EMPLOYEE STATUS: ACTIVE

Bizible Retirement Trust

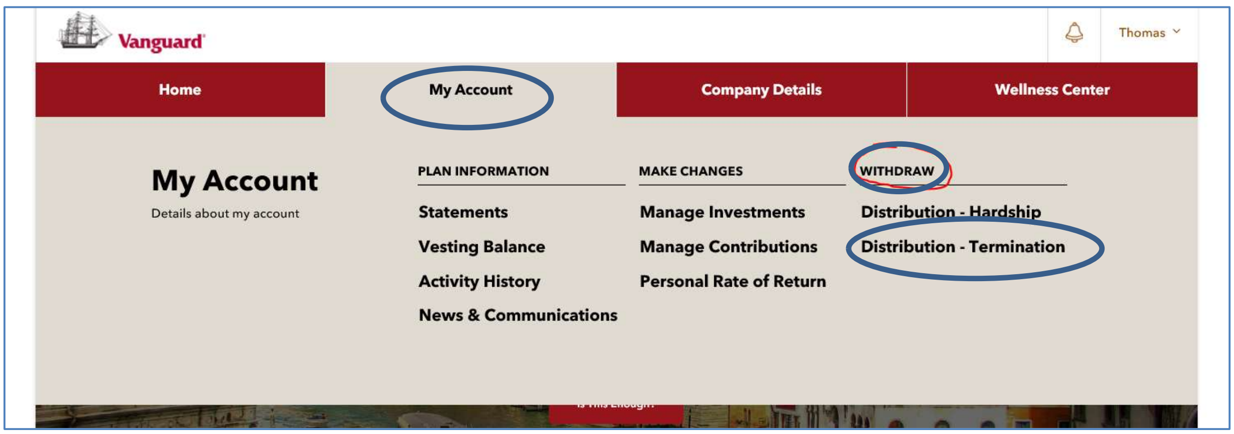
Rollover to Adobe 401(k) Retirement Savings Plan

Step-by Step Instructions

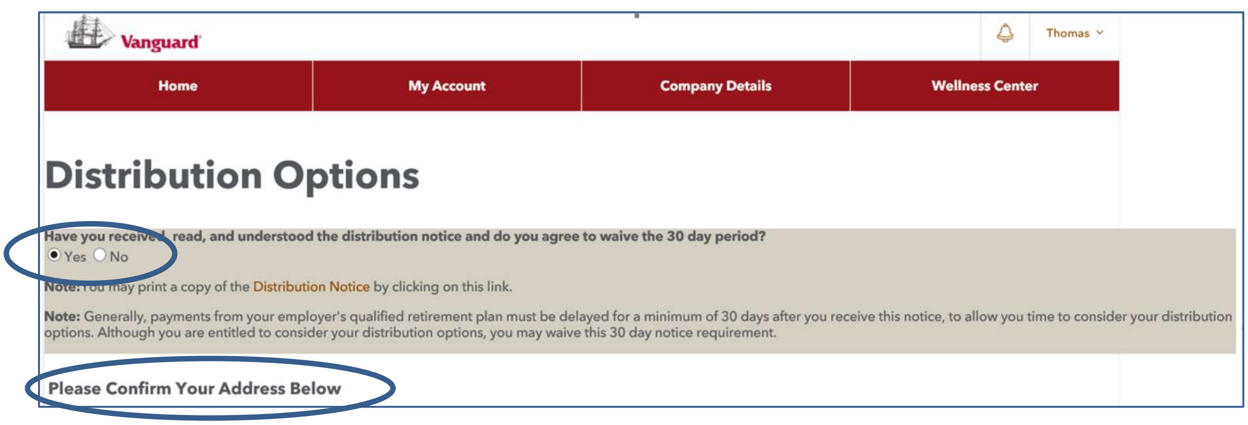
Steps 1 to 9 – Bizible Retirement Trust

Access your Bizible account online at my.vanguardplan.com or call (866) 794-2145 and request a rollover of your account to the Adobe 401(k) Plan by following these steps:

