

ADOBE SYSTEMS INC  
Form 4  
January 28, 2014

**FORM 4**

**UNITED STATES SECURITIES AND EXCHANGE COMMISSION  
Washington, D.C. 20549**

OMB APPROVAL

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**STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP OF SECURITIES**

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934, Section 17(a) of the Public Utility Holding Company Act of 1935 or Section 30(h) of the Investment Company Act of 1940

(Print or Type Responses)

1. Name and Address of Reporting Person \*  
**THOMPSON MATTHEW**

2. Issuer Name and Ticker or Trading Symbol  
**ADOBE SYSTEMS INC [ADBE]**

5. Relationship of Reporting Person(s) to Issuer

(Check all applicable)

(Last) (First) (Middle)

3. Date of Earliest Transaction (Month/Day/Year)

\_\_\_\_ Director \_\_\_\_\_ 10% Owner  
 Officer (give title below) \_\_\_\_\_ Other (specify below)

**ADOBE SYSTEMS  
INCORPORATED, 345 PARK  
AVENUE**

**01/24/2014**

**EVP WW Field Operations**

(Street)

4. If Amendment, Date Original Filed(Month/Day/Year)

6. Individual or Joint/Group Filing(Check Applicable Line)  
 Form filed by One Reporting Person  
 Form filed by More than One Reporting Person

**SAN JOSE, CA 95110**

(City) (State) (Zip)

**Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned**

| 1. Title of Security (Instr. 3) | 2. Transaction Date (Month/Day/Year) | 2A. Deemed Execution Date, if any (Month/Day/Year) | 3. Transaction Code (Instr. 8) | 4. Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5) | 5. Amount of Securities Beneficially Owned Following Reported Transaction(s) (Instr. 3 and 4) | 6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4) | 7. Nature of Indirect Beneficial Ownership (Instr. 4) |
|---------------------------------|--------------------------------------|--|--------------------------------|---|---|--|---|
|                                 |                                      |  | Code                           | V   | Amount or Price   |  |   |
| Common Stock                    | 01/24/2014                           |  | M                              |   | 24,166 A \$ 0   | 75,041   | D   |
| Common Stock                    | 01/24/2014                           |  | F                              |   | 12,608 (1) D \$ 59.09   | 62,433   | D   |
| Common Stock                    | 01/24/2014                           |  | M                              |   | 15,625 A \$ 0   | 78,058   | D   |
| Common Stock                    | 01/24/2014                           |  | F                              |   | 8,153 (2) D \$ 59.09  | 69,905   | D   |
| Common Stock                    | 01/24/2014                           |  | M                              |   | 11,266 A \$ 0   | 81,171   | D   |

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|              |            |   |                      |   |                             |         |   |
|--------------|------------|---|----------------------|---|-----------------------------|---------|---|
| Common Stock | 01/24/2014 | F | <u>4,316</u><br>(1)  | D | \$ 59.09                    | 76,855  | D |
| Common Stock | 01/24/2014 | M | 6,750                | A | \$ 0                        | 83,605  | D |
| Common Stock | 01/24/2014 | F | <u>2,696</u><br>(2)  | D | \$ 59.09                    | 80,909  | D |
| Common Stock | 01/24/2014 | M | 27,500               | A | \$ 0                        | 108,409 | D |
| Common Stock | 01/24/2014 | F | <u>14,349</u><br>(2) | D | \$ 59.09                    | 94,060  | D |
| Common Stock | 01/25/2014 | M | 3,750                | A | \$ 0                        | 97,810  | D |
| Common Stock | 01/25/2014 | F | <u>1,956</u><br>(2)  | D | \$ 59.09                    | 95,854  | D |
| Common Stock | 01/25/2014 | M | 12,500               | A | \$ 0                        | 108,354 | D |
| Common Stock | 01/25/2014 | F | <u>6,522</u><br>(2)  | D | \$ 59.09                    | 101,832 | D |
| Common Stock | 01/27/2014 | S | 50,957               | D | \$<br><u>58.0211</u><br>(3) | 50,875  | D |

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

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(9-02)

**Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned**  
(e.g., puts, calls, warrants, options, convertible securities)

| 1. Title of Derivative Security (Instr. 3) | 2. Conversion or Exercise Price of Derivative Security | 3. Transaction Date (Month/Day/Year) | 3A. Deemed Execution Date, if any (Month/Day/Year) | 4. Transaction Code (Instr. 8) | 5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4, and 5) | 6. Date Exercisable and Expiration Date (Month/Day/Year) | 7. Title and Amount of Underlying Security (Instr. 3 and 4) | Amount or Number of Shares |                            |
|--|--|--------------------------------------|--|--------------------------------|---|--|---|----------------------------|----------------------------|
|  |  |                                      |  | Code                           | V (A) (D)   | Date Exercisable   | Expiration Date   | Title                      | Amount or Number of Shares |
| Performance Shares                         | \$ 0   | 01/24/2014                           |  | M                              |   | (4)  | (4)   | Common Stock               | 24,166                     |
| Restricted Stock Units                     | \$ 0   | 01/24/2014                           |  | M                              |   | (5)  | (5)   | Common Stock               | 15,625                     |
|  | \$ 0   | 01/24/2014                           |  | M                              |   | (6)  | (6)   |                            | 11,266                     |

