2026 Flexible Spending Accounts (FSA) and Health Savings Account (HSA) Cut Off Dates by Pay Date

Note: 2025 HSA changes will be turned off 12/11/25 – 12/31/25. HSA changes for 2026 cannot be made between 11/21/25 and 1/1/26. The only changes to HSA (or FSA) between 12/11 – 12/31 will be those made via life events. Contact the Adobe Benefits Support Team if you have any questions.

You submit your FSA/HSA election/change between these dates:		**The election, if applicable, will be divided by these remaining number of pay periods**:**	**Your payroll contributions (and Adobe's, if applicable) will change on this paycheck:**
From	**To**		
12/11/2025 (life events only)	12/21/2025 (life events only)	27	1/2/2026
12/22/2025 (life events only) 1/1/2026 (2026 changes begin)	1/7/2026	26	1/16/2026
1/8/2026	1/21/2026	25	1/30/2026
1/22/2026	2/4/2026	24	2/13/2026
2/5/2026	2/18/2026	23	2/27/2026
2/19/2026	3/4/2026	22	3/13/2026
3/5/2026	**3/17/2026**	21	3/27/2026
3/18/2026	4/1/2026	20	4/10/2026
4/2/2026	4/15/2026	19	4/24/2026
4/16/2026	4/29/2026	18	5/8/2026
4/30/2026	5/13/2026	17	5/22/2026
5/14/2026	5/27/2026	16	6/5/2026
5/28/2026	6/10/2026	15	**6/18/2026**
6/11/2026	6/17/2026	14	**6/26/2026**
6/18/2026	7/8/2026	13	7/17/2026
7/9/2026	7/22/2026	12	7/31/2026
7/23/2026	8/5/2026	11	8/14/2026
8/6/2026	**8/18/2026**	10	8/28/2026
8/19/2026	9/1/2026	9	9/11/2026
9/2/2026	9/16/2026	8	9/25/2026
9/17/2026	9/30/2026	7	10/9/2026
10/1/2026	10/14/2026	6	10/23/2026
10/15/2026	10/27/2026	5	11/6/2026
10/28/2026	11/11/2026	4	11/20/2026
11/12/2026	11/23/2026	3	12/4/2026
11/24/2026	12/9/2026***	2	12/18/2026
12/10/2026 (life events only)	12/18/2026	1	**12/31/2026**
12/19/2026 (life events only)	1/7/2027	0	N/A*

***If you submit a life event when there are zero pay periods remaining, you should not make any changes to your current year FSA elections. Instead, make an Open Enrollment Election change for the following plan year.**

****Pay period division does not apply to HSA lump-sum elections based on specific payroll dates.**

***** The final day to submit changes for 2026 is 12/9/26**

2025 Flexible Spending Accounts (FSA) and Health Savings Account (HSA) Cut Off Dates by Pay Date

You submit your FSA/HSA election/change between these dates:		The election, if applicable, will be divided by these remaining number of pay periods**:	Your payroll contributions (and Adobe's, if applicable) will change on this paycheck:
From	To		
12/12/2024	12/19/2024	26	1/3/2025
12/20/2024	1/8/2025	25	1/17/2025
1/9/2025	1/22/2025	24	1/31/2025
1/23/2025	2/5/2025	23	2/14/2025
2/6/2025	2/19/2025	22	2/28/2025
2/20/2025	3/5/2025	21	3/14/2025
3/6/2025	3/18/2025	20	3/28/2025
3/19/2025	4/2/2025	19	4/11/2025
4/3/2025	4/16/2025	18	4/25/2025
4/17/2025	4/29/2025	17	5/9/2025
4/30/2025	5/14/2025	16	5/23/2025
5/15/2025	5/28/2025	15	6/6/2025
5/29/2025	6/11/2025	14	6/20/2025
6/12/2025	6/18/2025	13	6/27/2025
6/19/2025	7/9/2025	12	7/18/2025
7/10/2025	7/23/2025	11	8/1/2025
7/24/2025	8/6/2025	10	8/15/2025
8/7/2025	8/20/2025	9	8/29/2025
8/21/2025	9/3/2025	8	9/12/2025
9/4/2025	9/17/2025	7	9/26/2025
9/18/2025	10/1/2025	6	10/10/2025
10/2/2025	10/15/2025	5	10/24/2025
10/16/2025	10/29/2025	4	11/7/2025
10/30/2025	11/12/2025	3	11/21/2025
11/13/2025	11/24/2025	2	12/5/2025
11/25/2025	12/10/2025***	1	12/19/2025
12/11/2025 (life events only)	12/21/2025	0	N/A*

***If you submit a life event when there are zero pay periods remaining, you should not make any changes to your current year FSA elections. Instead, make an Open Enrollment Election change for the following plan year.**

****Pay period division does not apply to HSA lump-sum elections based on specific payroll dates.**

***** The final day to submit changes for 2025 is 12/10/2025**