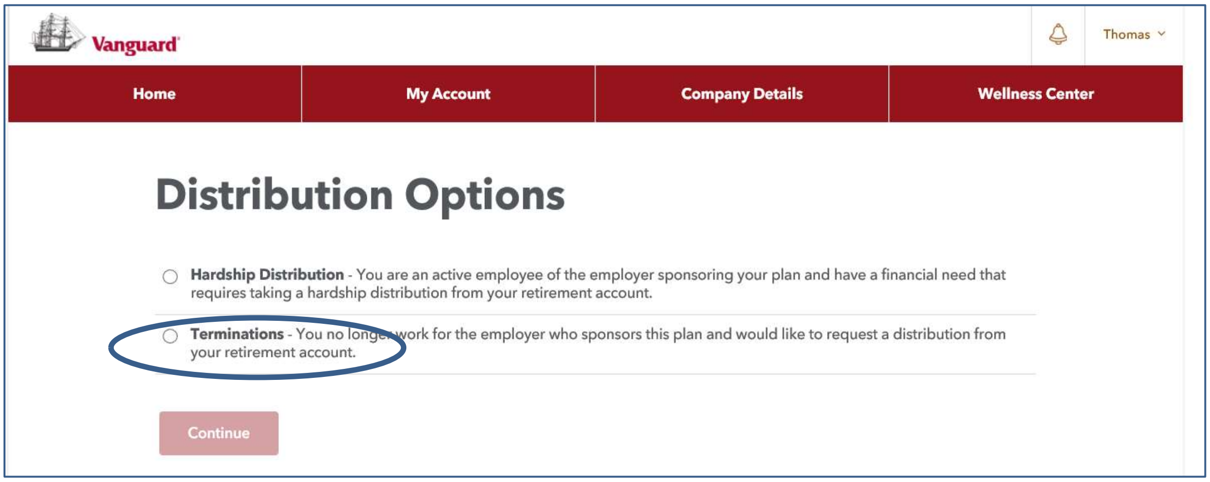
1. Go to my.vanguardplan.com.
2. Select 'My Account'.
3. Under Withdraw, select 'Distribution – Termination'.



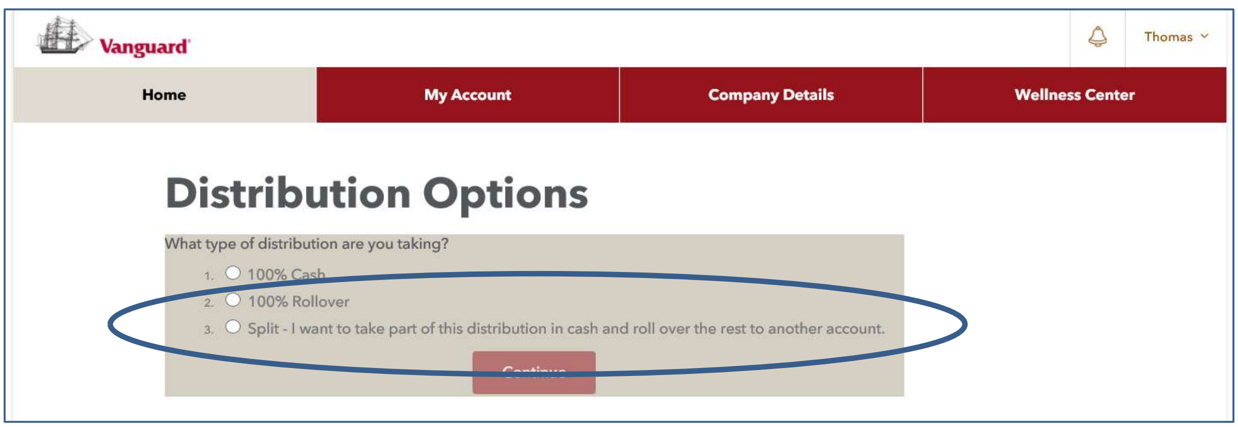
4. Under Distributions Options, select 'Yes' and confirm your mailing address. Verify that your address is correct on your Bizible account.



