



## Adobe 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.

### Executive Health

If you are director-level or above, you are eligible for the [Executive Health Program \(EHP\)](#) to encourage you to focus on your health and well-being. This program provides an Adobe-paid complete physical examination at approved clinics on an annual basis. If you are an SVP or above and an officer of the company, you may elect the Executive Health Program (EHP) or [Executive Concierge Medicine](#). Concierge Medicine is a primary care practice that is offered as part of Stanford Hospitals & Clinics. This high touch membership program provides you with unparalleled access to your Stanford primary care physician. (This program does not provide medical insurance coverage.)

You can make your executive health election on the Adobe Benefits Enrollment Site when you become eligible or during Adobe's annual open enrollment period. If you need assistance, call Adobe's Benefits Support Team at 855-898-4218.

### Deferred Compensation Plan (DCP)

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 federal income tax 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.

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 or promotion date. In addition, you can join the DCP during the annual open enrollment period. The DCP is a valuable financial planning tool, allowing you to save for future life goals in addition to just retirement, such as saving for a child's college education or buying a second home.

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