



Wellbeing

Your 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 \$360 per year for gym memberships, bike share memberships, fitness classes, massages, nutritional counseling and more.

LifeDojo

Provides a personal coach to help you 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.

Fitbit program

Subsidized pricing on up to two select Fitbit wellness devices. Visit Inside Adobe > Search: Wellbeing Programs.

Café

Healthy breakfasts, lunches and snacks in San Jose, San Francisco, Seattle and Lehi. The Adobe Well program encourages healthy choices in exchange for discounts on Wellness Center massages. The Well-Being Indicator gives nutritional information you need to eat well.

Registered dietitian nutritionist

Free one-on-one coaching sessions in San Jose, San Francisco, Seattle and Lehi. Visit Inside Adobe > Search: Nutrition Information.

Onsite biometric screenings and flu shots

Learn the numbers that indicate how healthy you are, and get your flu shot to stay healthy when flu season rolls around. Offered in offices with more than 100 employees.

For more information, visit benefits.adobe.com

Emotional wellbeing

Employee assistance program

Up to 10 free counseling sessions per issue, per year, for you and your dependents. With Talkspace, you can even connect to a counselor by text message. You can also obtain free care kits for pregnancy, new baby, child safety and adult/elder concerns (provided by Aetna, regardless of your medical plan choice).

Behavioral health support

In-person and video sessions available through your medical plan to provide ongoing support for anxiety, eating disorders, depression, family issues and more.

Headspace meditation app

Short, guided meditation sessions—delivered to your phone or browser—to help you manage stress, sleep better, find your focus, boost creativity and achieve more balance in your life. Visit Inside Adobe > Search: Headspace for your complimentary access code.

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, 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, long-term care insurance and more.



Communities

Employee networks

Open to all employees across the company, each network brings people together to build community and an inclusive workplace. We encourage participation and collaboration across the networks—we are stronger together.

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.