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**FOR IMMEDIATE RELEASE**

## **Adobe Named to FORTUNE's List of "100 Best Companies to Work For"**

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### **Adobe Ranks No. 12 Among Medium-Sized Companies**

**SAN JOSE, Calif. — Jan. 8, 2007** — Adobe Systems Incorporated (Nasdaq:ADBE) today was named to FORTUNE magazine's annual list of "100 Best Companies to Work For." Adobe ranked No. 31 overall. In FORTUNE's subcategory of medium-sized companies (those with 2,500 to 10,000 U.S. employees), Adobe ranked No. 12. This marks the eighth time Adobe has been included on FORTUNE's "100 Best Companies to Work For" list. Survey rankings are currently available at [www.fortune.com](http://www.fortune.com) and will be featured in FORTUNE's Jan. 22, 2007, print issue.

"Adobe has an established track record as one of the world's best places to work, and we are honored to be named again to this prestigious list," said Bruce Chizen, Adobe's chief executive officer. "We're especially pleased to have achieved this honor after the December 2005 purchase of Macromedia, Inc., the largest acquisition in Adobe's history. Our employees' enthusiasm and commitment to excellence are major contributors to Adobe's success – and make the company a place where people want to build their careers."

Adobe's core values include a strong customer focus and commitment to innovation, teamwork, integrity, and community involvement. The company fosters a dynamic work environment that helps drive operational excellence and stockholder returns.

Adobe has more than 6,000 employees worldwide at operations throughout North America, Europe and Asia Pacific. More than half of Adobe's employees are located in the United States. Adobe is headquartered in San Jose, Calif., with U.S. research and development sites in San Diego and San Francisco, Calif., Seattle, Wash. and Newton, Mass., in addition to a nationwide network of sales offices.

Approximately 1,500 companies vied for a place on the "100 Best Companies to Work For" list. Using a 57-question survey created by the Great Place to Work Institute in San Francisco, FORTUNE polled up to 400 randomly selected employees at each of the 446 U.S.-based companies considered for the list. Employee survey responses counted as two-thirds of each company's score. To determine the ranking, survey scores were coupled with an evaluation of each company's demographic makeup, pay and benefits programs, and criteria such as: credibility (communication to employees); respect (opportunities and benefits); fairness (compensation, diversity); and pride/camaraderie (philanthropy, celebrations).

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### About Adobe Systems Incorporated

Adobe revolutionizes how the world engages with ideas and information – anytime, anywhere and through any medium. For more information, visit [www.adobe.com](http://www.adobe.com).

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