

## Adobe Systems Incorporated

This Summary of Material Modifications (SMM) is an update to the 2016 Adobe Summary Plan Description (SPD) which describes the employee welfare benefits provided under the Adobe Systems Incorporated Group Welfare Plan. Please refer to this SMM when reviewing your 2017 benefits along with the 2016 Adobe Summary Plan Description (SPD) for additional information. The 2017 Adobe Summary Plan Description (SPD) will be available within 90 days from the start of the 2017 Plan Year. Note that in the event of any conflict between plan documents and this summary the terms of the plan documents will control.

If you would like a copy of the Summary Plan Description or have any questions, call 1.855.898.4218 or email [adobebenefits@conduent.com](mailto:adobebenefits@conduent.com).

### **2017 Eligibility Changes Effective January 1, 2017 for Interns**

Interns will be eligible for the **Aetna HealthSave Basic Plan** on the 91st day of work, if regularly scheduled to work at least 24 hours per week and are on the U.S. payroll of the Company. This will be the only Adobe medical plan available to eligible interns in 2017.

You may also enroll your eligible dependents in the Aetna HealthSave Basic Plan.

For this benefit, your eligible dependents include:

- Your Spouse;
- Your Domestic partner;
- Your (or your Spouse's/Domestic Partner's) child(ren):
  - through the month in which they attain age 26; or of any age if they have a physical or mentally disability, are incapable of self-support, and dependent upon you for support *(As defined by the Internal Revenue Code and as determined by the Plan Administrator. The disability must have existed before age 26.);* or
  - who are required to be covered by applicable state law

In the case of a child with disabilities, you may be required to provide periodic proof of his/her disability.

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#### Medical Waiver Credit

- Credit amount will be \$25 every pay-period following 90 days of employment for eligible intern employees who do not enroll in Adobe medical coverage
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