



Adobe Systems Incorporated
 345 Park Ave
 San Jose, CA 95110-2704 USA
 Phone 408 536.6000
 Fax 408-537-6313

Employment Application

An equal opportunity and affirmative action employer

Personal Information

| | | | |
|--|----------------|----------------|-------------------------------|
| Last Name | First Name | Middle Initial | Date |
| Other names by which you have been known (for date verification and reference checking purposes) | | | Social Security Number |
| Home Phone | Business Phone | E-mail Address | |
| Permanent Address | City | State | ZIP Code |
| Previous Address (If at current address less than 5 years) | | | Driver's License Number/State |

If you are not a citizen of the United States, are you eligible to work in the U.S. and would you be able to provide the necessary documents of proof of the legal right to work upon hire? Yes No

Are you under 18? Yes No If you are under 18 and still in high school, you may be required to provide a work permit upon hire.

Have you ever been convicted of a felony? Yes No

If YES, give date, place, offense, and outcome (Previous convictions do not necessarily disqualify an applicant from employment.)

How were you referred to Adobe? Adobe.com website Other website (specify below) Advertisement (specify publication below) Self
 Employee Referral (specify below) Agency (specify below) Other (specify below)

Name of Referral Source

Have you ever been employed by or contracted with Adobe? Yes No Full-Time Contractor _____ through _____
 If so, when?

What position did you hold? _____ Manager

Employment Interest

| | | |
|--|----------------|----------------|
| Position Desired | Salary Desired | Date Available |
| Have you interviewed for another position at Adobe? <input type="checkbox"/> Yes <input type="checkbox"/> No _____ If so, when? | | |

Education and Training

Indicate last level completed: High School College or University Graduate School

| Name of High School, Technical School, and College | City, State | Major | Degree | Month/Year of Degree |
|--|-------------|-------|--------|----------------------|
| | | | | |
| | | | | |
| | | | | |

Additional education, vocational, professional, military, or other information you feel may be helpful to us in considering your application:

Employment History

Please list most recent employer first.

| | | | |
|-----------------------------|-------|---|---|
| Company Name | | Street Address | |
| City | State | ZIP Code | May we contact employer? <input type="checkbox"/> Yes <input type="checkbox"/> No |
| Starting Job Title | | Final Job Title | |
| Supervisor's Name and Title | | | Phone |
| Reason for Leaving | | | |
| Job Duties | | Dates of Employment | |
| | | From (mo/yr) To (mo/yr) | |
| | | Starting Rate of Pay (\$) Ending Rate of Pay (\$) | |

| | | | |
|-----------------------------|-------|---|---|
| Company Name | | Street Address | |
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| Starting Job Title | | Final Job Title | |
| Supervisor's Name and Title | | | Phone |
| Reason for Leaving | | | |
| Job Duties | | Dates of Employment | |
| | | From (mo/yr) To (mo/yr) | |
| | | Starting Rate of Pay (\$) Ending Rate of Pay (\$) | |

Business Reference Data

Please list at least one present or former manager.

| Name | Email Address | Phone | Business Relationship |
|------|---------------|-------|-----------------------|
| 1 | | | |
| 2 | | | |
| 3 | | | |

Read Carefully and Sign

I certify that the information contained in this application is correct to the best of my knowledge, and I understand that any misstatement or omission of information is grounds for ending the hiring process or dismissal. I authorize verification of information provided on this application; and authorize the references listed above to give you all pertinent information concerning my previous employment; and release all parties from all liability for any damage that may result from furnishing same to Adobe. In consideration of my employment, I agree to conform to the rules and regulations of Adobe Systems Incorporated. I further agree that either I or the Company may terminate my employment with or without cause and with or without prior notice, at any time. Finally, I understand that no representative of the Company other than an Executive Officer has the authority to enter into any agreement for employment for any specified period or time, or to otherwise alter the foregoing.

| | |
|-----------|------|
| Signature | Date |
|-----------|------|



DISCLOSURE AND CONSENT FOR BACKGROUND VERIFICATION REPORT

This form, which you should read carefully, has been provided to you because Adobe Systems ("Company") may request Consumer Reports and/or Investigative Consumer Reports from a consumer reporting agency. The Company will use any such report(s) solely for employment-related purposes.

Consumer Reports or Investigative Consumer Reports will be obtained from HireRight, Inc., ("HireRight") located at 2100 Main Street, Suite 400, Irvine, CA 92614. They can be contacted at 866-521-6995. Any such reports may contain information bearing on your character, general reputation, personal characteristics, mode of living and credit standing. The types of information that may be obtained include, but are not limited to: credit reports, social security number, criminal records checks, public court records checks, including civil, driving records, educational records, verification of employment positions held, workers compensation records, personal and professional references, licensing, certification, etc. The information contained in these reports may be obtained by HireRight from private or public record sources including sources identified by you in your job application or through interviews or correspondence with your past or present coworkers, neighbors, friends, associates, current or former employers, educational institutions or other acquaintances.

For California residents, under section 1786.22 of the California Civil Code, you may view the file maintained on you by HireRight. You may also obtain a copy of this file, upon submitting proper identification and paying the costs of duplication services, by appearing at HireRight's offices in person, during normal business hours and on reasonable notice, or by mail; you may also receive a summary of the file by telephone. HireRight has trained personnel available to explain your file to you, including any coded information. If you appear in person, you may be accompanied by one other person, provided that person furnishes proper identification.

You will be given a copy of the "Summary of Your Rights Under the Fair Credit Reporting Act" prepared pursuant to 15 U.S.C. section 1681(g)(c). You have the right to request additional disclosures of the nature and scope of the investigation and a statement of your rights by contacting HireRight.

CONSENT

I have carefully read and understand this Disclosure and Consent form and, by my signature below, consent to the release of consumer and/or investigative consumer reports, as defined above, to the Company in conjunction with my application for employment. I further understand that any and all information contained in my job application or otherwise disclosed to the Company by me before, during or after my employment, if any, may be utilized for the purpose of obtaining the consumer reports or investigative consumer reports requested by the Company. I understand that if the Company hires me, it may request a consumer report and/or an investigative consumer report about me, as defined above, for employment-related purposes during the course of my employment. I understand that my consent will apply throughout my employment, to the extent permitted by law, unless I revoke or cancel my consent by sending a signed letter or statement to the Company at any time. This Disclosure and Consent form, in original, faxed, photocopied or electronic form, will be valid for any reports that may be requested by the Company.

DATED: _____

(APPLICANT SIGNATURE)

(PRINT NAME)