

## PROGRAM NAME

## Family Leave

## PROGRAM DESCRIPTION

Adobe strives to create an environment where employees can do their best work and drive their career growth and development based on personal goals. We are committed to family-friendly leave and benefits programs that help people integrate work and life which include:

- > **Medical Leave:** Up to 10 weeks of paid time for surgery, childbirth, a medical emergency or illness.
- > **Parental Leave:** 16 weeks of paid time for primary caregivers, allowing new parents more time to spend bonding with their children. This benefit includes moms and dads who have become parents through childbirth, surrogacy, adoption or foster care.
- > **Welcome Back:** Provides employees and managers with tools and resources to support a seamless transition back to work for employees who have been on an extended leave.
- > **Family Care Leave:** Provides employees up to five weeks of paid time to care for a sick family member.
- > **Maternity Leave:** Through the combination of Medical and Parental Leave, birth mothers will receive up to 26 weeks of paid time.

## OUTCOME

- > These policies have led to higher employee satisfaction, retention and loyalty.

## CATEGORY

Policies - Family Support



Adobe is the world leader in design software, giving companies and individuals the opportunity to deliver exceptional digital experiences. Adobe is consistently ranked one of the top companies to work for (Glassdoor) and was listed as one of Forbes "World's Most Innovative Companies" in 2017.

## SIZE OF COMPANY

Over 18,000

## HEADQUARTERS

San Jose, CA

"At Adobe, we often say that our most important assets leave the building at the end of the day. Our employees are our intellectual property and our future. Now we will better support all of them, across a spectrum of age, gender and experience, with a diverse mix of family needs and situations. The investment is unquestionably worth it."

Donna Morris

Executive VP, Customer and Employee Experience