Adobe

U.S. family benefits



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

Fertility support

Access to benefits, including fertility drugs, imaging, labs, and assisted reproductive technology services for Aetna and Kaiser Permanente medical plan members

Adoption

Reimbursement up to $25,000 for eligible expenses upon finalization of an adoption; you may use the benefit twice, up to a lifetime maximum of $50,000 (managed by My Adobe Reimbursements)

Surrogacy

Reimbursement for nonmedical expenses associated with surrogacy, up to $25,000 per event, with a lifetime maximum of two events (managed by My Adobe Reimbursements)

Maternity support

Comprehensive medical coverage and resources to help you through every step, from prenatal care to caring for baby

Parental leave

Up to 16 weeks of paid leave to bond with your child following birth or placement for adoption, in addition to any medical leave for pregnancy (managed by Lincoln Financial)

Digital LOA experience

Digital tools that walk you through what you need to know and do when planning a leave of absence (provided by Veer)

Breast milk shipping

Free breast milk transportation for Adobe moms traveling on business or gestational surrogates (provided by Milk Stork)

For more information, visit benefits.adobe.com.

Family support

Employee assistance program

Up to 12 free counseling sessions per year for you, your spouse or domestic partner, and your dependents age 6 and older; Adobe's EAP gives your family seamless access to world-class providers who deliver precisely what you need—whether that's work and life resources or the ability to speak with a therapist (provided by Spring Health)

Mental health support

In-person and virtual care options through your medical plan for anxiety, eating disorders, depression, family issues, and more

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 or dependents as defined by the IRS; you can contribute up to $7,500 per family, pretax (inclusive of Adobe's gift) to your FSA for qualified child and elder care expenses (managed by HealthEquity)

Back-up care

Up to 15 days of back-up child, adult, or elder care per year with a low copayment, including options for summer camps and virtual tutoring (managed by Bright Horizons)

Family care concierge

Expert support via chat, phone, email, text, or video to find the right care for your family (managed by Sittercity)

Adobe Work & Life

Flexible schedules, time off, and wellbeing programs to help you balance your work with other demands and responsibilities

College and career coaching

Strategies for writing college essays, saving for college, or repaying loans; access to web-based workshops and expert 1:1 counseling; also includes career coaching and money skills training for college students (provided by Bright Horizons)

529 education savings plan

An account that lets you set aside money for qualified education costs so it can grow tax-free (provided by Vanguard)

Money Coach

Expert support to improve your financial life and reach your goals (provided by My Secure Advantage)

Voluntary insurance plans

Employee-paid critical illness, accident, and hospital insurance plans that provide a financial safety net for your family during a major health event (provided by MetLife)

Legal services

Access to attorneys for a wide range of legal matters, for a monthly fee, including a parents plan option (provided by MetLife Legal Plans)

Identity theft protection

A digital security plan to protect against identity theft and financial fraud for you and your family with an option to include the Life360 app (provided by Aura through MetLife)

Discounts

Discounted home and auto insurance, pet insurance, student loan refinancing, rentals, tickets, and more (provided by Reward Gateway)

Bereavement support

Support for employees and beneficiaries after a death, including help with insurance claims, COBRA, contacting credit agencies, and updating Social Security and financial institutions (provided by TenCode Benefits)

Guided meditation

A free app with guided meditation sessions to help manage stress, sleep better, find focus, boost creativity, and achieve more balance in life—for you and five members of your family or household (provided by Headspace)

Wellbeing support

A free app to build healthy habits to beat burnout, feel more focused, and achieve wellbeing goals for you and five members of your family or household (provided by Thrive Global)

Family care leave and military family leave

Up to 12 weeks leave (five weeks paid at 100% plus any statutory time) to care for a sick or injured family member or to address needs resulting from a family member's active duty or an illness or injury sustained in the line of duty

Pet support

Free 24/7 veterinary telehealth service (provided by Airvet); pet insurance discounts (provided through Reward Gateway)

Community

Employee Resource Groups and Slack channels (#parents, #eldercare, #foster-care-community, #adobepets, #fertility-friends) offer support from colleagues

Medicare and individual health care coverage support

Free guidance on Medicare, COBRA, and the healthcare marketplace for you or a family member who is becoming Medicare-eligible, retiring, or losing coverage, even after you leave Adobe (provided through SmartConnect)

For more information, visit benefits.adobe.com.

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