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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 Ranked No. 40**

**SAN JOSE, Calif. — Jan. 22, 2008** — Adobe Systems Incorporated (Nasdaq:ADBE) today was ranked No. 40 on FORTUNE magazine's eleventh annual "100 Best Companies to Work For" list. Adobe was among the top companies included from the high-tech sector. In FORTUNE's subcategory of medium companies (those with 2,500 to 10,000 U.S. employees), Adobe ranked No. 12. This marks the ninth time Adobe has been included on list. The full list and related stories are currently available at [www.fortune.com](http://www.fortune.com) and will be featured in FORTUNE's Feb. 4, 2008, print issue, available on newsstands Jan. 28, 2008.

"Adobe is proud to be ranked on this distinguished list once again," said Donna Morris, senior vice president, Human Resources at Adobe. "Our employees are the best in the business – passionate, innovative, collaborative and driven by a set of core values that makes Adobe a place where people want to build their careers."

Adobe has approximately 6,900 employees in locations worldwide, including North America, Europe, Japan 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 Sacramento, Calif., San Diego, Calif., San Francisco, Calif., Santa Rosa, Calif., San Luis Obispo, Calif., Seattle, Wash., Boston, Mass., and Arden Hills, Minn., in addition to a nationwide network of sales offices.

446 U.S. 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, a global research and consulting firm with offices in 29 countries, FORTUNE polled a minimum of 400 randomly selected employees at each company. The survey evaluated factors including employees' attitudes about management's credibility, job satisfaction and camaraderie. Employees' responses counted as two-thirds of each company's score. This was coupled with the companies' responses to the Institute's Culture Audit, which included questions about pay and benefit programs, hiring practices, methods of internal communications, training, recognition programs and diversity efforts.

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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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