



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.

Instructions for answering the following question regarding your criminal record history:

- A. **All applicants:** Do not respond "yes" concerning the following: arrests or detentions that did not result in conviction; referrals to, and participation in, any pretrial or post-trial diversion program; marijuana-related convictions more than two years old; convictions for which the record has been judicially ordered sealed, expunged, or statutorily eradicated; convictions that occurred more than ten (10) years ago; misdemeanor convictions for which probation has been successfully completed or otherwise discharged and the case has been judicially dismissed; and first convictions for misdemeanors of drunkenness, simple assault, speeding, minor traffic violations, or disturbances of the peace or misdemeanor convictions where five (5) or more years have elapsed between the application date and the date of conviction or completion of incarceration, whichever is later.
- B. **Massachusetts applicants:** An applicant for employment with a sealed record on file with the commissioner of probation may answer "no" with respect to an inquiry herein relative to prior arrests, criminal court appearances or convictions. An applicant for employment with a sealed record on file with the commissioner of probation may answer "no" to an inquiry herein relative to prior arrests or criminal court appearances. In addition, any applicant for employment may answer "no" with respect to any inquiry relative to prior arrests, court appearances and adjudications in all cases of delinquency or as a child in need of services which did not result in a complaint transferred to the superior court for criminal prosecution.

Have you ever been convicted of a crime? Yes No

If YES, what was (were) the offense(s)

| | |
|------------------------------------|--|
| Date(s) and place(s) of conviction | <small>A CONVICTION RECORD WILL NOT NECESSARILY BE A BAR TO EMPLOYMENT. Factors such as age at the time of the offense, type of offense and relevance to the job for which you are applying, seriousness and nature of the offense, and rehabilitation will be taken into account.</small> |
|------------------------------------|--|

How did you hear about this career opportunity?

| | | | |
|--|--|--|---|
| <input type="checkbox"/> Adobe.com website | <input type="checkbox"/> Other website (specify below) | <input type="checkbox"/> Advertisement (specify publication below) | <input type="checkbox"/> Agency (specify below) |
| <input type="checkbox"/> Self | <input type="checkbox"/> Adobe Recruiter (specify below) | <input type="checkbox"/> Employee Referral (specify below) | <input type="checkbox"/> 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? 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 |
|--|-------------|-------|--------|----------------------|
| | | | | |
| | | | | |
| | | | | |
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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 | |
| 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 | |
| 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 (\$) | |

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 |
|-----------|------|

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. We request that you complete this voluntary form and fax it to: 408-537-6313. You may also return this voluntary form to:

Adobe Systems Incorporated, Professional Staffing, 345 Park Avenue, San Jose, CA 95110.

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 any 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.

Printed Name: _____

Date: _____

Signature: _____

DISCLOSURE AND AUTHORIZATION FOR BACKGROUND INVESTIGATION

I hereby authorize Adobe Systems Incorporated (“Company”) and/or any entity directed by Company to obtain an investigative consumer report and/or consumer credit report for employment purposes, including in connection with my application for employment. An “investigative consumer report” includes any information as to your character, general reputation, personal characteristics, or mode of living. A “consumer credit report” includes any information regarding your credit worthiness, credit standing, credit capacity. The specific nature and scope of the investigative consumer report Company is seeking includes inquiries regarding educational background; work history; personal financial status and credit history; court records, including criminal conviction record, as permitted by law; driving history; verifications of Social Security number; and references obtained from professional and personal associates. I further understand and agree that an investigative consumer report and/or consumer credit report may be obtained at any time, and any number of times, as Company in its sole discretion determines is necessary before, during or after my employment.

The consumer reporting agency that will be providing Company with the investigative consumer report and/or consumer credit report is HireRight, Inc., 2100 Main Street, Suite 400, Irvine, CA 92614. I understand that I will automatically be provided with a copy of the investigative consumer report provided to Company. I acknowledge receipt of the attached summary of an investigative consumer reporting agency’s obligations pursuant to California Civil Code section 1786.22.

I hereby authorize all previous employers, educational institutions, consumer reporting agencies and other persons or entities having information about me to provide such information to Company or other entity that obtains information for Company. I further fully release Company, its employees, officers, directors, agents, successors and assigns, and all other parties involved in this background investigation, including but not limited to investigators, credit agencies and those companies or individuals who provide information to Company concerning me, from any claims or actions for any liability whatsoever related to the process or results of the background investigation.

I understand that an offer of employment is contingent upon the outcome of my background check, and that this Disclosure and Authorization is not an offer for employment by Company or a contract for employment with Company. I further understand Company operates under an AT-WILL EMPLOYMENT POLICY and this Authorization does not alter or affect that policy in any manner whatsoever.

DATED: _____

(Applicant Signature)

(Print Name)

Yes, I wish to receive a copy of any consumer credit report requested about me by Company.