

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**

FY20 Payout Amount	Corporate Factor	Individual Performance Factor
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

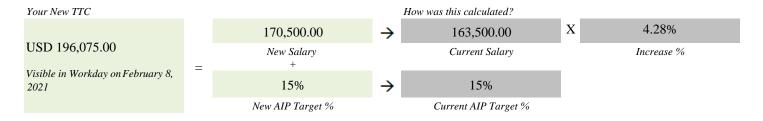
In a continuous effort to remain market competitive, your FY21 AIP Target % increased from 10% to 15% at the start of this fiscal year and will be reflected in next year's bonus payout (2022).

## **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.



Ops Team Direct: Bhambhri, Anjul Ops Team: Chakravarthy, Anil