U.S. Executive Benefits

Adobe recognizes your significant role as a leader 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.

Deferred Compensation Plan (DCP)

The DCP is a valuable financial planning tool, allowing you to save for future life goals in addition to retirement, such as saving for a child's college education or buying a second home.

If you are U.S. director-level or above, you are eligible for Adobe's Deferred Compensation Plan (DCP). This plan allows you to set aside eligible cash in a tax deferred vehicle for retirement or other life event purposes. Participation in the DCP allows you to elect to receive certain income in a future year that would otherwise be paid to you in the upcoming year. This means that your deferrals are not subject to income taxes at the time of contribution into the plan.

The deferred compensation plan is another way to boost your savings — it lets you save tax-deferred money beyond the annual 401(k) contribution limits.

During your employment, 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 during the annual open enrollment period.

Refer to the DCP overview for information about plan features, eligibility, enrollment, investment options, distribution elections and more. If you need assistance, contact the Nolan Financial Executive Services team at 877-230-2432 or Adobe@nolanfinancial.com.

Executive Concierge Medicine

If you are an SVP or above and an officer of the company, you may elect Executive Concierge Medicine, a primary care practice that is offered as part of Stanford Hospitals & Clinics. This membership-based program provides enhanced access to a Stanford primary care physician and personalized care coordination. Please note that Executive Concierge Medicine is not medical insurance. If you enroll, Stanford will request your medical insurance information for billing purposes.

You can make your initial election when you become eligible or during Adobe's annual Open Enrollment period and Stanford will send you an enrollment packet and guide you through the onboarding process. New participants are required to complete and submit patient registration forms provided by Stanford.

Questions? Contact Stanford Executive Concierge Medicine at **650-736-5370** or **conciergemedicine@stanfordmed.org**.