

# Enhanced Maternity and Paternity Leave— Japan

Adobe Japan is providing employees with greater time off benefits during significant life events of having a baby or adopting a child under one year of age.

Effective August 1, 2016, Adobe will offer additional company-paid time for maternity and paternity leave.

## At-a-glance chart

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

PARENTAL LEAVE	TODAY	CHANGE	EFFECTIVE AUGUST 1, 2016
<b>Maternity</b> Time off for birth mother or adopted mother to bond with the new born or adopted child age less than 1	No Adobe paid leave – statutory 14 weeks partially paid by insurance (TJK)	26 calendar weeks with full pay (Adobe paid)	26 calendar weeks with full pay (Adobe paid)
<b>Paternity</b> Time off for birth father or adopted father to bond with the new born or adopted child age less than 1	3 working days with full pay (Adobe paid)	+ 7 working days with full pay (Adobe paid)	10 working days with full pay (Adobe paid)
<b>Child Care Leave</b> Time off for new parents to care for child up to 12 or 18 months	Follow Statutory – government paid	No change	Follow statutory – government paid

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

Disclaimer:

- 1) Adobe pays are inclusive of any Maternity or Paternity insurance or government funding received, if any. The Adobe funded Maternity Pay is taxable.
- 2) Total pay received during the 26 weeks shall not exceed 100% of your salary.
- 3) The Child Care leave must be taken immediately after the expiration of the Maternity leave. Time off to take child care leave ends when the child reaches 12 months of age (or 18 months subject to special conditions).
- 4) Please refer to Work Rule for details.

**Questions?** Contact the local Employee Experience team at [prjapan@adobe.com](mailto:prjapan@adobe.com)