



Frame.io benefits sheet

	Coverage ends	Call/Email	Visit	Action needed	Adobe's equivalent
Benefit/Provider					
Medical: Aetna	11/30/2021	1-888-982-3862	aetna.com/about-us/login.html	Refill prescriptions and see doctor if possible by 11/30/2021. You will need to enroll in Adobe's benefits for both 2021 and 2022 elections from Nov. 29 – Dec. 14, 2021.	Medical: Aetna and Kaiser
Dental: Aetna	11/30/2021	1-888-982-3862	aetna.com/about-us/login.html	You will need to enroll in Adobe's benefits for both 2021 and 2022 elections from Nov. 29 – Dec. 14, 2021.	Dental: Delta Dental
Vision: Aetna	11/30/2021	1-888-982-3862	aetna.com/about-us/login.html	You will need to enroll in Adobe's benefits for both 2021 and 2022 elections from Nov. 29 – Dec. 14, 2021.	Vision: VSP
401(k): Slavic401(k)	10/6/2021	1-800-356-3009	slavic401k.com	No action needed at this time. The plan must go through a transition process in order to prepare the accounts for distribution. You may continue to access your account at Slavic for the purpose of reallocating investments. We expect Plan assets to be available for distribution by the end of the first calendar quarter in 2022. Once the transition process is complete, you will be notified to take action. You will be able to enroll in Adobe's 401(k) plan after your start date.	401(k): Vanguard
HealthAdvocate	11/28/2021	1-866-799-2728 answers@healthadvocate.com	healthadvocate.com/members		Aetna and Kaiser
One Medical	Varies		onemedical.com	If you signed up for a membership through One Medical, you'll have access under the current membership for 1-year from your sign-up date.	One Medical
Teladoc	12/31/2021		member2.teladoc.com/aetna		Teledoc for Aetna members
Talkspace	Varies	justworks-support@talkspace.com	talkspace.com/members/justworks	If you enroll in Talkspace after 11/01/2021, and before 11/28/2021, you will have the full year of access (until 10/31/2022).	Spring Health

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Kindbody	Varies	navigator@kindbody.com	kindbody.com	If you signed up for access to Kindbody, you will continue to have access for 1 year from your initial sign-up date, inclusive of the additional 10% off of non-preventative care services.	Aetna and Kaiser
Commuter Benefits: Optum Financial	Varies	1-877-292-4040 of-service@of.optum.com	justworks.optumfinancial.com	You will have 90 days from your termination date to use any unused funds. Parking: Your funds will be forfeited immediately on your termination date. Credits: Any credits, transit or parking will be forfeited immediately upon termination.	Commuter Benefits: Commuter Check Direct
Health Savings Account: Optum Financial	N/A	1-877-292-4040 of-service@of.optum.com	justworks.optumfinancial.com	Your account will remain open and will begin to incur a \$3/month administration fee starting on 12/1/2021. You can convert this to the Adobe HS with Health Equity.	Health Savings Account: Health Equity
Flexible Spending Account: Optum Financial	11/28/2021	1-877-292-4040 of-service@of.optum.com	justworks.optumfinancial.com	Please spend your money by 11/28/2021 and submit within 90 days of plan termination for reimbursement.	Flexible Spending Account: Tri-Ad
Supplemental Life Insurance: MetLife	11/30/2021		online.metlife.com/edge/web/public/benefits	You can port the coverage. You can get in touch with Justworks to ask for a portability form to submit to MetLife, and you'll work directly with MetLife to set up continuing your coverage. Adobe offers basic Life and AD&D cover of 3x salary up to \$500,000. You will also be given the opportunity to enroll into Adobe's supplemental plans on 11/29/2021.	Supplemental Life Insurance: Lincoln
Voluntary Long-term Disability Insurance: MetLife	11/30/2021	1-833-771-1424 (to file a claim)	online.metlife.com/edge/web/public/benefits		Long-term Disability Insurance: Lincoln
Voluntary Short-term Disability Insurance: MetLife	11/30/2021	1-833-771-1424 (to file a claim)	online.metlife.com/edge/web/public/benefits		Voluntary/Short-term Disability Insurance: managed my Lincoln
Pet Insurance: Nationwide	N/A		benefits.petinsurance.com/frameio	Last payroll deduction in November. If you wish to continue Pet Insurance, you will need to move to direct bill. More instructions to follow. Adobe also offers a discount but is on a direct bill basis (no payroll deductions).	See Fond for perks
Learning & Development	11/29/2021	Contact your Manager/HRBP	N/A	Submit expenses prior to 11/29/2021 through Frame.io expense reimbursement process (Expensify)	Adobe's Learning Fund (Education and Professional Development)

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Perk					
Snack Box: Cater2Me	Dec. 2021				See Fond for discounted perks
Monthly Remote Stipend	Nov. 2021				Employees will transition to Adobe's cell phone policy if they qualify and Adobe's policy
Monthly Birthday Wheel	Nov. 2021				N/A
Quarterly Values Award	9/30/2021				Moves to Adobe's recognition program