# Contract of Employment

Name of employer: Adobe Systems Europe Limited (“the Company”)

Name of employee: Chris Hughes

Address: 18 Saltisford,

Warwick,

Warwickshire,

CV34 4TA,

United Kingdom

Date of contract: 30 June 2022

This Agreement sets out the specific terms and conditions of your employment with the Company.

## Employment

* 1. Your employment with the Company shall begin on 1st August 2022.
  2. No period of employment with a previous employer counts as part of your continuous employment with the Company.

## Job Title

* 1. Your job title will be Technical Architect. You will report to the Delivery Manager, currently Jamie O’Malley, unless informed otherwise by the Company.

## Place of Work

* 1. Your normal place of work will be Market House, 34-38 Market Street, Maidenhead, SL6 8AD, United Kingdom.
  2. You may be required to travel both within the United Kingdom and overseas.

## Hours of Work

* 1. Your normal hours of work will be 9am to 5pm, Monday to Friday, with one hour for lunch.

## Remuneration

* 1. Your base salary will be £10,000 per annum and shall accrue from day to day.
  2. You will also be eligible to earn commission, and your total target compensation will be £11,000 per fiscal year.

## Benefits

The Company provides access to the following benefits:

|  |
| --- |
| **Available Benefits** |
| Adobe Group Personal Pension Plan |
| Health care |
| Physical wellbeing |
| Emotional and mental wellbeing |
| Income protection scheme |

## Holiday

* 1. The Company’s holiday year runs from 1 January to 31 December. You are entitled to 25 days’ holiday a year, accrued at a rate of 2.08 days per completed calendar month of service, in addition to the usual Bank and Public holidays.

Signed: {{NewEmployee\_es\_:signer2:signature }}

Signed: {{AdobeEmployee\_es\_:signer1:signature }}

For & On Behalf Of

Adobe Systems Europe Limited