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## Media Alert: Adobe Achieves Pay Parity in U.S.

**SAN JOSE, Calif. — Dec. 7, 2017 —** Adobe (Nasdaq:ADBE) today announced that the company has achieved equal pay between men and women in the U.S., an important milestone in Adobe's ongoing efforts to create an innovative and productive work environment for all employees.

Women are now making \$1.00 for every dollar earned by male employees in the U.S., up from 99 cents a year ago. As previously announced, non-white employees are earning as much as white employees.

Over the last year, Adobe undertook a review of its job structure and analyzed its compensation practices, and then made small adjustments based on this review. Adobe is committed to maintaining pay parity and will disclose its U.S. pay parity results annually as part of the Adobe corporate responsibility report.

"We were already close to pay parity in the U.S. through our strong people practices, and now we are proud to have achieved and documented this last step of full parity," said Donna Morris, executive vice president of Customer & Employee Experience at Adobe. "It means a lot to our U.S. employees, and we're excited to extend that same commitment to our global employee base in the upcoming year."

Building on this U.S. milestone, Adobe will continue to work to achieve global pay parity. The company is poised to achieve pay parity in India, its next largest employee population, early next year. The company first outlined its U.S. and India parity timelines in [September 2017](#).

#### About Adobe

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