# Adobe Intern

Adobe

## U.S. Intern Benefits

Welcome to Adobe, a place where you can do and be your best. At Adobe, employees are at the core of our success. Thousands of passionate individuals work together to change the world through digital experiences in an environment that is fast-paced and always changing. Our dynamic and rewarding culture is well known and has received awards throughout the globe. We are pleased to provide you with excellent benefits and unique programs. We hope your time with us as an Intern will be instrumental in your decision to consider Adobe as your employer of choice upon graduation. We look forward to having you join the Adobe team!

### Holiday Pay

Interns will receive pay for company-designated holidays that fall on their normally scheduled workdays. Adobe observes two holiday break periods, one in July and one in December, when North America offices will be closed. Days that are not holidays during this time will be unpaid.

### Time Off

With your manager's approval, you may arrange for unpaid time off during your internship. Approval will be granted at your manager's discretion. You will accrue 3.0769 hours of sick time per pay period up to a maximum accrual of 10 days. Accrual is prorated if you work part-time. Your timesheet should reflect any time off taken. If you are sick for more than 5 consecutive business days, you may be eligible for state disability. You are also eligible to take time off for Jury Duty and Bereavement.

### Retirement Savings Plan

Contribute 1%-65% of your eligible compensation to Adobe's 401(k) Retirement Savings Plan, subject to IRS annual limits. Adobe matches 50 percent of the first 6 percent that you contribute as regular pre-tax and/or Roth 401(k) after-tax salary deferrals each pay period. Enrollment is voluntary, and you can participate by registering and opting in at vanguard.com.

### Student Loan Benefits

As part of Adobe's partnership with our 401(k) provider Vanguard, you have access to Candidly. With Candidly, you'll have access to personalized student loan information, financial wellness content, calculators, and recommendations on how to optimize your student loan payments so you can crush student debt. You can access Candidly via the Vanguard portal.

## Medical Benefits

To comply with the Affordable Care Act (ACA), Adobe offers a medical plan option to Interns working 24 hours or more per week after a 90-day waiting period. If eligible, you will receive an email on your 91st day of employment with instructions on how to enroll. At that time, you may enroll in the Aetna HealthSave Basic medical plan, or you may waive Adobe medical coverage if you have other coverage. If no action is taken during the enrollment period, your Adobe medical coverage will default to waived.

## Company Meetings and Events

You are welcome and encouraged to attend company meetings and events. See the Corporate Calendar on Inside Adobe for dates, times, and locations (internal only).

## Intern Meal Stipend

Interns will be offered a subsidized meal (up to a predetermined amount per day). This benefit will run from May 17 – September 10, only for the duration of your agreed 12–13 week internship regardless of extensions.

## Employee Software

You have access to Adobe's serialized products for internal business use during your internship. You'll also be entitled to a free 12-month subscription to Creative Cloud for personal use. You can also participate in the Employee Purchase Program that allows you to a purchase additional Adobe Software at a considerably discounted price.

## Headspace

The free Headspace app provides guided meditation sessions to help you manage stress, find your focus, and achieve more balance in your life You can also invite up to five family members to join at no cost.

## Thrive Global

Through Thrive Global, you and up to five family members have access to resources to help you reach your wellbeing goals. With a variety of habits to focus on there is something for everyone.

## Employee Assistance Program (EAP)

Access to 24/7 crisis support through Spring Health.

## Wellbeing Reimbursement

Reimburse up to $300/year (taxable) for eligible activities that support you and your loved ones' mental, physical, and financial wellbeing.

## Matching Grant Program

Under this program, interns will receive 1:1 matching for personal donations, up to $10,000 per year. You will also receive a $25 grant for every hour that you volunteer. You can donate the volunteer grants you earn back to your favorite non-profits.

## Commuter Benefits

Commute Alternatives provides all interns with a $200/month commute subsidy (transit or parking) to take care of commuting needs.

## Discounts (Reward Gateway)

Exclusive preferred pricing on products, services, & experiences. Whether you're interested in travel, health, and wellness, entertainment or voluntary insurance such as home, pet, and auto--this portal has discounts to help make your life easier and more enjoyable.