

Focus 2003

Adobe Community Relations Annual Report

www.adobe.com/community/focus2003

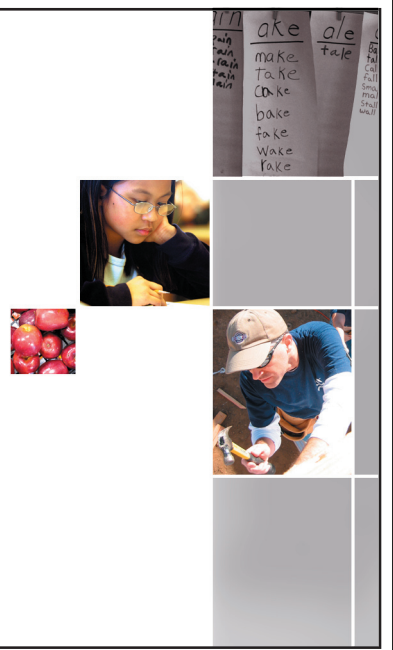


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To Adobe's Friends and Employees

"In an ever-changing world, we want our communities to know that they can count on Adobe as an ethical business leader and as a caring neighbor."

—Bruce Chizen, Adobe President
and Chief Executive Officer

Like any corporation, Adobe exists to develop and sell products and to make a profit. But, as it has from the very beginning, Adobe also exists to enrich the surrounding community—to make it a stronger, more productive place. In fact, the healthier the community, the greater the likelihood that Adobe will continue to grow and thrive.

That's true not just at our largest sites in San Jose, California, in Seattle, Washington, and in Ottawa, Ontario, Canada, but everywhere that Adobe calls home. We get involved because it's decent, it's right, it's moral, and it's in our best interests.

It's good business, in other words, for us to help our neighbors meet their basic needs for food, shelter, education, and a safe environment so that they, in turn, can participate in and give back to the community and make it a better, healthier place for every person and every organization. It's also good business that, as Adobe grows, our local community programs take on an increasingly global perspective.

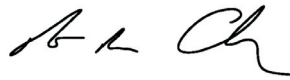
In 2003, we invested in two new international community partnerships. With Habitat for Humanity International, we are helping to support the construction of new homes in a low-income London neighborhood, and with the U.S. Fund for UNICEF, we are helping to support the "25 by 2005" initiative to expand educational opportunities for Indian girls. We also launched a multinational scholarship program to help high academic achievers worldwide who have limited financial resources pursue careers in engineering, math, science, and education.

I'm especially pleased to note that individual volunteerism at Adobe is increasing worldwide, and that more Adobe departments and offices are incorporating community service into their team-building programs. Such trends give our corporate values real meaning and give our culture a dimension of caring that few organizations can match. A special section of this report is dedicated to the hundreds of Adobe volunteers, whose commitment and willingness to act inspire us all.

For more than 22 years, Adobe has been in the "business" of community enrichment. One thing we've learned is that to make a positive difference, we have to act. We have to invest the time, the energy, and the funds. And we have to do it especially when economic times are tough. Over the last three years, we have expanded our community programs.

To Adobe's Friends and Employees (continued)

We've also learned that we have to bring the right people together to get jobs done. In that regard, Adobe has been particularly fortunate—not with just our own volunteers but with the nonprofit organizations, schools, and local governments that have helped us make the most of each opportunity to reach out. We are grateful for their friendship and their faith in us. In an ever-changing world, we want our communities to know that they can continue to count on Adobe as an ethical business leader and a caring neighbor.

A handwritten signature in black ink, appearing to read "B R Chizez". The signature is fluid and cursive, with the first and last names being more prominent than the middle initial.

Bruce R. Chizez, President and Chief Executive Officer

Cover Story: International Initiatives

Adobe Reaches Out Around the Globe and Around the Corner with Habitat for Humanity, UNICEF, and Multinational Scholarships

In direct response to employee feedback, Adobe has expanded its corporate giving programs to improve childhood education and to fight hunger and homelessness worldwide. Three new international initiatives in 2003 continued to broaden the scope of Adobe's community outreach and set the stage for greater global impact in the years ahead.

HABITAT FOR HUMANITY INTERNATIONAL

Founded in 1976 with the aim of eliminating poverty housing around the globe, Habitat for Humanity (HFH) has built or rehabilitated more than 150,000 homes in 3,000 communities in over 80 countries. The organization accomplishes its mission using contributed funds, donated building materials, and volunteer labor.

While Adobe sites in San Jose and San Diego, California, have provided volunteers for local HFH projects in recent years, HFH International became an Adobe Community Investment Partner for the first time in 2003.

For its first HFHI project, Adobe provided US\$50,000 to fund one-third of the construction costs for one home in a block of five in the town of Peckham, Southwark, the oldest borough of London, U.K. Here a higher percentage of people live in social housing than anywhere else in the country, and 97 percent of these families have no hope of affording a home of their own.

In June 2004, five Southwark families moved into their new HFH homes. Each unit has 1,000 square feet of living space stretched over three levels, including two bedrooms, one bathroom, and a loft.

To qualify for an HFH home, families must be able to make the payments on an interest-free mortgage and contribute 500 hours of "sweat equity" to the construction. A team of nine Adobe London volunteers poured their own sweat into the Southwark project. In October 2003, they drove two hours across the city and spent a full day helping the building crew apply wood siding to the home exteriors, donating more than 60 hours of work.

