

## U.S. Intern Benefits

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 for our very first virtual internship program!

### 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, which 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 3.076923 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 time off for Jury Duty and Bereavement.

### Retirement Savings Plan

Contribute 1%-65% of your eligible compensation, 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 deferral contributions each pay period.

### 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 and receive \$25 in additional regular earnings every pay-check (a "waiver credit").

### Company Meetings and Events

You are welcome and encouraged to attend company meetings and events. See the Corporate Calendar in Inside Adobe for dates, times, and locations.

### Employee Software Purchase

Interns are eligible to buy Creative Cloud memberships at a significant discount.

### Headspace

Free Headspace app provides guided meditation sessions to help you manage stress, find your focus, and achieve more balance in your life.

### LifeDojo

LifeDojo serves up a variety of habits to focus on and provides evidence-based resources at your fingertips with the optional support of a personal health coach.

### Employee Assistance Program (EAP)

Access to free emotional wellbeing coaching and resources and work & life services through Spring Health.

### Wellness Reimbursement

Reimburse up to \$600/year for eligible wellness activities. Adobe provides virtual wellness opportunities such as fitness classes.

### Discounts (FOND)

FOND gives U.S. Adobe employees exclusive preferred pricing on over 850 products, services, and experiences. Whether you're interested in travel, health, and wellness, entertainment or voluntary insurance such as home, pet, auto - Fond has discounts to help make your life easier and more enjoyable.

### Intern Bonus

All Interns are receiving a \$8,000 Intern Bonus. We recommend putting a portion of those funds towards any housing costs, work from home equipment, etc.