

Parental Leave Benefits — US

Adobe US is providing employees with time off benefits during significant life events of having a baby or adopting a child.

Effective January 1, 2019, Adobe will offer parental leave without a designation requirement to parents.

At-a-glance chart

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

PARENTAL LEAVE	TODAY	CHANGE	EFFECTIVE JANUARY 1, 2019
Qualifying Parental Leave Benefits** Time off for parents to bond with the new born or recently adopted child	Maternity (birth parent): 10 weeks STD/VDI + 16 weeks bonding	no caregiver designation required	26 weeks with full pay
	Parental (non birth parent and/or adoptive parent): 16 weeks bonding	no caregiver designation required	16 weeks with full pay
Non-Qualifying Parental Leave Benefits Time off for parents to bond with the new born or recently adopted child	Maternity (birth parent): 10 weeks STD/VDI + 4 weeks bonding	no change	14 weeks with full pay
	Parental (non-birth parent and/or adoptive parent): 4 weeks with full pay		4 weeks with full pay

* Total Target Compensation (TTC) for commissioned employees.

** A qualifying employee has both FMLA eligibility + FMLA entitlement

Disclaimer:

- 1) FMLA leave entitlement provided under statutory regulation will run concurrently with qualified leaves.
- 2) Adobe paid leave will be deducted from your total parental leave entitlement provided under statutory regulations.
- 3) Total pay received during Adobe Paid Parental Leave Benefits shall not exceed 100% of your salary.
- 4) Qualifying Parental Leave time must be taken continuously and completed within 6 months of birth or placement of the child.
- 5) Non-qualifying Parental Leave time may be taken intermittently or continuously and completed within 12 months of birth or placement of the child.

Questions? Contact the Lincoln Financial Group formerly Liberty Mutual at 888-873-5476 or AdobeAdmin@lfg.com