

# Parental Leave Benefits — US

Adobe US is providing employees with time off benefits during significant life events of having a baby or adopting a child.

Effective January 1, 2019, Adobe will offer parental leave without a designation requirement to parents.

## At-a-glance chart

This chart illustrates the maximum time paid at 100% of your base salary\*.

PARENTAL LEAVE	TODAY	CHANGE	EFFECTIVE JANUARY 1, 2019
<b>Qualifying Parental Leave Benefits**</b> Time off for parents to bond with the new born or recently adopted child	Maternity (birth parent): 10 weeks STD/VDI + 16 weeks bonding	no caregiver designation required	<b>26 weeks with full pay</b>
	Parental (non birth parent and/or adoptive parent): 16 weeks bonding	no caregiver designation required	<b>16 weeks with full pay</b>
<b>Non-Qualifying Parental Leave Benefits</b> Time off for parents to bond with the new born or recently adopted child	Maternity (birth parent): 10 weeks STD/VDI + 4 weeks bonding	no change	<b>14 weeks with full pay</b>
	Parental (non-birth parent and/or adoptive parent): 4 weeks with full pay		<b>4 weeks with full pay</b>

\* Total Target Compensation (TTC) for commissioned employees.

\*\* A qualifying employee has both FMLA eligibility + FMLA entitlement

Disclaimer:

- 1) FMLA leave entitlement provided under statutory regulation will run concurrently with qualified leaves.
- 2) Adobe paid leave will be deducted from your total parental leave entitlement provided under statutory regulations.
- 3) Total pay received during Adobe Paid Parental Leave Benefits shall not exceed 100% of your salary.
- 4) Qualifying Parental Leave time must be taken continuously and completed within 6 months of birth or placement of the child.
- 5) Non-qualifying Parental Leave time may be taken intermittently or continuously and completed within 12 months of birth or placement of the child.

**Questions?** Contact the Lincoln Financial Group formerly Liberty Mutual at 888-873-5476 or [AdobeAdmin@lfg.com](mailto:AdobeAdmin@lfg.com)