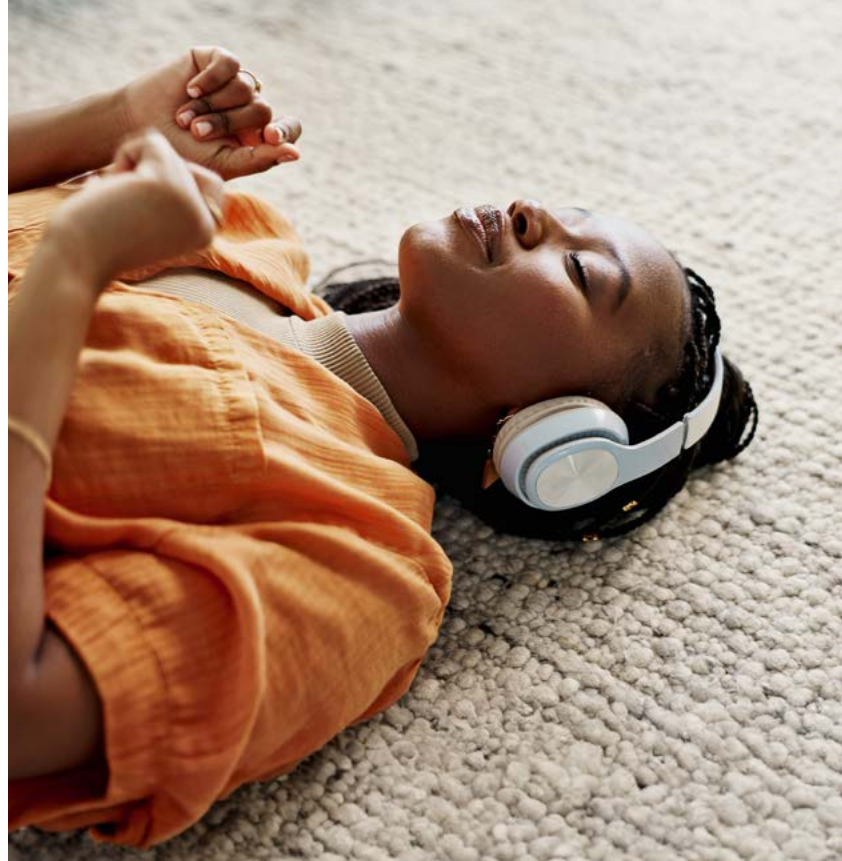




Our Wellbeing Matters



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, nutritional counseling, activities for kids, 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.

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, Emeryville, and Los Angeles offices.

Café

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

Nutrition support

A variety of articles, Healthy Eating for Humans podcast, and a global community of nutrition-minded colleagues. 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.

For more information, visit benefits.adobe.com

Emotional wellbeing

Employee assistance program

Up to 12 free counseling sessions per calendar year, for you, your spouse and your dependents age six 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 recommendations, 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.

Mind Companion

An Aetna tool for Aetna members to find care options, from self-guided programs to coaching and therapy. Visit benefits.adobe.com > Health care > Mental health care > Mind Companion.

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.

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, budgeting tools, investment advice resources, identity theft protection, expert tax guidance and online tools, group legal services, discounts, and more.

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 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 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 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.

Pet services

Free, 24/7 veterinary telehealth services from Airvet and discounted pet insurance through Fond.