Singapore Paid-Temp Benefits Summary

Welcome to Adobe!
The benefits below are offered to full time Adobe Paid Temp employees based in Singapore.

Health Benefits

Employee Assistance Program (EAP)
The EAP, powered by Guidance Resources, provides awareness, education and confidential counselling assistance for a range of work/life issues, including stress management, relationship challenges, life event changes (birth of a child, bereavement, etc.) as well as financial and legal support.

The goal of the EAP is to improve your and your family’s wellness and wellbeing. You and family members in your household can have access to a health coach/counsellor for up to six sessions per topic per year. You can access these programs 24 hours a day, seven days a week.

For more information, visit the EAP website: https://www.guidanceresources.com (Adobe Web ID: Adobe).

Financial Benefits

Business Travel Accident Insurance
Adobe has a business travel insurance policy which provides you with three times your salary, up to a maximum of US $500,000. The program pays benefits if you die or become disabled as a result of an accident while travelling on business for Adobe. The business travel insurance also includes a global medical program that covers any medical emergency for up to US $250,000 per accident/emergency. No evidence of insurability is required for this insurance.

Retirement
Central Provident Fund (CPF): Employee and employer each contribute toward the CPF as required by law.

Life, AD&D and Disability Insurance
Coverage is provided by AIA.
• Life Insurance: Three times annual Total Target Compensation (TTC)
• Accidental Death and Disability: Three times annual TTC
• Total Disability Insurance: Three times annual TTC
  (TTC for sales employees = Base salary + 100 percent target commission. TTC for non-sales employees = Annual base salary)
Childcare Leave
Employees can take up to six calendar days per year if you have any child below 7 years old.

Employees have 2 days of paid child care leave per year each if you have at least one child aged 7-12 years.

(Employees with children in both age groups, i.e. those below 7 years, as well as those between 7 and 12 years, will have a total child care leave entitlement of 6 days per year for each parent.)

Other Leave
Employees are entitled to other statutory leave including hospitalisation leave, national service leave and unpaid infant care leave.

Other Benefits

Employee Purchase Program
Program enables employees to purchase Adobe software at discount prices.

Time Off

Public Holidays
Please visit the global holiday schedule under “Time Off” on Inside Adobe.

Annual Leave
Employees will earn 12 days a year. Employees may only carry over up to maximum of (15) unused days of annual leave from April 1 every year. Any unused days in excess of (15) days as of April 1 each year will be forfeited.

Sick Leave
Employees have 14 days per year and cannot be accrued

Maternity Leave
Female employees who are having a baby or who are adopting a child under one year of age are eligible for 26 calendar weeks of Adobe-paid maternity leave which comprises of 16 weeks of statutory maternity leave and 10 weeks of additional maternity leave. The 26 calendar weeks are inclusive of rest days, off days and public holidays. Maternity leave will cease on the last day of your contract end date. Refer to the Maternity and Paternity Leave Policy for more details.

Paternity Leave
Male employees who are having a baby or who are adopting a child under one year of age are eligible for 10 working days at 100% of the regular salary. Refer to the Maternity and Paternity Leave Policy for more details.

Bereavement Leave
Employees may take up to four continuous weeks of paid time following the death of an immediate family member:

- Spouse/common law partner, parents, siblings and children
- Spouse/common law partner’s parents, siblings and children
- Grandparents
- Grandchildren

* All plans are subject to the terms and conditions of the full plans and are subject to amendment or revocation by Adobe as permitted by applicable law.

Adobe Systems Incorporated
345 Park Avenue
San Jose, CA 95110-2704
USA
www.adobe.com

Singapore Benefits Summary (Cont.)