



# Our Wellbeing Matters



Adobe supports your physical, emotional and financial wellbeing—so you can be your best at work and at home.

## Physical wellbeing

### Wellness reimbursement program

Get up to \$600 per year for gym memberships, bike share memberships, fitness classes, massages, nutritional counseling, activities for kids and more.

### LifeDojo

Provides a personal coach to help you and a family or household member of your choice to focus on changing habits related to fitness, healthy eating, reducing stress or building resilience.

### Wellness centers

Fitness equipment, exercise classes and services such as personal training, massages and fitness assessments in the San Jose, San Francisco, Seattle and Lehi offices.

### Café

Healthy breakfasts, lunches and snacks in San Jose, San Francisco, Seattle and Lehi. Our menus feature the Well-Being Indicator, a holistic nutrition program that makes it easy to find healthy options in Adobe cafés.

### Registered dietitian nutritionist

Receive free one-on-one nutritional coaching sessions, tune into the Healthy Eating for Humans podcast and join a global community of nutrition-minded colleagues. Visit [Inside Adobe > Search: Nutrition Information](#).

### Preventive health support

Health risk assessment and preventive care available through your medical plan to help you protect your good health or stay on track with a chronic condition. Visit [benefits.adobe.com > Health and wellbeing > Physical wellbeing](#).

## Emotional wellbeing

### Employee assistance program

Up to 10 free counseling sessions per calendar year, for you, your spouse and your dependents. Work with a dedicated care navigator to efficiently get the mental health care that's right for you. Easily connect with world-class providers, get personalized care recommendations, and access work-life resources. Visit [benefits.adobe.com](https://benefits.adobe.com) > Health and wellbeing > Emotional and mental wellbeing.

### Mental health support

In-person and video sessions available through your medical plan to provide support for anxiety, eating disorders, depression, family issues and more. Visit [benefits.adobe.com](https://benefits.adobe.com) > Health and wellbeing > Emotional and mental wellbeing.

### Headspace meditation app

Short, guided meditation sessions—delivered to your phone or browser—to help you and a family or household member of your choice manage stress, sleep better, find your focus, boost creativity and achieve more balance in your life.

## Financial wellbeing

### Comprehensive savings and insurance programs

All the programs you expect to help you save for the future and provide a safety net in times of need, including a 401(k) retirement plan, an employee stock purchase plan, a college savings plan, a Health Savings Account (HSA), and disability and life insurance.

### Extended financial resources and coverage

Additional programs and services to help you manage and protect your money, including financial wellness coaching, budgeting tools, investment advice resources, identity theft protection, expert tax guidance and online tools, group legal services, discounts and more.

## Communities

### Employee networks

Open to all employees across the company, employee networks provide Adobe employees from underrepresented groups a way to feel more connected and included.

### Employee clubs

A fun and easy way to meet and connect with colleagues—whether you're looking to network with peers from your alma mater or find a running buddy for an upcoming marathon.

For more information about networks and clubs, search "Adobe Life" on Inside Adobe.

## Work and life wellbeing

### Backup care

Up to 20 days of care for yourself, your children, or an adult, with a nominal copayment.

### Care concierge

Expert assistance via chat, phone, email, text, or video to find the right care for your family.

### College coaching

Advice on choosing a college, paying for school, and navigating the admissions process—including expert review of application essays.

### Tutoring

Discounts on tutoring for all ages, including credits toward virtual tutoring for each day of backup care used.

