



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
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Other names by which you have been known <i>(for date verification and reference checking purposes)</i>	Social Security Number
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Home Phone	Business Phone	E-mail Address
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Permanent Address	City	State	ZIP Code
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Previous Address <i>(If at current address less than 5 years)</i>	Driver's License Number/State
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Are you legally authorized to work in the United States? Yes No

If you are hired by Adobe, will you be able to provide *(without visa sponsorship or other action by Adobe)* documents establishing your legal right to work for Adobe in the United States? 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
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Have you interviewed for another position at Adobe? Yes 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		Dates of Employment	
Job Duties		From (mo/yr) To (mo/yr)	
		Starting Rate of Pay (\$) Ending Rate of Pay (\$)	

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		Dates of Employment	
Job Duties		From (mo/yr) To (mo/yr)	
		Starting Rate of Pay (\$) Ending Rate of Pay (\$)	

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		Dates of Employment	
Job Duties		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
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Adobe Systems Incorporated Equal Employment Opportunity Information Self Identification

Adobe is considered a Federal contractor or subcontractor in terms of doing business with the US government and other prime contractors. We are required to gather and maintain certain information on individuals who reside in the US who apply for employment with us. (Those who don't reside in the United States may disregard this document.) To assist Adobe in maintaining accurate employment records and comply with federal government reporting requirements, your assistance is requested. The information you provide (below) is considered entirely voluntary and confidential, and will be used only for data reporting requirements. If you choose not to self-identify, your employment status will not be affected in any way.

Adobe is an Equal Employment Opportunity employer. We conduct all employment-related activities without regard to race, color, religion, gender, gender identity, marital status, age, disability, veteran status, sexual orientation, national origin, or other classification protected by applicable State or Federal employment discrimination laws. Adobe welcomes diversity in the workplace.

For more info about Adobe Systems, check out <http://www.adobe.com>.

Please check the categories, which apply to you:

GENDER (SEX) INFORMATION:

Male

Female

RACE/ETHNIC GROUP INFORMATION:

Black (African American) not of Hispanic Origin: All persons having origins in any of the Black racial groups of Africa.

Asian or Pacific Islander: All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, Samoa and India.

American Indian or Alaskan Native: All persons having origins in any of the original peoples of North America and who maintain cultural identification through tribal affiliation or community recognition.

Hispanic: All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.

White, not of Hispanic Origin: All persons having origins in any of the original peoples of Europe, North Africa or the Middle East.

VIETNAM VETERAN INFORMATION:

Vietnam Era Veteran: (a) Persons serving more than 180 days of active military, navy, or air service, regardless of where the person was posted geographically, any part of which was during the period of August 5, 1964, through May 7, 1975, and who (1) was discharged or released with other than a dishonorable discharge, or (2) was discharged or released from active duty because of a service-connected disability, if any part was between August 5, 1964, and May 7, 1975; (b) A person who served more than 180 days of active military, navy, or air service, **within the Republic of Vietnam**, any part of which was during the period of February 28, 1961, through May 7, 1975, and who (1) was discharged or released with other than a dishonorable discharge, or (2) was discharged or released from active duty because of a service-connected disability, if any part was between February 28, 1961, and May 7, 1975.

Printed Name: _____

Date: _____

Signature: _____



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)