

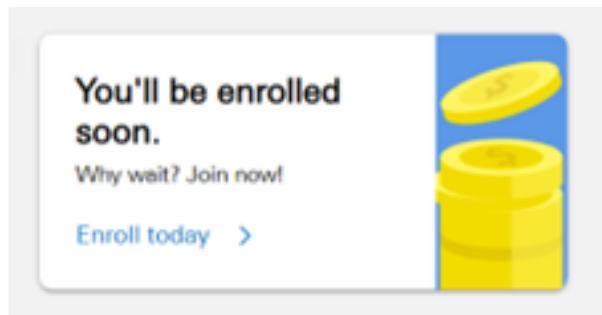
Adobe 401(k) Retirement Savings Plan

Steps for starting your 401(k) paycheck deduction BEFORE automatic enrollment begins

Step 1 – Log in by visiting vanguard.com/retirementplans and selecting **Register for online access**.

Step 2 – Follow the steps to register by verifying your identity, creating a username and password, and setting up security features.

Step 3 – After registering, if **You'll be enrolled soon** is presented, you may modify your pending automatic enrollment by clicking **Enroll today**.



Great news: You'll be automatically enrolled on October 1!

Or if you want to start saving early, you can join today. Your employer suggested these options, which we'll use when you're automatically enrolled. Of course, you can change them anytime—today or down the road.

[Change my enrollment options](#)

Here's what you'll contribute from each pay

6%

These PRE-TAX CONTRIBUTIONS can help you build a more secure retirement.

Here's your automatic annual increase

1%

Each year, your PRE-TAX CONTRIBUTIONS increase automatically by the percentage of your pay shown above. This will start in October 2022, and will stop when your contribution rate reaches 15%.

Here's how your money will be invested

Vanguard Target Retirement Fund 2050 | VFIFX

- Balanced for you.** The mix of stocks and bonds is regularly maintained.
- Low maintenance.** As long as it matches your goals, you can stay relatively hands-off.
- Professionally managed.** Relax and let professionals do the investing for you.

- Adjusted automatically.** Your investment mix grows more conservative as the target date nears.
- Broadly diversified.** It invests in U.S. and international stock and bond index funds.
- Low cost.** When you pay less, more of your money can work for you.

[Tell me more about this investment](#)

Whenever you invest, there's a chance you could ... [Read more](#)

[Enroll me today](#)

[I don't want to be enrolled](#)

[Take me to the homepage](#)

Step 4 – To simply ENROLL, please click on “**Enroll me today**”. To MODIFY your Pending Enrollment, you must select “**Change my enrollment options**” then you must select “**Edit**” for each of the three categories below. Make your selections and review each election, then select “**continue**”

- Choose your **paycheck deduction**
 - Choose what you want to do, if you reach the IRS 402g limit (\$23,000 effective 2024)
 - Choose your paycheck deduction (pre-tax, Roth, after-tax)
 - Choose your paycheck deduction percent
- Choose your **automatic increase** paycheck deduction elections
- Choose your **investment allocation** by source

Step 5 - Once your modifications are complete, Review your elections carefully and **SUBMIT**. You will receive a confirmation. **YOUR ENROLLMENT IS NOT COMPLETE WITHOUT A CONFIRMATION NUMBER.**

NOTE: For assistance, contact **Vanguard** Participant Services at 800-523-1188