



Revised Day Care Benefits FAQs

1. What is age limit/range of a child for enrollment for day care?

This benefit is applicable for full-time employees with children aged between six (6) months to six (6) years.

2. When will this revised day care benefit be effective from?

The day care benefit of Adobe funding 100% for day care and food (only) applicable for identified day care service provider(s) at 'Near' sites will be effective from June 01, 2019 onwards.

3. What will be excluded from the day care cost for employees opting for 'near site' day care centers?

Adobe will pay 100%-day care cost and food directly to the day care vendor partner. The exclusions, without being exhaustive, such as preschool, transport, books, curriculum fees, bags etc., if any, shall be paid by the employee directly to the day care vendor partner. This is only for 'Near Site' Centers.

4. What's the difference between 'Near Site' & 'Near Home' day care facility?

'Near Site' day care facility is a facility mandated under the Maternity Benefit Act, 1961 ('The Law') which is situated within 500 meters from where Adobe India facility operates. The cost incurred for providing day care & food (only) to the child of the beneficiary employee is fully borne by Adobe India.

'Near Home' day care facility is a facility which is not mandated by the law but provided by Adobe India at key strategic locations across the city where Adobe India facility operates that are / may be feasible to its employees. Adobe India has a special negotiated price from the vendor partner to offer day care services to its employees at the identified location(s) whose price has to be fully borne by the beneficiary employee.

5. What is the number of seats available for Adobe employees at the different day care centers – near site and near-home?

There are no seats blocked for employees, the seats are available on first-come-first-serve basis. In case of enrolment with listed two (2) vendors, a week prior notice is required for enrolment.

6. What is the rationale behind not considering the 'near home' facilities?

As per the Maternity Benefit Act 1961 and revised amendments, an employer is required to support basic day care cost (day care only) for eligible employees (with children in age group of 6 (six) months to 6 (six) years within 500 meters radius of Office premises. Hence, near home is not included.



7. What if I want to avail 'Near Site' facility but am availing 'Near Home' due to unavailability of seats? How will I be compensated?

Adobe will fund 100%-day care and food only at 'Near Site' facility and not 'Near Home' facility.

8. I did not get a seat 'Near Site'. Would I be given a preference as soon as a seat gets vacant? Would I be informed in case a seat is available?

Yes, you need to give a week's prior heads up to the identified day care service provider.

9. Will I be entitled to any reimbursement or any allowance in case I am not able to avail either 'Near Site' / 'Near Home' facilities?

There is no reimbursement or allowance for 'Near Site' or 'Near Home' facilities.

10. What is Afterschool Daycare?

It is a separate program for older children who go to a formal school and who require an extra curriculum program after school.

11. What are the timings for Afterschool Daycare?

Any 6 hours between 12 noon and 7:30 pm.

12. What is the eligibility criteria for availing After School Daycare?

The child should be between the ages of 3 years – 6 years

13. Can Afterschool Daycare be considered as Half Day Care?

No, since Afterschool Daycare is a separate program altogether and half day care is only for 4.5 hours and is for the first half of the day.

14. Does Adobe pay for the Afterschool Daycare program?

No, it is fully paid by the parent, based on the fee structure at the center in which the admission is taken. All payments need to be made at the center directly on a term wise basis – once in 4 months. Food Fee would be born by Adobe only at near site centers, Bangalore – PTP1, PTP2, Prestige Trinity Centre and Noida – Expressway 132 center.

15. What is the benefit for Adobe employees under the Afterschool Daycare program?

The benefit is that the Non-Refundable deposit of Rs 10,000 taken during the admission is waived off. The monthly fee needs to be borne by the employee.



16. Do these vendors provide day care services on weekends as well?

The day care service providers operate from Mondays to Fridays.

17. Since I work in the night shift, I wanted to know if any vendor will be operational at night as well. If not, what is the closing time for these vendors?

The day care service providers' timings are published on the portal.

18. Is there a provision of selecting the day care of my choice and getting it enlisted under Adobe scheme?

Adobe has listed the day care service as per the statutory requirement. Therefore, beneficiary employee must choose one amongst the listed vendor partners.

19. Does the payment need to be made month-wise?

Employees need to pay term wise (a term comprises of 3 or 4 months depending on the day care vendors), directly to the day care service providers for 'Near Sites' for the exclusions such as preschool, transport, books, curriculum fees, bags etc.

20. How would the benefit be treated in case of an exit? Would it stop immediately or by the end of the month?

The benefit of day care cost and food benefit is applicable for listed 'Near Site' day care provider only and the same would be applicable till the last day of exit.

21. Who do we contact if there are any issues with the day care vendors? What is the escalation matrix?

Escalation 1: Centre Head/Manager – day care service provider

Escalation 2: ERC Team