



Date: February 8, 2021
To: Meyer, Justin (Employee ID 00240682)
From: Jones, Taylor

In recognition of your contribution to Adobe in Fiscal Year (FY) 2020 (November 30, 2019 to November 27, 2020) you have been awarded an AIP bonus outlined below. Bonus amounts are determined by assessing achievement of strategic objectives as well as demonstration of the Adobe Capabilities.

Your AIP Payout

<i>FY20 Payout Amount</i>	<i>Corporate Factor</i>	<i>Individual Performance Factor</i>
USD 16,900.00	105.00%	99.07%

Reminder: Mid-year changes to salary or AIP target %, mid-year hire dates, and unpaid personal leaves of absences (LOA) or LOA more than 182-days will impact your bonus target calculation and affect your FY20 AIP Payout. To learn more about how AIP is calculated, watch the [AIP Award Determination](#) video

In a continuous effort to remain market competitive, your FY21 AIP Target % increased from 10% to 15% at the start of this fiscal year and will be reflected in next year's bonus payout (2022).

Your Promotion

Congratulations on your promotion to ESDEP40 - Staff Site Reliability Engineer!

Your Compensation Increase

In support of your ongoing success and contribution to Adobe, here is a summary of your compensation package as of February 8, 2021. Thank you for your dedication and contribution to make Adobe – as a company, and as a product – better.

<i>Your New TTC</i>			<i>How was this calculated?</i>		
USD 196,075.00		170,500.00	→	163,500.00	X
		<i>New Salary</i>		<i>Current Salary</i>	
		+			
<i>Visible in Workday on February 8, 2021</i>	=	15%	→	15%	
		<i>New AIP Target %</i>		<i>Current AIP Target %</i>	
					4.28%
					<i>Increase %</i>