



Executive Benefit Programs

Adobe recognizes the significant role 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

Director-level or above employees 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 Adobe's Benefits Support Team at 855-898-4218 or email adobebenefits@conduent.com.

Deferred Compensation Plan (DCP)

U.S. director-level or above employees 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 may be eligible to join the DCP during the designated open enrollment periods.

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

Stanford Health Navigation Service

Adobe is part of the Stanford Medicine Corporate Partners program. This partnership gives you access to Stanford Health Navigation, which you can contact with questions about any health-related problem or concern. You also get access to the Stanford Health Library, which provides you customized research, at no charge, for medical or health-related questions.

If you would like to use this benefit, please reference the following contact information:

Stanford Health Navigator

Website: stanfordhospital.org/partners/adobe/

Toll-free: 855-236-1189

From outside the US : +1-650-736-4408

Email: adobnavigator@stanfordmed.org

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