



Benefits for Interns

Adobe, a place where you can do and be your best. At Adobe, employees are at the core of our success. Thousands of passionate individuals work together to change the world through digital experiences in an environment that is fast-paced and always changing. Our dynamic and rewarding culture is well known and has received awards throughout the globe. We're pleased to provide you with excellent benefits and unique programs. We hope your time with us as an Intern will be instrumental in your decision to consider Adobe as your employer of choice upon graduation. We look forward to having you join the Adobe team!

Holiday Pay

Interns will receive pay for company-designated holidays that fall on their normally scheduled work days. Adobe observes two holiday break periods, one in July and one in December, which North America offices will be closed. Days that are not holidays during this time will be unpaid.

Time off

With your manager's approval, you may arrange for unpaid time off during your internship. Approval will be granted at your manager's discretion. You will accrue 3.076923 hours of sick time per pay period up to a maximum accrual of 10 days. Accrual is prorated if you work part-time. Your timesheet should reflect any time off taken. You are also eligible to time off for Jury Duty.

Company Meetings and Events

You are welcome and encouraged to attend company meetings and events. See the Corporate Calendar in Inside Adobe for dates, times and locations.

Employee Software Purchase

Interns are eligible to buy Creative Cloud memberships at a significant discount.

Medical Benefits

To comply with the Affordable Care Act (ACA), Adobe offers a medical plan option to Interns working 24 hours or more per week after a 90-day waiting period. If eligible, you will receive an email on your 91st day of employment with instructions on how to enroll. At that time, you may enroll in the Aetna HealthSave Basic medical plan or you may waive Adobe medical coverage if you have other coverage and receive \$25 in additional regular earnings every pay-check (a "waiver credit").

Retirement Savings Plan

Contribute 1%-65% of your eligible compensation, subject to IRS annual limits. Adobe matches 50% of the first 6% of eligible compensation.

Headspace

Free Headspace app provides guided meditation sessions to help you manage stress, find your focus, and achieve more balance in your life

Wellness Reimbursement

Reimburse up to \$360/year for eligible wellness activities. Adobe provides fully equipped Wellness Centers in San Jose, San Francisco, Lehi, & Seattle with state of the art equipment, exercise rooms and fitness classes.

Café and Intern Lunch

Cafés provided at the San Jose, San Francisco, Lehi, & Seattle locations. 2019 Summer Interns will be offered Free Lunch (up to a predetermined amount per day) in locations that have a Café (San Jose, San Francisco, Lehi & Seattle).

- This "Free lunch for interns" program only works with "Badge Pay" and therefore, at Adobe food vendors that accept Adobe "Badge Pay".
- The 2019 "Free lunch for interns" program will run from 5/20 – 9/6/2019.

Commute Alternatives

The Commuter Alternatives Program helps you find inexpensive, stress-free and environmentally-friendly ways to get to work. Some examples are listed below and vary by your office location.

- Up to \$150 per month Commuter Checks for vanpools and transit systems. (Interns will be provided with a Commuter Check MasterCard with a Transit Value of \$450 to be used during their internship.)
- Special rates for ZipCar membership
- Secure bicycle parking. (San Jose, San Francisco, Lehi, & Seattle)
- GOPass annual transit pass that provides unlimited, free rides to Caltrain. (San Jose & San Francisco)
- Emergency Ride Home Program. (San Jose, San Francisco & Seattle)
- Shuttle connection between Adobe San Jose and the Downtown Train.
- Shuttle connection between Adobe San Francisco and the Civic Center BART station and the 4th & King Caltrain station.
- Shuttle van from West Oakland/MacArthur Bart to Emeryville office
- Shuttle van between Adobe Seattle campus and ferry/train station.
- Adobe Seattle Yearly transit pass provided at no cost that includes Metro, Sound Transit bus routes and Sounder train.