



# Adobe U.S. Executive Health Program

Adobe recognizes the significant role of its executives and offers the Executive Health Program (EHP) to encourage a focus on keeping well. The EHP provides for a thorough and complete physical examination on an **annual** basis as an added benefit to the Adobe medical insurance plans offered. While we encourage participation, this program is voluntary and is not a medical insurance plan.

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## Purpose

These programs are designed for early detection of adverse health conditions and disease. They are not meant to take the place of the primary family physician or primary medical plan. The patient may sign a medical records release form in order for the clinic to share the results of the annual physical with their primary care doctor for continuity of care. A primary care physician is then able to follow-up from what is discovered from the physical by monitoring health indications and treating medical situations early, as well as prescribing any needed medications.

We encourage all executives to select and establish a relationship with a family physician for ongoing and urgent care. This program does not replace primary medical insurance coverage.

## Definition of Eligibility

U.S. employees in the positions of Director equivalent and above are eligible for the EHP.

## When Coverage Begins

Upon date of hire, or date of promotion, in to the eligible job classification.

## When Coverage Terminates

Upon date of termination, or date of transfer, from the eligible job classification. The EHP is not part of COBRA continuation.

## What is Covered

The EHP includes an **annual** – generally on a calendar year basis - health risk assessment and physical examination incorporating disease prevention and wellness strategies. The physical examination will follow evidence-based medical practices appropriate for the age and gender of the patient. Components of the evaluation will take in family history and include comprehensive laboratory tests, coronary risk factor markers, and cardiac treadmill stress testing with appropriate radiology exams. Full details are available from the clinic.

Treatment or procedures beyond the scope of the EHP for the patient's age and gender, or that which is deemed medically necessary or medically indicated, is not covered by the Adobe EHP and may fall under your medical insurance. You may choose to have them scheduled with the EHP clinic, but the invoices will be billed to your medical plan. You should have the Executive Health Coordinator assist you with

pre-authorization under your medical plan. If you are enrolled in an HMO plan (such as Kaiser), your plan may not cover you for services performed outside of the plan's network.

### **Approved Clinics**

There are currently four (4) approved clinics participating in the Adobe Executive Health program. If you are a remote employee working outside of the San Jose, San Francisco, Seattle, Lehi or Newton locations, you may wish to take the opportunity and schedule an appointment if you have an upcoming trip.

#### **California**

Palo Alto Medical Foundation

49 Wells Ave.  
Palo Alto, CA 94301  
650-853-2979

<http://www.pamf.org/employer-services/executive-health/locations/>

#### **Utah**

Intermountain Healthcare  
Live Well Centers (Locations in Park City, Salt Lake City and St. George)

Salt Lake City Clinic  
389 South 900 East  
Salt Lake City, U T 84102  
385-282-2700

<https://intermountainhealthcare.org/services/wellness-preventive-medicine/live-well-centers/salt-lake-live-well/executive-health-exam/>

#### **Washington**

Virginia Mason Medical Center

Executive Health Program  
1100 Ninth Avenue  
Mail Stop: X11-EE  
Seattle, WA 98101  
206-223-6736

<https://www.virginiamason.org/executive-health>

#### **Massachusetts**

Lahey Clinic

41 Mall Road  
Burlington, MA 01805  
781-744-8401

<http://www.lahey.org/ExecutiveHealth/>

### **Scheduling an Appointment**

You will need to contact the clinic directly to schedule an appointment. See list of approved clinics above. Every effort will be made to accommodate your request when you call. However, keep in mind there may be at least a 2-4 week wait.

### **Billing**

Approved services under the EHP will be paid directly by Adobe ---just be sure to present your Aetna EHP identification card at the time of service. In the event you receive a bill, contact the EHP clinic to determine if the services are to be billed to your own medical insurance plan. In addition, services for treatment received after termination of employment, or when you no longer meet the definition of eligibility, are not covered by Adobe.

### **Program Questions**

Please contact Adobe's **Employee Resource Center** at (408) 536-4357 or [erc@adobe.com](mailto:erc@adobe.com) if you have any questions about this program.

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