Making time for the people and experiences you value most

An employee’s guide to work & life resources at Adobe
01
Community & Resources You Can Lean On
The people, information and resources you need, when and where you need them.

02
Real-life Flexibility
Options that work in a modern world.

03
A Manager that Has Your Back
Your manager is your guide.
Community & Resources You Can Lean On

A Supportive Environment

“This is one of the few top tech companies that truly wants you to have a good work-life balance. Adobe understands that their employees perform better when they’re not burnt out.”

—Adobe Software Engineer, glassdoor.com

All the Resources You Need

A quick and holistic view into all the resources available to help you manage life events, big or small.

Visit Inside Adobe or benefits.adobe.com
Search: Adobe Work & Life

An Environment that Works for You

We invest in our workplaces to ensure employees have the best work environment to be successful, and we offer a wide-range of programs to support you and your family.
What Adobe’s Been Doing

Setting the Bar High
In 2015, we began the rollout of progressive enhancements to our leave benefits, including 26 weeks of fully paid time off for primary caregivers. In 2017, we introduced the Welcome Back program in the US and five APAC countries, and enhanced the global bereavement benefit.

Making Waves
Recognized by Glassdoor as one of 15 companies that make work-life integration a top priority.

Ranked 67 in Working Mother “100 Best Companies” Survey
Read the Article Here

Ranked 60 in Fortune 100 “Best Companies to Work For”
Read the Article Here

“Adobe made it easy for me. I did not have to choose between my passion and family. This 6 months maternity benefit has helped me return to work fully motivated to pursue my dreams.”
— Shweta Tyagi
Noida, India

“The Enhanced Maternity leave was really helpful for me personally. It is a time I entirely devoted to the new transitional role of being a mother. I feel Adobe is a great place to work when it comes to employee welfare.”
— Sherin Meladathu Sebastian
Bangalore, India

“I assumed I had just gotten six months—it’s time to get back to work. Then the Welcome Back program was introduced with another 120 days of flexible schedule. I was shocked knowing that this was available when I got back.”
— Carly Listman
San Jose, CA

“I am truly grateful to Adobe & the Employee Experience Team for making this journey to motherhood less stressful and more blissful!”
— Aishwarya Dwivedi
Sydney, Australia
Real Options for Real Life

Flexible Schedules
We recognize that personal needs arise and you may need flexibility in your work schedule. We offer flexible schedules that can bend with your needs including adjusted work hours, the occasional work from home days, as well as part-time. Time is precious and when life events occur, we want you to have the support that you need.

Finding the Answers
There is not a “one-size-fits-all” approach to flexibility, and different employees and teams have different business needs. When it’s possible to provide flexibility, managers and employees should work together to do so. For questions or support, please contact the Employee Resource Center at erc@adobe.com.

“Working part-time allowed me to keep my hand in my career while providing my family with the care it desperately needed.”
— Mindy Laponis
San Jose, CA
“Adobe has made being there for my family just a little bit easier by enabling me to occasionally work from home, when it makes sense, so I’m able to participate in parent-teacher conferences or watch important school events which mean the world to me.”

— Steve Martin
San Francisco, CA

Set the Stage for Your Success

Where’d you go?
When personal needs arise, a flexible schedule at work can help you manage at home but it’s important we still see you — we’d miss you too much! Try to attend team meetings and other office gatherings. Don’t become invisible.

When can we expect you?
Do your best to let your manager and team know when they can expect to see you in the office or when you’ll be online. If working from home, be sure to respond to email and be available via phone or instant messaging.

How is everything coming along?
Make sure to check in with your manager about the status of your projects and regularly evaluate your arrangement. Keep up with your work and continue your high-level of performance.
Leading with Compassion

A Ready Ear

We encourage you to talk to your manager if you have the need for a flexible schedule. Our managers are best positioned to assess the situation from the customer, team and individual perspective to determine where flexibility can be supported.

A Guide for Managers

Taking into consideration the needs of the business, your position and the request for a flexible schedule, managers are prepared to assess your request as well as set, manage and discuss expectations. Managers can utilize the Manager Guide found on Inside Adobe.
We understand the importance and reality of managing work and life and want to support the health and wellbeing of our employees. Adobe offers generous time-off benefits, wellbeing programs and flexible schedules.

Click on your region to learn more.