| Performance Shares     |      |            |   |        |                |      |      | Common Stock |      |
|------------------------|------|------------|---|--------|----------------|------|------|--------------|------|
| Restricted Stock Units | \$ 0 | 01/24/2014 | M | 6,750  | (7)            | (7)  |      | Common Stock | 6,7  |
| Restricted Stock Units | \$ 0 | 01/24/2014 | M | 27,500 | (8)            | (8)  |      | Common Stock | 27,5 |
| Restricted Stock Units | \$ 0 | 01/25/2014 | M | 3,750  | (9)            | (9)  |      | Common Stock | 3,7  |
| Restricted Stock Units | \$ 0 | 01/25/2014 | M | 12,500 | (10)           | (10) |      | Common Stock | 12,5 |
| Performance Shares     | \$ 0 | 01/24/2014 | A | V      | 80,200<br>(11) | (12) | (12) | Common Stock | 80,2 |
| Restricted Stock Units | \$ 0 | 01/24/2014 | A |        | 40,100         | (13) | (13) | Common Stock | 40,  |

## Reporting Owners

| Reporting Owner Name / Address  | Relationships |           |                         |       |
|---|---------------|-----------|-------------------------|-------|
|   | Director      | 10% Owner | Officer                 | Other |
| THOMPSON MATTHEW<br>ADOBE SYSTEMS INCORPORATED<br>345 PARK AVENUE<br>SAN JOSE, CA 95110 |               |           | EVP WW Field Operations |       |

## Signatures

/s/ Jonathan Vaas, as  
attorney-in-fact

01/28/2014

\_\_Signature of Reporting Person

Date

## Explanation of Responses:

\* If the form is filed by more than one reporting person, *see* Instruction 4(b)(v).

\*\* Intentional misstatements or omissions of facts constitute Federal Criminal Violations. *See* 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

(1) Shares surrendered to pay tax liability due at vesting of Performance Shares.

(2) Shares surrendered to pay tax liability due at vesting of Restricted Stock Units.

(3) This transaction was executed in multiple trades at prices ranging from \$57.89 to \$58.13. The price reported above reflects the weighted average sales price. The reporting person hereby undertakes to provide upon request by the SEC staff, the issuer, or a security holder of the issuer, full information regarding the number of shares sold at each separate price within the range.

(4) Represents the number of shares acquired upon vesting of 1/3 of the Performance Shares earned by the participant in connection with the Performance Share award filed January 26, 2012. The participant earned 116% of the target award based on the achievement of certain pre-established performance goals during the 2012 fiscal year. The remaining Performance Shares will vest as to 1/3 of the full earned amount on the third anniversary of the January 24, 2012 grant date.

(5) RSU award granted on January 24, 2012 vests at a rate of 25% annually on the first, second, third and fourth anniversaries of the grant date. The remaining units will vest on January 24, 2015 as to 15,625 shares and January 24, 2016 as to the remaining 15,625 shares.

(6) Represents the number of shares acquired upon vesting of 1/3 of the Performance Shares earned by the participant in connection with the Performance Share award filed January 26, 2011. The participant earned 130% of the target award based on the achievement of certain

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pre-established performance goals during the 2011 fiscal year. This Performance Share award vested in full on the third anniversary of the January 24, 2011 grant date.

- (7) RSU award granted on January 24, 2011 vests at a rate of 25% annually on the first, second, third and fourth anniversaries of the grant date. The remaining units will vest on January 24, 2015 as to the remaining 6,750 shares.
- (8) Vests at a rate of 50% annually on the first and second anniversaries of the January 24, 2013 grant date. The remaining units will vest on January 24, 2015 as to the remaining 27,500 shares.
- (9) RSU award granted on January 25, 2010 vests at a rate of 25% annually on the first, second, third and fourth anniversaries of the grant date. This Restricted Stock Unit award vested in full on January 25, 2014.
- (10) RSU award granted on January 25, 2010 vested in full on January 25, 2014.
- (11) Represents the maximum number of Performance Shares that will be earned, if at all, based on the achievement of a pre-established performance goal during the three-year performance period. Each Performance Share represents a contingent right to receive one share of ADBE common stock. The maximum number represents 200% of the target payout of 40,100 shares.
- (12) The Performance Shares will vest in full upon the certification of performance goal achievement following the three-year anniversary of the January 24, 2014 grant date, if the performance goal is achieved.
- (13) Vests at a rate of 1/3 annually on the first, second and third anniversaries of the January 24, 2014 grant date.

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, *see* Instruction 6 for procedure.

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