



Offer Compensation Breakup - Member of Technical Staff

Job Code: ESDEP10

Compensation Element		Annual Value (INR)
Basic Salary		7,60,800
House Rent Allowance		3,80,400
Conveyance Allowance		3,95,400
Leave Travel Allowance		63,400
Fixed Salary (Base Pay)		16,00,000
Annual Incentive Plan (Variable)*	10%	1,60,000
Total Target Compensation (TTC)		17,60,000
PF Contribution (Employer)		91,296
Gratuity**		36,594
Total Annual Earning Potential (excludes Equity)		18,87,890
Equity Award (USD)***		33,700
Equity Award (INR), <i>estimate based on current conversion rate</i>		28,47,650
Joining Bonus		3,00,000
Deferred Bonus (paid out after completion of first 12 months)		3,00,000

*Annual Incentive Plan is applicable to you. The amount is based on individual performance & management discretion.

**You will be entitled to gratuity benefits on completion of prescribed years of continuous service with us as per provisions contained in the Payment of Gratuity Act, 1972.

***This Equity Award is a one-time grant. Dynamic Value is in USD and based on current stock price ; RSU vests 25%/year for 4 years from date of grant, and grant is subject to Adobe Systems Incorporated Board approval. Adobe is traded on NASDAQ and stock price is subject to change. This value is subject to changes in stock price & company policies.



Benefits Reimbursements

Learning Fund	<p>1. Educational Reimbursement</p> <p>Adobe's Learning Fund covers up to ₹8,22,000 for undergraduate, graduate, PhD and MBA degree programmes, as well as certain certifications, through accredited institutions.</p> <p>2. Professional Development</p> <p>Adobe's Learning Fund covers up to ₹82,200 for short-term learning opportunities (such as conferences, workshops, webinars, online learning, business-related books, language courses, re-certification fees and professional memberships) directly related to your career growth at Adobe.</p>
Wellness Reimbursement (Pro rated b/w Jan - Dec)	Reimbursement for services and activities that support you and your family's wellbeing: Annual limit of ₹48,900 (includes gym fee, cost of sports equipments / dance/zumba class fee and lot more)

For additional & more detailed benefits offered please visit - <https://benefits.adobe.com/in>

Insurance - Health and Life

Group Health Insurance	Hospitalisation benefits with a Family Floater maximum of ₹7,00,000 for the entire family and a sublimit of ₹5,00,000 for parents
OPD Claims	OPD cover up to INR 15,000 per family, on top of sum insured
Group Term Life Insurance	Adobe provides group term life insurance at no cost to you. The benefit is three times your annual fixed salary, with a maximum of ₹3,50,00,000.

Others

Employee Stock Purchase Program (ESPP)	Employee stock purchase plan (ESPP), with the purchase price locked in for two years and a minimum 15% discount on the purchase date
Employee Assistance Program (EAP)	Counseling available for work life issues to help employees cope with stress situations