



Adobe Adoption Assistance Program FAQs

This document provides an overview. It is not intended to be a complete description. If there is any conflict between the information presented here and the official Adoption Assistance Program document will govern.

What is Adobe's Adoption Assistance Program?

Adobe recognizes that families are formed in many ways. The Adoption Assistance Program is designed to help offset the costs associated with adopting a child.

What is the maximum reimbursement benefit?

Adobe will reimburse you up to a total of \$25,000 for expenses you incur directly related to adopting a child. The maximum benefit is \$25,000 per child and the benefit is limited to the adoption of two children. The total lifetime maximum reimbursement is \$50,000 for the adoption of two children. Expenses are eligible for reimbursement after the adoption is finalized.

What is covered?

The program provides for reimbursement of expenses (with receipt showing proof of payment) that incurred for: Court fees, attorney fees, adoption agency fees including foreign adoption fees and traveling expenses necessary for the adoption.

Does Adoption Reimbursement cover embryo adoption?

No. The plan does not cover costs related to embryo adoption or any costs to donors.

Can the adoption assistance and surrogacy assistance be used for the same child?

Yes. There is nothing in the either program, preventing the use of both programs for one child. Please note: any adoption reimbursement associated with a surrogacy arrangement is taxable income to you.

What are the tax implications for the program?

Rules regarding the taxation of adoption assistance benefits are complex and may vary by state. In addition, the federal tax treatment of adoption assistance benefits and adoption expenses may be changed in the future. We strongly recommend you consult with your personal tax advisor for assistance when filing your tax return.

Are foreign arrangements covered under adoption program?

Yes. Foreign adoption is covered under the program, but will only be reimbursed once the adoption has been finalized.

How is the benefit applied if both parents work for Adobe?

If both spouses/domestic partners work at Adobe, only one is eligible to submit expenses and receive the reimbursement associated with adoption. The total lifetime maximum reimbursement for the adoption of two children is \$50,000, even if you and your spouse/domestic partner both work at Adobe.

How does the claim process work?

TRI-AD is the administrator for this Adoption Assistance Program. You can reach TRI-AD Monday through Friday 5 am to 6:00 pm PT toll free at 855-482-3623 or log on to the TRI-AD website: www.tri-ad.com.