

Executive Benefit Programs

Adobe recognizes your significant role as one of its leaders 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 program

If you are director-level or above, you are eligible for the executive health program (EHP) to encourage you to focus on your health and well-being.

This program is entirely paid for by Adobe and supplements the care you receive through your medical plan by providing you with an annual health risk assessment and physical examination that incorporates disease prevention and wellness strategies.

Participation in this program is voluntary.

If you would like to use this benefit, refer to the [executive health program policy](#), and schedule your appointment with one of the participating clinics listed. If you need assistance, call the Adobe Benefits Support Team at 855-898-4218 or email adobebenefits@conduent.com.

If you are an SVP or above and an officer of the company, you may elect the EHP or [executive concierge medicine](#), a primary care practice that is offered as part of Stanford Hospitals and Clinics.

Deferred compensation plan (DCP)

If you are U.S. director-level or above, you are eligible for [Adobe's deferred compensation plan \(DCP\)](#). This allows you to contribute amounts above the limits of the Adobe 401(k) retirement savings plan and defer taxes to help reach your financial goals.

You may defer compensation from your base salary, commissions (if applicable) and AIP bonus. If you would like to use this benefit, you may join the DCP by submitting your elections within 30 days of your hire date. In addition, you can join the DCP during the annual open enrollment period.

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

For more information on all
Adobe benefits, visit benefits.adobe.com