Adobe

Let's be well together



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

Physical wellbeing

Wellbeing reimbursement program

Up to $600 per year for gym memberships, bike share memberships, fitness classes, massages, musical instruments, and more.

Thrive Global

Build small, healthy habits into your day to beat burnout, feel more focused, and achieve wellbeing goals related to sleep, food, movement, stress management, focus, connection, or money. Invite up to five members of your family or household to participate for free.

Wellness centers

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

Café

Healthy breakfasts, lunches, and snacks in Lehi, San Francisco, San Jose, and Seattle. Our 5 Healthy Eating Menu icons are a simple way to spot dishes that support personal wellbeing goals based on key nutritional features. Menus feature the Well-Being Indicator, a holistic nutrition program that makes it easy to find healthy options in Adobe cafes.

Nutrition support

A variety of articles, daily microsteps, and a global community of nutrition-minded colleagues to keep you motivated. Visit benefits.adobe.com > Physical wellbeing > Nutrition support.

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 care > Aetna medical plans or Kaiser medical plan.

Medicare or individual health care coverage guidance

Free Medicare education and help evaluating lower-cost options if you or a family member loses group coverage.

For more information about U.S. benefits, visit benefits.adobe.com.

Emotional wellbeing

Employee assistance program

Up to 12 free counseling sessions per calendar year, for you, your spouse or domestic partner, and your dependents age 6 and older. 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 reccomendations, and access wellbeing exercises and resources. Visit benefits.adobe.com > Health care > Mental health care.

Mental health support

In-person and virtual care options available through your medical plan for anxiety, eating disorders, depression, family issues, and more. Visit benefits.adobe.com > Health care > Mental health care.

Headspace meditation app

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

Bereavement support

Free, confidential guidance on estate settlement, funeral services, help in navigating insurance claims, and assistance with other benefits through TenCode Benefits. Visit benefits.adobe.com > Enrollment and changes > Life events > In the event of a death.

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; a student debt and savings program; budgeting tools; investment advice resources; a digital security plan for identity theft and financial fraud protection; expert tax guidance and online tools; group legal services; voluntary supplemental health insurance, including critical illness, accident, and hospital insurance; and discounts on everyday products and services.

Communities

Slack communities

A place to connect with peers about topics that matter to you. Search Slack for communities, including #parents, #fertilityfriends, #eldercare, #adobe-nutrition, and more.

Employee networks

Open to all employees, employee networks are groups that build community, connection, inclusion, and belonging. Together, leaders and members drive engagement, cultural enrichment, and personal growth through shared initiatives and activities.

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

Back-up care

Up to 15 days of care for yourself, your children, or an elder, with a nominal copayment.

Care concierge

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

College and career coaching

Advice on choosing a college, paying for school, and navigating the admissions process—including expert review of application essays—plus help with choosing a career and honing money management skills for college students.

Tutoring

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

Pet services

Free, 24/7 veterinary telehealth services from Airvet, and discounted pet insurance through our global discount portal.

For more information about U.S. benefits, visit benefits.adobe.com.

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