India Wellbeing Reimbursement Programme Frequently Asked Questions (FAQs)

We want to help you and your family boost your physical, mental and financial wellbeing. Don't get stuck in the same old routine. Try a new activity on us!

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General Information

Q1. What is the Wellbeing Reimbursement Program?

A: Adobe believes that wellbeing is foundational to our personal success, our success as a team, and as a company. The Wellbeing Reimbursement Programme is designed to support the physical, mental and financial wellbeing of employees and their immediate family by covering a variety of activities and services related to these three wellbeing pillars.

Q2: Who is eligible for the Wellbeing Reimbursement Program?

A: You are eligible to participate in the program if you are a regular Adobe employee, which includes part-time employees who work the minimum hours required to be eligible for benefits. To be reimbursed, you must be employed by Adobe when you incur eligible expenses and when you request reimbursement.

Q3: Will there be further updates to the list of eligible items for the Wellbeing Reimbursement Program?

A: Adobe reserves the right to make changes to the list of eligible items at any time. Changes made to the list will be communicated to all employees.

Q4: Can my manager see what I have submitted for reimbursement through the Wellbeing Reimbursement Program?

A: No, your manager cannot view your wellbeing reimbursement claims. To ensure that claims are filed as per policy, Adobe conducts periodic internal audits.

Q5: Why are the benefit amounts for the Wellbeing Reimbursement Programme different in some countries?

A: Benefit amounts vary by country with consideration for local currency exchange rates and market practices.

Q6: What do I do if the item I purchased Is cancelled or returned?

A: If an item is cancelled or returned after reimbursement is received, the funds may be applied to another eligible wellbeing item, or the funds must be returned to Adobe.

Q7: How do I submit my claims for the Wellbeing Reimbursement Program?

A: Claims can be submitted by visiting My Adobe Benefits. Information for submitting your claim can be found on benefits.adobe.com.

Eligible Items

Q8: Who do I contact if I have queries on what I can get reimbursed?

A: Please reference the list of eligible items in the "What's Covered" section of benefits.adobe.com. If you have additional queries regarding the wellbeing reimbursement program, please write to erc@adobe.com.

Q9: Are purchases made using corporate cards or gift cards reimbursable?

A: No. Any purchases made on corporate cards or gift cards are not eligible for reimbursement.

Q10: Can I submit travel expenses like flights or hotels for reimbursement?

A: No, flights, hotels, fuel, and other travel or vacation costs incurred on personal or professional trips are not eligible for reimbursement.

Q11: Can I submit for the cost of a vacation if it includes activities that keep me active?

A: No, vacation/trip costs (example: any mode of transport, air, land, water) cannot be reimbursed through the Wellbeing Reimbursement Programme. If there are any individual activities that align with the policy, are included in the "What's Covered" list and have associated receipts, you can submit those claims. (Ex: kayaking, getting a massage.)

Q12: If I make a purchase while traveling, can I submit for reimbursement?

A: Yes, items purchased outside of your home country are eligible for reimbursement if they are items included in the "What's Covered" list. You are required to provide the receipt and the local currency conversion in the description box when submitting your claim. Only the actual cost of the item is eligible for reimbursement. Customs duties and fees are not eligible for reimbursement.

Q13: What medical expenses can be reimbursed through the wellbeing reimbursement fund?

A: Only COVID and influenza vaccinations can be reimbursed through the fund, and only if you're an employee outside of the U.S. and your health care coverage does not already cover the cost. Other medical expenses are not eligible for reimbursement through this program. Visit your local benefits page on Inside Adobe or benefits.adobe.com for information about Adobe's health care benefits relevant to your country.

Q14: Can I submit for items that were purchased by one of my dependents?

A: Yes, eligible items purchased by your dependents (as per the coverage details in your Group Health Insurance Plan) can be submitted against your personal wellbeing reimbursement funds. Receipts for purchases made by friends and non-dependent family members are not eligible.

Q15: Is it possible to get reimbursed for food or supplements?

A: No. Reimbursement for food (including meal kits), vitamins, and supplements is not permitted.

Q16: Can I be reimbursed for food, medical items, furniture, or home expenses if they are for my hobby?

A: No. Even if they relate to your hobby, these items are not allowed to be reimbursed through the wellbeing reimbursement fund.

Q17: What should I do if I need support for a better ergonomic work environment?

A: You can start by completing a virtual ergonomic self-assessment on ergoIQ to review your workstation setup. If you need additional assistance afterward, fill out the linked request form and the ergonomic team will follow up with you.

Q18: Can I get reimbursed for any financial-related fees?

A: No. Fees related to currency exchange, banks, credit cards, investing, trading accounts, gambling, and cryptocurrencies are not reimbursable. Additionally, payments made directly to individuals (e.g., through Google Pay or Venmo) are also ineligible.

Q19: Are legal services eligible for reimbursement?

A: Legal services and associated fees are not reimbursable, as well as home improvement projects or any services provided directly by an individual instead of a registered business.

Q20: Can I get reimbursed for technology purchases like a new phone or tablet?

A: No. Technology items such as cell phones, tablets, iPads/ThinkPads, video games, consoles, games not related to exercise, headphones, and headsets are not reimbursable. All reimbursable items are included in the list found in the "What's Covered" section of benefits.adobe.com.

Q21: Are short-term courses and learning opportunities eligible for reimbursement?

A: No, programs and classes that are covered under the Professional Development Reimbursement or Education Reimbursement are not eligible under the Wellbeing Reimbursement programme. To read more about the Learning Fund, visit benefits.adobe.com.

Q22: What other services are not reimbursable?

A: Even if associated with extracurricular activities or wellbeing classes, you cannot reimburse for legal services and associated fees, home improvement projects, vehicle care, services provided directly by an individual instead of a business, or health spa treatments other than massage. Additionally, items such as weapons, furniture (including ergonomic furniture), home appliances, and home enhancements are not eligible. Gratuities or tips are also not reimbursable.