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## Deferred Compensation Plan

The Deferred Compensation Plan (DCP) is a voluntary program that allows participants to set aside eligible cash and equity compensation in a tax deferred vehicle for retirement or other life event purposes. This 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 these amounts 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-free money beyond the annual 401(k) contribution limits.

### On this page you will find information about:

- [Who is eligible and how to enroll](#)
- [What you can contribute](#)
- [Matching contributions](#)

## Who is eligible and how to enroll

U.S. director-level employees and above, and employees in equivalent positions are eligible. Participants may enroll during the annual open enrollment window or within 30 days of eligibility for promotions and new hires. For 2019, the open enrollment window was in November 2018.

Visit the [DCP informational site \(SSO\)](#) [1] to enroll.

Call Nolan Financial at 888-907-8633 or email [adobe@nolanfinancial.com](mailto:adobe@nolanfinancial.com) [2] for assistance.

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## What you can contribute

You can contribute cash and equity compensation from your:

- Base salary (5%–75%)
- Commissions (5%–100%)
- Annual Incentive Plan bonus (1%–100%)
- Performance shares (0% or 100%, per vest period)
- Restricted stock units (0% or 100%, per 12 month period)

Deferral elections are irrevocable and cannot be changed. Upon vesting, deferred performance shares

and restricted stock units remain in the DCP as shares of Adobe common stock. Such shares cannot be sold, transferred or invested. Performance shares and RSUs are issued as shares of Adobe common stock upon distribution.

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## Matching contributions

Adobe does not make matching contributions to your DCP.

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### Links

[1] [https://adobe.okta.com/app/template\\_saml\\_2\\_0/exk134uffbwKZH3Yp0h8/sso/saml](https://adobe.okta.com/app/template_saml_2_0/exk134uffbwKZH3Yp0h8/sso/saml)

[2] <mailto:adobe@nolanfinancial.com>