

# ADOBE INC.

This Summary of Material Modifications (SMM) provides an overview of some of the changes to the Adobe Inc. Group Welfare Plan for 2021. Please see the 2021 Adobe Summary Plan Description (SPD) which describes the employee welfare benefits provided under the Adobe Inc. Group Welfare Plan for additional information.

If you would like a copy of the 2021 Summary Plan Description or have any questions, contact 855-898-4218. For secure messaging including Chat and Email, log in to the Adobe Benefits Enrollment Site found on [benefits.adobe.com](https://benefits.adobe.com).

## 2021 PLAN CHANGES

BENEFIT CHANGE	2021 CHANGE
<b>Kaiser Permanente CA</b>	
Infertility Maximum	• Enhance infertility benefit from 1 to 3 cycles per lifetime
<b>Delta Dental</b>	
Night Guard Coverage	• Enhance night guard benefit from 50% to 100% coverage without lifetime maximum (benefit is capped at the calendar year maximum)
<b>Vision Service Plan</b>	
Service Frequency	• Move service frequency format from service year (every 12 months) to calendar year (benefits reset on January 1 <sup>st</sup> of each year)
Contacts Allowance	• Enhance contacts allowance on the VSP Plus Plan from \$200 to \$250 to align with current frames allowance
<b>Lincoln Financial Group</b>	
Supplemental Employee Life	• Enhance Employee Supplemental Life insurance to increase more than 3 levels with an approved Evidence of Insurability
<b>Employee Assistance Program</b>	
Employee Assistance Provider	• Implement Spring Health (10 session limit) <sup>1</sup>
<b>AccessHope</b>	
Cancer Point Solution	• Implement AccessHope cancer care services
<b>Tri-Ad</b>	
Dependent Care FSA Seeding	• Provide \$1,200 employer seeding to elder care FSA for employees with eligible elder dependents
<b>Hyatt Legal</b>	
Additional Hours	• Add 4 additional hours under any legal topic <u>for previously uncovered topics and does not apply to parents</u>

<sup>1</sup> Employees will have access to Aetna EAP services through March 31, 2021.