

# Professional Development Reimbursement Cost Centers and Amounts 2019

## U.S. and Canada

Country	2019 Benefit amount (local currency) *
U.S.	USD 1,000
Canada	CAD 1,328

## APAC

Country	Submit Claims through Concur and select Cost Center	Expense Type	2019 Benefit Amount (local currency) *
Australia	7193113	Professional Development Reimbursement	AUD 1,375
China	7791107		CNY 6,950
Hong Kong	5488808		HKD 7,824
Korea	7497514		KRW 1,125,000
New Zealand	7210005		NZD 1,464
Singapore	7398118 5487527		SGD 1,374
Taiwan	7792006		TWD 30,862
Japan	7294509		JPY 113,626

## EMEA

Country	Submit claims through Concur and select cost center	Expense Type	2019 Benefit amount (local currency)*
France	5394509 (Adobe)	Professional Development Reimbursement	EUR 882
Italy	2595553		EUR 882
Netherlands	5494509		EUR 882
Poland	6100027		PLN 3,785
Spain	5595507 Magento 5596048		EUR 882
Switzerland	5795507 (ALST) 1990580 (DMCH)		CHF 997
Country	Where to submit claims		2019 Benefit amount (local currency)*
Austria	Please submit claims through My Adobe Benefits	EUR 882	
Belgium		EUR 882	
Czech Republic		CZK 22,884	
Denmark		DKK 6,582	
Finland		EUR 882	
Germany		EUR 882	
Ireland		EUR 882	
Israel		ILS 3,720	
Norway		NOK 8,580	
Romania		RON 4,103	
South Africa		ZAR 13,829	
Sweden		SEK 9,082	
United Arab		AED 3,673	
United Kingdom		GBP 782	

## India

Country	Submit claim through Concur and select Cost Center	Expense type	2019 Benefit amount (local currency)*
India	7890411	Professional Development Reimbursement	INR 70,341

Country	Where to submit claims	2019 Benefit amount (local currency) *
Brazil	Please submit claim through My Adobe Benefits	BRL 3,877
Mexico		MXP 20,399
Chile		CLP 673,922
Colombia		COP 3,235,240
Bermuda		BMD 1,000

\* The annual benefit amount is established by Concur in local currency based on the applicable currency exchange rates as of the first Saturday in December prior to a new calendar year. For example, the 2019 annual benefit amounts were established from currency exchanges as of December 1, 2018. Local benefit amount may increase or decrease annually based on applicable currency exchange rates.