



U.S. Executive Benefits

Adobe recognizes your significant role as a leader and offers valuable benefits to support you in both physical and financial wellness. We encourage you to learn more about these benefits that are only available to our executives.

Executive Health

If you are designated as a Section 16(b) officer of the company, you may elect to enroll in the Concierge Medical Program. Concierge Medical is a primary care practice that is offered as part of Stanford Hospitals & Clinics. This high touch membership program provides you with unparalleled access to your Stanford primary care physician. The cost of membership is covered by Adobe and will show up as imputed income on your paycheck to offset tax liability. (This program does not provide medical insurance coverage.)

This program includes eligibility for your spouse/partner so that they may bypass the long waiting list. Your spouse/partner will be responsible for the current membership fee of \$10,000 annually. Payment for your spouse/partner can be made directly to Stanford

You may make your Concierge Medical election on the Adobe Benefits Enrollment Site when you become eligible, or during Adobe's annual Open Enrollment period. If you need assistance, call Adobe's Benefits Support Team at 855-898-4218.

Once enrollment is complete, you may contact Stanford at 650-736-5370 or conciergemedicine@stanfordhealthcare.org to complete the new patient registration process. They'll guide you through the process and provide you with a new-patient enrollment packet.

Deferred Compensation Plan (DCP)

If you are U.S. director-level or above, you are eligible for [Adobe's Deferred Compensation Plan \(DCP\)](#). This plan allows you to set aside eligible cash in a tax deferred vehicle for retirement or other life event purposes. Participation in the DCP allows you to elect to receive certain income in a future year that would otherwise be paid to you in the upcoming year. This means that your deferrals are not subject to federal income tax at the time of contribution into the plan.

The deferred compensation plan is another way to boost your savings—it lets you save tax-deferred money beyond the annual 401(k) contribution limits. The DCP is a valuable financial planning tool, allowing you to save for future life goals in addition to just retirement, such as saving for a child's college education or buying a second home.

You may defer compensation from your base salary, commissions (if applicable) and AIP bonus. You can join the DCP during the annual Open Enrollment period.

Refer to the [DCP overview](#) for information about plan features, eligibility, enrollment, investment options, distribution elections and more. If you need assistance, contact Nolan Financials' Executive Services team at 877-230-2432 or adobe@nolanfinancial.com.