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If I'm rehired by Adobe

Welcome back to the team! As a rehire, you'll generally need to make new benefit elections, but important benefits provisions may apply. Here are some of the actions you'll want to take. For more information, visit the [New to Adobe?](#) [1] page.

On this page you will find information about:

- [Health & Welfare Plans](#)
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- [FICA & SDI Taxes](#)
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Health & Welfare Plans

Adobe benefit	What you need to know and do
Medical, Dental & Vision	<p>Aetna HealthSave:</p> <p>If you re-enroll in the same plan year (January–December):</p> <ul style="list-style-type: none">• Your deductible balance will be reinstated.• You will receive a pro-rated HSA contribution based on your rehire date. You should review all the calendar year contributions to your HSA (yours and Adobe's) to ensure they don't exceed the IRS allowable maximum. <p>Here are the steps you should take to enroll in your medical, dental and vision benefits:</p> <ol style="list-style-type: none">1. Review the benefits options [2] available to you and your dependents.2. Make your decisions and elections within your enrollment period.3. Visit the Adobe Benefits Enrollment Site [3] when you're ready. <p>If you're rehired less than 30 days after you left, in the same plan year, you must keep the same elections for your FSA(s). If you are rehired more than 30 days after you left, you can make new elections.</p>
Flexible Spending Accounts (FSAs)	<p>Either way, review calendar year contributions to your FSA to ensure that they don't exceed the IRS-allowable maximum. Call Tri-Ad at 855-482-3623 with any questions about your previous contributions.</p> <p>Enroll in or change your contributions to the Health and/or Dependent Care FSA(s) at the Adobe Benefits Enrollment Site [3].</p>

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Financial Benefits

Adobe benefit	What you need to know and do
401(k) Plan	<p>You will be automatically enrolled in Adobe's 401(k) Plan at a pre-tax contribution rate of 6% within 60 days of your rehire date. Any changes to your election must be made before that time.</p> <p>Your contribution amount will be deducted from each of your paychecks and invested on your behalf, along with the Adobe matching contribution, in a Vanguard Target Retirement Fund based on your age. You can elect to change this investment allocation.</p> <p>All of your service with Adobe will be counted to determine your vesting level in the Adobe matching contributions.</p> <p>Confirm or change your 401(k) Plan contributions or investment allocation at adobe.vanguard-education.com [4] or by calling 800-523-1188.</p> <p>Important: If you contributed to another employer's 401(k), be sure to monitor your contributions to ensure you do not go over the annual IRS limit.</p>
Deferred Compensation Plan (DCP)	<p>If you're director level or above, or in an equivalent position, you can enroll in the DCP [5] for the current calendar year within 30 days of your date of rehire. For assistance, call Nolan Financial at 888-907-8633 or email adobe@nolanfinancial.com [6].</p>
Equity Plans	<p>Employee Stock Purchase Plan (ESPP): You can enroll in the ESPP as a new participant during the next available offering period, provided you're regularly scheduled to work at least 20 hours per week.</p> <p>Enroll during the next available offering period and make changes online in the stock section [7] of Inside Adobe.</p> <p>Equity Incentive Program: Your equity awards from prior Adobe employment(s) will not be reinstated, but you may be eligible for new equity grants.</p>

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FICA & SDI Taxes

Adobe benefit	What you need to know and do
FICA & SDI Taxes	<p>If you're rehired within the same tax year, any FICA and SDI contributions you have previously made for the tax year will be applied toward the annual limits. Log in to Workday to set up your W4 tax withholdings and set up direct deposit.</p>

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Other Benefits

Adobe benefit	<p>What you need to know and do</p> <p>If you're rehired, you're eligible to make new elections for yourself and your dependents.</p>
Survivor benefits	<p>If you opted to continue your employee or dependent life insurance coverage through Adobe's portability provision when you left the company, you must cancel this policy to be able to re-enroll with Adobe's survival benefits as a rehire. Make new elections for yourself and your dependents, or cancel any ported Adobe employee or dependent life insurance, at www.mylibertyconnection.com [8] or by calling 800-459-3772.</p>
Time Away	<p>If you're a non-exempt employee, you will begin to accrue time off on your first paycheck. Your accrual rate is based on credit for all time worked.</p> <p>If you're an exempt employee, you don't accrue time off based on service, so service credit is not applicable. However, if you return within a year, your prior accrued sick time balance will be reinstated.</p> <p>After you receive your first paycheck, you can confirm your accrued time off by logging in to Workday > Time off & Leave [9].</p>
Sabbatical	<p>If you leave Adobe and are rehired as a regular employee, you will earn your next sabbatical five years from your rehire date.</p> <p>The length of your sabbatical (the number of weeks you get) will be based on credit for all time worked in a sabbatical-eligible country.</p>
Service Awards	<p>You're given credit for all time worked for Adobe (or any acquired company) as a regular employee.</p>
529 College Savings Account	<p>You can elect to have your direct deposit payroll contributions posted to your existing account.</p> <p>Go to Vanguard's College Savings site [10] to enroll or make changes at any time or go to your plan's website.</p>

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Links

- [1] <https://benefits.adobe.com/benefits-enrollment/new-adobe>
- [2] <https://benefits.adobe.com/benefits-enrollment/choosing-the-right-plans>
- [3] https://adobe.okta.com/app/template_saml_2_0/exk114bwnr4CUbkTy0i8/sso/saml
- [4] <http://adobe.vanguard-education.com>
- [5] https://adobe.okta.com/app/template_saml_2_0/exk134uffbwKZH3Yp0h8/sso/saml
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