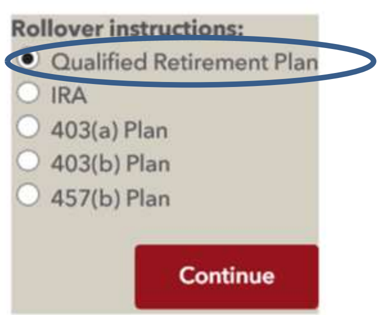
5. After confirming your address, select 'Terminations' and 'Continue'.



6. To rollover your entire Bizible account balance to the Adobe 401(k) Plan, select option 2 - ‘100% Rollover’. Your rollover check will be mailed directly to Vanguard. To split your distribution between cash* and rollover to the Adobe 401(k) Plan, select option 3 - ‘Split’. Your cash (check) will be mailed to your home address and your rollover check will be mailed directly to Vanguard. Note that *cash* distributions are subject to taxes and early withdrawal penalty.



7. Select ‘Qualified Retirement Plan’.



8. Request a rollover check made payable to Vanguard as follows:

Rollover instructions: Qualified Retirement Plan

If rolling over Roth money to another retirement plan, you must ensure the plan accepts Roth money.

Please note: You must enter a valid financial institution name. If not, receipt of your check will be delayed. Check(s) will be sent to the address listed above, not the Financial Institution/Trustee named below unless an account number is given.

Trustee information:

Name of Financial Institution/Trustee	Vanguard Fiduciary Trust Company (VFTC)

Do not enter "FBO [your name]". This is automatically printed on your check.

Account Number	096204
Address 1	Vanguard
Address 2	P.O. Box 982902
City	El Paso
State, Zip	TX 79998-2902

Continue

9. If you ***have Roth after-tax contributions***, you will need your 'Roth Cost Basis' and 'Date of First Contribution'. Request the following information from the participant service representative (or access your account via my.vanguardplan.com):

> What type of contributions are in your Bizible account (pre-tax and/or Roth after-tax) and the amount in each contribution source. If you ***have made Roth after-tax contributions***, access a copy of your most recent statement or request a copy which should provide your Roth cost basis and the date of the first contribution you made to a Roth contribution source.

Steps 10 and 11 – Adobe 401(k) Plan

10. Complete the Adobe online rollover form by logging on to your Adobe 401(k) Plan account at vanguard.com/retirementplans. Click **Manage My Money** then **Roll over money into this plan**.

    Enter the following information:

    > Type of rollover (**Qualified Plan**).

    > How the money is being sent (**check**).

    > Rollover amounts by source (**pre-tax** and/or **Roth after-tax**).

    > How you want to invest your rollover.

    Upon completion of the online form, click **Submit,** print, and save a copy.

11. If you ***have Roth after-tax contributions***, mail a copy of your most recent Bizible account statement, along with a copy of your online rollover form to Vanguard: P.O. Box 982902, El Paso, TX 79998-2902.

Bizible 401(k) Plan Questions?

Call a Vanguard (Ascensus Dept) Participant Services associate at 866-794-2145 Monday – Friday 5:00am – 5:00pm PT.

Access your account at my.vanguardplan.com.

Adobe 401(k) Plan Questions?

Call a Vanguard Participant Services associate at 800-523-1188 Monday – Friday 5:30am – 6:00pm PT.

Access your account at vanguard.com/retirementplans.

Employee Experience related question?

Contact the Adobe Employee Resource Center (ERC) at 408-536-4357 or erc@adobe.com.

***Tax implications:** You will be responsible for paying any federal, state, local or foreign taxes on a distribution or withdrawal from pre-tax accounts. Early withdrawals may be subject to a 10% additional tax. To the extent required by law, Vanguard will make the appropriate withholding for tax purposes.