services for treatment received after termination of employment, or when you no longer meet the definition of eligibility, are not covered by Adobe.

Approved Clinics

There are currently four (4) approved clinics participating in the Adobe Executive Health Program. If you are a remote employee working outside of the San Jose, San Francisco, Seattle, Lehi or Newton locations, you may wish to take the opportunity and schedule an appointment if you have an upcoming trip.

State	Clinic Location	Clinic Contact Information
California	Sutter Health Executive Health Program (formerly Palo Alto Medical Foundation) 49 Wells Ave. Palo Alto, CA 94301	650-853-2979 EHP@sutterhealth.org https://www.sutteremployer.org/executive-health
Massachusetts	Lahey Clinic Executive Health 41 Mall Road Burlington, MA 01805	781-744-8401, option 2 ExecutiveHealth@lahey.org http://www.lahey.org/ExecutiveHealth/
Utah	Intermountain Healthcare Executive Health Exam Live Well Centers (Locations in Park City, Salt Lake City and St. George) Salt Lake City Clinic 389 South 900 East Salt Lake City, U T 84102 385-282-2700	https://intermountainhealthcare.org/services/wellness-preventive-medicine/live-well-centers/salt-lake-live-well/executive-health-exam/
Washington	Virginia Mason Medical Center Executive Health Program 1100 Ninth Avenue Mail Stop: X11-EE Seattle, WA 98101	206-223-6736 https://www.virginiamason.org/executive-health-physical

When Coverage Terminates

Upon date of termination of employment, or date of transfer, from the eligible job classification. The EHP is not part of COBRA continuation.

Program Questions

Please contact Adobe's Benefits Support Team at 855-898-4218 or by sending a [secure message or chat](#).

*NOTE: The terms and conditions of any of these benefits may be amended or withdrawn in whole or in part at any time.
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