

**Supplemental Retirement Plan
For
Employees who are not Singapore Citizens or Permanent Residents
Effective for those hired on and after
September 1, 2010**

Introduction

Employees who are not Singapore citizens or permanent residents are not allowed to contribute towards the Central Provident Fund (CPF) per legislative change on 1/1/2003. Although not obligated to devise an alternative program to respond to such a legislative change, Adobe is providing a Supplemental Retirement Plan for employees who are not Singapore citizens or permanent residents, solely as a benefit to such employees.

Adobe reserves the right to modify or withdraw this Supplemental Retirement Plan at any time.

Contribution

This Supplemental Retirement Plan is an unfunded book reserve plan that mirrors the employer contribution guidelines of the CPF. Unlike the CPF however, employee contributions are not required and there is no investment return on the book reserve balance.

Benefit Payment – Qualifying Conditions

The retirement balance under this Supplemental Retirement Plan will only be paid under the following circumstances:

- Cessation of employee's employment with Adobe
- Employee is leaving Singapore permanently
- Death of the employee (in this case, the balance shall be paid to the estate of the deceased employee)
- Employee suffers from "Total Permanent Disability" (please see FAQ below for definition)
- Retirement of employee in accordance with the Singapore Retirement Age Act

Plan Design

Eligibility	Non Singaporeans who are on an Employment Pass, Professional Visit Pass or Work Permit. Permanent Residents or citizens of Singapore are not eligible
Eligibility Date	Date of hire
Retirement Plan Type	Unfunded Book Reserve
Employer Contribution	Per prevailing CPF guidelines of the Singapore Permanent Resident first year schedule, subject to salary cap, and accrued on a monthly basis
Employee Contribution	None
Investment Return	None
Interest Return	None
Retirement Balance	Sum of all the accrued contributions
Tax impact	The retirement balance under this Supplemental Retirement Plan will be taxable to employee at the time of payment pursuant to the prevailing tax legislation at the time of payment

Frequently Asked Questions

1. When do I start accruing my retirement balance under this Supplemental Retirement Plan?

You will start accruing retirement balance under this Supplemental Retirement Plan on the date this Supplemental Retirement Plan is effective or on your hire date if your hire date is after the effective date of this Supplemental Retirement Plan. However, this Supplemental Retirement Plan is a benefit and can be modified or removed at any time.

2. What are the prevailing contribution guidelines under CPF?

The prevailing contribution guidelines under CPF vary by age, salary and whether you are Singaporean citizen or Permanent Resident. Please refer to <http://mycpf.cpf.gov.sg>. The employer contributions will be subject to the salary cap as defined in the CPF guidelines.

3. Why is the employer contribution based on the first year PR schedule?

It is a balance between staying competitive while keeping the administration simple. Normally the PR schedule is a graduated scale. If we follow the graduated model, when the employee becomes a true PR and no longer participating in this plan, he or she may see a "drop" in the employer contributions. Therefore it is more straight forward to simply provide the first year PR rate in this plan. It is important to remember that whatever % we provide is already above market.

4. Can I transfer the retirement balance under this Supplemental Retirement Plan to the CPF once I become eligible to participate in the CPF?

No, the retirement balance under this Supplemental Retirement Plan will stay as book reserve until you are qualified to withdraw the retirement balance. You are, however, able to make voluntary contribution to CPF once you are eligible to participate in the CPF. Please refer to <http://mycpf.cpf.gov.sg> as there are annual maximum guidelines.

5. I will become a Permanent Resident (PR) in 6 months, what happens to my retirement balance in this Supplemental Retirement Plan?

As soon as you become a PR, you will start participating in the CPF which requires both an employer and employee contribution. Adobe will cease contributing to this Supplemental Retirement Plan. Your retirement balance under this Supplemental Retirement Plan will be available for distribution when you satisfy any of the conditions for benefit payment as listed under "Benefit Payment- Qualifying Conditions" above.

6. May I borrow from the retirement balance under this Supplemental Retirement Plan?

No, employees may not borrow against the retirement balance under this Supplemental Retirement Plan for personal financial needs such as housing loan or any other needs.

7. Why can I not contribute toward this Supplemental Retirement Plan?

This plan does not accrue any investment return and it does not have the same benefits as the regular CPF such as access to “Medisave” or housing loans. For this reason, Adobe has decided to restrict contributions to those of the employer only.

8. Why do we not have any investment accrual on the retirement balance under this Supplemental Retirement Plan?

Adobe has already exceeded market practice by providing this Supplemental Retirement Plan to employees who are not Singapore citizens or permanent residents. Adobe’s findings in benchmarking itself against companies that do provide similar plans indicate that these companies’ plans do not accrue returns on the investment either. This is largely due to the funding vehicle which is typically a book reserve.

9. What is the definition of “Total Permanent Disability (TPD)”?

“Total Permanent Disability” refers to the inability to engage in any kind of gainful occupation or employment for the remainder of employee’s lifetime. Once the employee who suffers from TPD receives the TPD benefit from Adobe’s insurance company, this will indicate that he/she has qualified to withdraw the retirement balance under this Supplemental Retirement Plan.

Document History

Version	Issue Date	Changes
1.0	Sept 2010	-Document Origination-