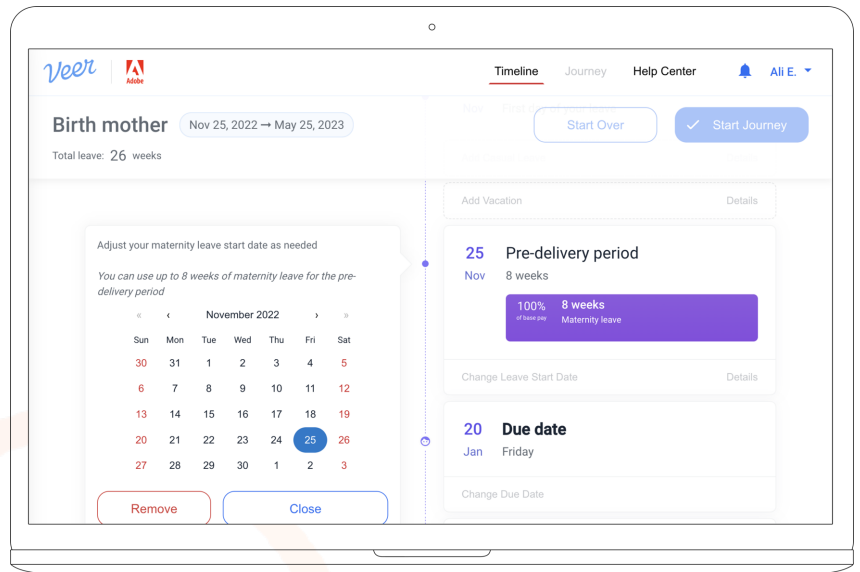


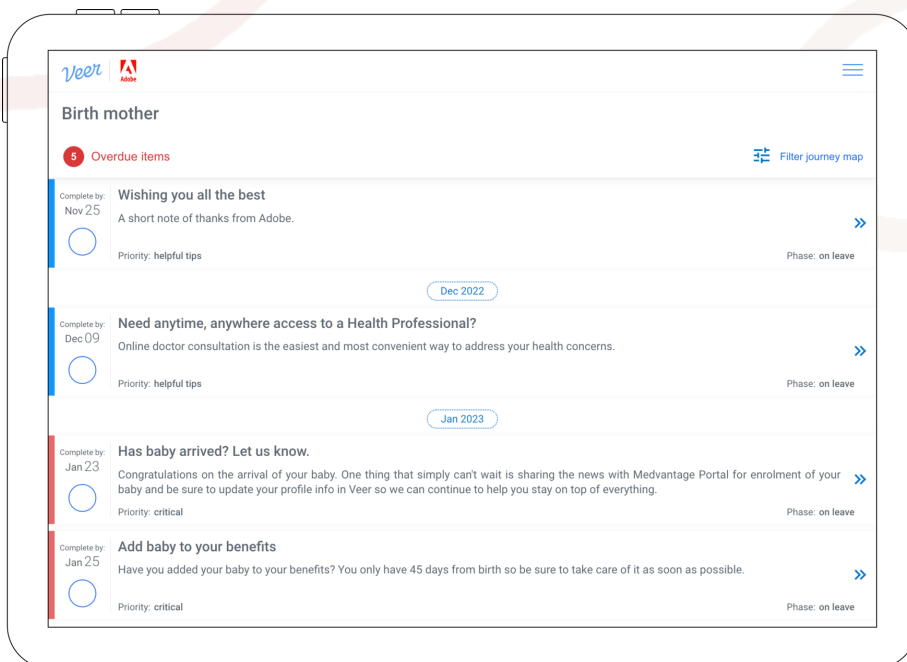
Veer, adobe.getveer.com, is a digital and mobile experience that supports employees in the US, Ireland, and India taking a leave of absence. Veer has been tailored to reflect Adobe's policies, programs, and benefits.

Timeline

Veer generates a personalized timeline for employees to help them understand the different time off and pay programs they are eligible for. Veer is here to help employees plan their leave, but Adobe India employees will still need to request their leave in Workday.



Journey



Veer's Journey provides just-in-time content to help employees plan, take time away, and return to work. The Journey is tied to the dates in their timeline so it's served up when it's most relevant.

Does Veer share my Timeline with my manager or HR?

No, everything in Veer is confidential and stays with employees unless they choose to share the information. Veer offers managers a separate experience with key dates about your leave, resources, and actions they need to take. This manager experience is only made available by the employee if/when they choose, by going to the Profile & Settings page in Veer and activating it.

Where is Veer getting information about my leave balances?

Veer receives a daily file from Adobe that provides relevant employee information including vacation, casual, and sick balances. These balances reflect current entitlements and do not account for any future-dated time off.

What types of leave or time off does Veer support?

Veer supports Adobe's India employees taking Parental (maternity, paternity, adoption, and surrogacy), Medical, and Personal Leaves of Absence as well as Sabbatical.

Does Veer replace Workday for requesting time off?

No, Veer is an optional experience to support employees taking a leave. Workday will still be the system of record to request leaves, sabbatical, or other time off.