



Adobe



You're there for your family. Adobe is there for you.

Whether you're trying to start a family or you're already juggling family and work demands, Adobe's benefits are there to lend a hand.

Starting a Family

Infertility Support: Expanded coverage and easier access to fertility-related services through Aetna or Kaiser.

Adoption: Reimbursement up to \$25,000 (up from \$5,000) for eligible expenses upon finalization of an adoption. You may use the benefit twice, up to a lifetime maximum of \$50,000. (Managed by TRI-AD.)

Surrogacy: Reimbursement for nonmedical expenses associated with surrogacy, up to \$25,000 per event, with a lifetime maximum of two events. (Managed by TRI-AD.)

Family Support

Employee Assistance Program: Up to six free counseling sessions—per issue, per year—for you and your dependents. You can also obtain free “care kits” for pregnancy, new baby, child safety and adult/elder concerns. (Provided by Aetna, regardless of your medical plan choice.)

Back-up Care: Up to 100 hours of back-up child or adult/elder care per year with a low copayment. (Managed by Bright Horizons.)

College Coach: Strategies for writing college essays, saving for college or repaying loans. Access to web-based workshops and expert 1:1 counseling. (Provided by Bright Horizons.)

Breast Milk Shipping: Free breast milk transportation for Adobe moms traveling on business. (Provided by Milk Stork.)

Pet Insurance: Coverage for many medical conditions, vaccinations and routine care. (Provided by MetLife.)

Dependent Care Gift: A nontaxable contribution of \$1,200 per year from Adobe, added to your Dependent Care Flexible Spending Account (FSA), to help care for children under 13. You can contribute up to \$5,000 pretax (inclusive of Adobe’s gift) to your FSA for qualified child and elder care expenses. (Managed by TRI-AD.)

Survivor Outreach Services: Support for employees and beneficiaries after the death of a loved one, including help navigating insurance claims, enrolling in COBRA, contacting credit agencies, and updating Social Security and financial institutions. (Provided by SOS.)

Legal Services: Access to attorneys for a wide range of legal matters, for a monthly fee. (Provided by Hyatt Group Legal.)

Adobe Work & Life: Flexible schedules, time off and wellbeing programs to help you balance your work with other demands and responsibilities.



For more information,
visit benefits.adobe.com