

ADOBE SYSTEMS INC
Form 3
January 24, 2014

FORM 3 UNITED STATES SECURITIES AND EXCHANGE COMMISSION
Washington, D.C. 20549

OMB APPROVAL

OMB Number: 3235-0104
Expires: January 31, 2005
Estimated average burden hours per response... 0.5

INITIAL STATEMENT OF 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 *		2. Date of Event Requiring Statement	3. Issuer Name and Ticker or Trading Symbol	
Â Morris Donna		(Month/Day/Year)	ADOBE SYSTEMS INC [ADBE]	
(Last)	(First)	(Middle)	01/14/2014	
ADOBE SYSTEMS INCORPORATED,Â 345 PARK AVENUE			4. Relationship of Reporting Person(s) to Issuer	5. If Amendment, Date Original Filed(Month/Day/Year)
(Street)	(Check all applicable)			
	<input type="checkbox"/> Director	<input type="checkbox"/> 10% Owner		
	<input checked="" type="checkbox"/> Officer	<input type="checkbox"/> Other	6. Individual or Joint/Group Filing(Check Applicable Line)	
	(give title below) (specify below)		<input checked="" type="checkbox"/> Form filed by One Reporting Person	
	SVP, People and Places		<input type="checkbox"/> Form filed by More than One Reporting Person	
SAN JOSE,Â CAÂ 95110				
(City)	(State)	(Zip)		

Table I - Non-Derivative Securities Beneficially Owned

1. Title of Security (Instr. 4)	2. Amount of Securities Beneficially Owned (Instr. 4)	3. Ownership Form: Direct (D) or Indirect (I) (Instr. 5)	4. Nature of Indirect Beneficial Ownership (Instr. 5)
Common stock	61,830	I	by trust ⁽¹⁾

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

SEC 1473 (7-02)

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Table II - Derivative Securities Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)

1. Title of Derivative Security (Instr. 4)	2. Date Exercisable and Expiration Date (Month/Day/Year)	3. Title and Amount of Securities Underlying Derivative Security (Instr. 4)	4. Conversion or Exercise Price of Derivative	5. Ownership Form of Derivative Security:	6. Nature of Indirect Beneficial Ownership (Instr. 5)
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	Date Exercisable	Expiration Date	Title	Amount or Number of Shares	Security	Direct (D) or Indirect (I) (Instr. 5)	
Stock Option (right to buy)	Â (2)	01/25/2017	Common Stock	8,119	\$ 34.16	D	Â
Stock Option (right to buy)	Â (3)	01/24/2018	Common Stock	26,834	\$ 34.03	D	Â
Restricted Stock Unit	Â (4)	Â (4)	Common Stock	3,000	\$ 0	D	Â
Restricted Stock Unit	Â (5)	Â (5)	Common Stock	12,500	\$ 0	D	Â
Restricted Stock Unit	Â (6)	Â (6)	Common Stock	9,500	\$ 0	D	Â
Restricted Stock Unit	Â (7)	Â (7)	Common Stock	28,125	\$ 0	D	Â
Restricted Stock Unit	Â (8)	Â (8)	Common stock	27,500	\$ 0	D	Â
Performance Shares	Â (9)	Â (9)	Common Stock	8,233	\$ 0	D	Â
Performance Shares	Â (10)	Â (10)	Common Stock	29,000	\$ 0	D	Â
Performance Shares	Â (11)	Â (11)	Common Stock	55,000 (12)	\$ 0	D	Â

Reporting Owners

Reporting Owner Name / Address	Relationships			
	Director	10% Owner	Officer	Other
Morris Donna ADOBE SYSTEMS INCORPORATED 345 PARK AVENUE SAN JOSE, CA 95110	Â	Â	Â SVP, People and Places	Â

Signatures

/s/ Jonathan Vaas, as attorney-in-fact 01/24/2014

**Signature of Reporting Person Date

Explanation of Responses:

- * If the form is filed by more than one reporting person, see Instruction 5(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 held by The Morris Family Rev Trust.
- (2) Vests at a rate of 2.08% per month for 48 months following the January 25, 2010 grant date.

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- (3) Vests at a rate of 2.08% per month for 48 months following the January 24, 2011 grant date.
- (4) 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. The remaining units will vest on January 25, 2014 as to the remaining 3,000 shares.
- RSU award granted on January 25, 2010 vests at a rate of 50% on January 25, 2012, the initial vest date, and then 25% annually on the second and third anniversaries of the initial vest date. The remaining units will vest on January 25, 2014 as to the remaining 12,500 shares.
- (6) 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, 2014 as to 4,750 shares and January 24, 2015 as to the remaining 4,750 shares.
- 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, 2014 as to 9,375 shares, January 24, 2015 as to 9,375 shares and January 24, 2016 as to the remaining 9,375 shares.
- (7) RSU award granted on January 24, 2013 vests at a rate of 50% annually on the first and second anniversaries of the grant date.
- Vests as to 1/3 of the full earned amount on each of the first, second and third anniversaries of the January 24, 2011 grant date. The participant earned 130% of the target award based on the achievement of certain pre-established performance goals during the 2011 fiscal year. The remaining Performance Shares will vest on January 24, 2014.
- (9) Vests as to 1/3 of the full earned amount on each of the first, second and third anniversaries of the January 24, 2012 grant date. 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 on January 24, 2014 as to 14,500 shares and January 24, 2015 as to the remaining 14,500 shares.
- (10) The Performance Shares will vest in full upon the certification of performance goal achievement following the three-year anniversary of the January 24, 2013 grant date, if the performance goal is achieved.
- (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 27,500 shares.
- (12)

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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