



Date: January 27, 2020
To: Justin Meyer (Employee ID 00240682)
From: Paul McNally

In recognition of your contributions to Adobe in Fiscal Year (FY) 2019, below is a summary of your 2020 compensation, effective January 27, 2020. Changes will be visible in Workday on February 7, 2020.

FY20 Compensation

	Current	Increase %	New
Total Base Pay	USD 157,000.00	4.1%	USD 163,500.00
Target AIP %	10 %		10 %
Total Target Cash	USD 172,700.00	4.1%	USD 179,850.00

Percentage values have been rounded to the nearest tenth.

FY19 AIP Individual Performance Factor	122.1%
FY19 AIP Bonus Payout	USD 9,000

AIP Individual Performance Factor percentages values have been rounded to the nearest tenth.

Equity

	Equity Award Value*	Vesting
Restricted Stock Units	USD 60,000	25% after 1 year, then 6.25% quarterly for remaining 3 years

The vesting commencement date for the equity award(s) is January 24, 2020.

* Equity Award Value is the recommended value made in the Workday Rewards Check-in tool and reflects the initial target value of the award. All Equity Award Values are expressed in US Dollars. The full award value will be converted into a fixed number of shares at grant which will vest over time. Vesting of your RSUs is contingent upon your continued employment with Adobe or one of its subsidiaries, with certain limited exceptions as defined in the applicable award agreement. Additional information regarding your equity award will be sent to you by E*TRADE within approximately five weeks of the grant effective date. Please read the applicable equity plan, prospectus and award agreement carefully for the complete terms and conditions of your award.