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Congratulations! Welcoming a child is a wonderful time in life. As you're navigating the world of swaddling, sippy cups, diapers and legal documents, take the time to navigate your benefits to make sure your new addition is protected. Here are some benefits-related actions you may want to take after your child is born or your child's adoption is finalized.

On this page you will find information about:

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Health & Welfare Plans

Adobe benefit	What you need to know and do
Medical, Dental & Vision	<p>You may enroll your new baby or adopted child in your medical, dental and/or vision plan [1]. You may also change plans at this time and add any previously eligible but uncovered dependents. See more details [2] about allowable changes</p> <p>Visit the Adobe Benefits Enrollment Site [3] within 31 days of the date of the baby's birth or the day the adoption is finalized to enroll or make changes. If you miss this enrollment window, you'll have to wait until the next Open Enrollment period.</p>
Health Savings Account (HSA)	<p>If you have a HealthEquity HSA and you are changing who you cover in your Aetna HealthSave medical plan, review your HSA contribution limit [4] to ensure you maximize your savings but don't over-contribute. Call the HSA experts at HealthEquity at 877-713-7680 if you need help accessing your IRS HSA contribution limit. They're available 24 hours a day every day. You can change your HSA contribution amount at any time on the Adobe Benefits Enrollment Site [3].</p> <p>You can change your beneficiaries for your HSA at any time by logging in to your HealthEquity account [5] (SSO [6]).</p>
Health Care FSA	<p>You may enroll in or increase your contributions to your health care FSA [7], which lets you save up to \$2,700 per calendar year on a pre-tax basis for qualified health care expenses. Contact Tri-Ad, the FSA plan administrator, at 855-482-3623 if any questions.</p> <p>Visit the Adobe Benefits Enrollment Site [3] within 31 days of the date of the baby's birth or the day the adoption is finalized to enroll or make changes. If you miss this enrollment window, you'll have to wait until the next Open Enrollment period.</p>

Adobe benefit	<p>What you need to know and do</p> <p>You may enroll in or change your contributions to your dependent care FSA account [8], which allows you to make pre-tax contributions of up to \$5,000 per calendar year for child care expenses. <i>(This amount includes the dependent care gift from Adobe for children under age 13.)</i> Contact Tri-Ad, the FSA plan administrator, at 855-482-3623 if any questions.</p>
Dependent Care FSA/Gift	<p>Visit the Adobe Benefits Enrollment Site [3] within 31 days of the date of the baby's birth or the day the adoption is finalized to enroll or make changes. If you miss this enrollment window, you'll have to wait until the next Open Enrollment period.</p>
Life Insurance/ Accidental Death & Dismemberment (AD&D) Insurance	<p>When you have or adopt a child, you may:</p> <ul style="list-style-type: none"> • Increase your life insurance [9] amount by a maximum of three increments or up to the plan limits. • Decrease your life insurance by any amount. • Increase (or decrease) your AD&D insurance [10] by any amount, up to the plan limits. • Enroll your child in child life insurance. • Add your child as a beneficiary to your life insurance policy. • Change spousal life insurance election as well. <p>Visit the Adobe Benefits Enrollment Site [3] within 31 days of the date of the baby's birth or the day the adoption is finalized to enroll or make changes. If you miss this enrollment window, you'll have to wait until the next Open Enrollment period.</p> <p>You can update your beneficiary at any time throughout the year.</p>

Time Off

Adobe benefit	<p>What you need to know and do</p>
Time Off	<p>Adobe offers generous time off leaves [11] for new parents. Contact Lincoln Financial Group (formerly Liberty Mutual), Adobe's leave administrator, at mylibertyconnection.com [12] (ID: ADOBELOA) or at 800-459-3772 to initiate your leave.</p> <p>For leave questions, contact Lincoln at 888-873-5476 or AdobeAdmin@LibertyMutual.com [13].</p>

Other Benefits

Adobe benefit	<p>What you need to know and do</p>
529 College Savings Account	<p>You may save pre-tax for your child's education by enrolling in a 529 account [14] or increasing contributions to an existing account. Go to Vanguard's College Savings site [15] to enroll or go to your plan's website make changes at any time.</p>
Adoption Assistance	<p>The adoption assistance program [16] provides \$25,000 toward eligible adoption expenses upon the finalization of the adoption. You may be reimbursed for two separate adoptions, for a lifetime maximum of \$50,000. Go to www.tri-ad.com [17] (SSO [18]) or call 855-482-3623 to initiate the expense reimbursement process.</p>

Adobe benefit	What you need to know and do
Employee Assistance Program	Having a baby is joyous, but it can also be an emotional time. You may want to consider reaching out to our EAP [19]. Contact Aetna, Adobe's EAP provider, at www.MyLifeValues.com [20] (Username: AdobeEAP password: Adobe) or 800-884-9565.
Breast milk transportation	Milk Stork is a breast milk delivery service for moms traveling on Adobe business. The service provides no-fuss, refrigerated, express shipping or easy toting of breast milk home to your baby. To learn more or schedule service, visit Milk Stork [21] or call 888-207-6909.

Source URL: <https://benefits.adobe.com/im-havingadopting-child>

Links

- [1] <https://benefits.adobe.com/health-and-wellbeing/what-do-my-plans-cover>
- [2] <https://benefits.adobe.com/document/1795>
- [3] https://adobe.okta.com/app/template_saml_2_0/exk114bwnr4CUbkTy0i8/sso/saml
- [4] <https://benefits.adobe.com/health-and-wellbeing/learn-about-the-aetna-healthsave-hsa#Contributions>
- [5] <http://www.healthequity.com/>
- [6] https://adobe.okta.com/app/template_saml_2_0/exk10zehxgqS9Zvqs0i8/sso/saml
- [7] <https://benefits.adobe.com/health-and-wellness/saving-on-health-care#FSA>
- [8] <https://benefits.adobe.com/perks-and-other-benefits/dependent-gift>
- [9] <https://benefits.adobe.com/financial-and-survivor-benefits/life-insurance>
- [10] <https://benefits.adobe.com/financial-and-survivor-benefits/life-insurance#ADD>
- [11] <https://benefits.adobe.com/what-happens-when/im-taking-a-leave-of-absence>
- [12] <http://www.mylibertyconnection.com>
- [13] <mailto:AdobeAdmin@LibertyMutual.com>
- [14] <https://benefits.adobe.com/perks-and-other-benefits/education-benefits#529>
- [15] <http://www.vanguard.com/adobe529>
- [16] <https://benefits.adobe.com/perks-and-other-benefits/personal-and-family-services#Adoption>
- [17] <https://www.tri-ad.com>
- [18] https://adobe.okta.com/app/template_saml_2_0/exk114da9eiFc2NOq0i8/sso/saml
- [19] <https://benefits.adobe.com/health-and-wellbeing/emotional-wellbeing#EAP>
- [20] <http://www.MyLifeValues.com>
- [21] <http://www.milkstork.com/adobe>