U.S. FUND FOR UNICEF

The U.S. Fund for UNICEF (United Nations International Children's Emergency Fund) is one of 37 national committees organized around the world to raise money for UNICEF, which operates in 158 countries and territories providing health care, clean water, improved nutrition, and education to millions of children.

"Adobe's contribution gave the project momentum. It is helping not just these families but the entire community."

—Diane Regan,
Community Relations Manager,
Southwark Habitat for Humanity

"Adobe does its research, understands the impact its support can have, and embraces the importance of helping all over the world."

—Susan Power, Director of Corporate
Partnerships and Alliances,
U.S. Fund for UNICEF

International Initiatives (continued)

In 2003, its first year as an Adobe Community Investment Partner, the U.S. Fund received a cash grant of US\$50,000 to support the “25 by 2005” initiative in collaborating with national governments to increase childhood educational opportunities in 25 countries by 2005. Specifically, Adobe is supporting the effort to improve girls’ education in India, where the company has a significant number of employees and the need is great. Approximately 14 percent fewer Indian girls than boys are enrolled in primary school—more than one million girls nationwide.

The “25 by 2005” program in India is based on the premise that when parents educate girls, more boys go to school, too, and the standard of living improves for the whole family. Adobe’s grant paid for 5,000 Indian children to attend school in a region where US\$10 per child covers the cost of books, classroom supplies, and teacher salaries and training.

Adobe also donated more than US\$5,000 in Adobe Acrobat®, Adobe Illustrator®, and Adobe Photoshop® software for UNICEF’s Emergency Operations Center in New York City, where security experts monitor real and potential world conflicts around the clock. The software enables the staff to generate maps that track the movement of conflicts and keep other UNICEF offices informed so that the center can effectively direct humanitarian aid efforts.

MULTINATIONAL SCHOLARSHIP PROGRAM

Since 1996, Adobe has offered college scholarships to qualified high school seniors and minority students in the U.S. In 2003, for the first time, Adobe offered similar scholarships to international students and awarded a record US\$54,000 in grants, more than twice the total of 2002.

Working with the Institute of International Education (IIE), Adobe began offering college scholarships to soon-to-be graduates of Adobe partner schools in Ottawa, Canada; London, England; Paris, France; Munich, Germany; Tokyo, Japan; and New Delhi, India—all locations where Adobe has significant employee populations.

In its first year, the Multinational Scholarship Program awarded US\$24,000 to 21 students between January and June 2003. These non-renewable grants ranged between US\$100 and US\$6,000, depending on the recipient’s financial need and local costs. Founded in 1919, IIE is the world’s most experienced global higher education and professional exchange agency.

“Besides the financial help, the scholarship has given recognition and a morale boost to a simple, young talent like myself. It has further instilled in me the desire to succeed and accomplish my goals.”

—Reety Arora, New Delhi, India, 2003
Adobe Multinational Scholarship

Focus on Education

Adobe is committed to education centers in helping to improve the performance of students in primary and secondary schools, particularly in Silicon Valley, California, in Seattle, Washington, and in Ottawa, Ontario, Canada. By working in partnership with schools and nonprofit organizations, Adobe helps young people prepare to meet the challenges of tomorrow's workplace. Ongoing programs with Downtown College Preparatory, the Catholic Community Services Youth Tutoring Program, and the Resource Area for Teachers exemplify Adobe's education ideals.

"Adobe recognized our entrepreneurial spirit, stepped forward, and gave us a chance. Our progress would have taken much longer without that support."

—Jennifer Andaluz, Executive Director,
Downtown College Preparatory

Adobe Helps Charter School Prepare Underachieving Teens for College

Giving voice to a community that has been invisible in central San Jose, Downtown College Preparatory (DCP) opened in 2000 to give underachieving teens from largely low-income Latino families the skills to thrive at four-year colleges and universities. It is Silicon Valley's first charter school, and Adobe has been there from the start, as DCP's first corporate sponsor.

The academic environment at DCP is demanding. Long days, a rigorous curriculum, a strict code of conduct, and strong family participation give the school's 350 students the discipline and structure needed for success. Many of the students will be the first in their families to attend college.

Even before classes begin, incoming eighth-graders get a taste of the challenges ahead when they attend the Summer Bridge Program, a high-intensity academic summer school. Adobe has funded the program from the school's inception, providing US\$200,000 since 2000, and US\$50,000 in 2003 alone.

Because DCP is an Adobe Community Investment Partner located next door to corporate headquarters, Adobe San Jose employees feel a personal connection to the school. Hans Grande, an Adobe product manager and member of the San Jose Philanthropy Council, began working with DCP in 2003 to develop a mentoring program for juniors and seniors.

In the program's first year, 11 Adobe employees met with seniors twice a month and contacted them every week to assist with college applications and essays, answer questions about campus life, and help students prepare to live away from home. Mentors also hosted DCP students at Adobe headquarters on Job Shadow Day, an annual career-development event for city teens.

Focus on Education (continued)

On June 19, 2004, DCP's first graduating class received diplomas at a public commencement. The street was closed for a community celebration of the students' accomplishments. And there was much to cheer. As of April, 88 percent of DCP's graduating seniors had already received at least one acceptance letter to a four-year college or university.

Adobe Aids Learning Centers That Offer Hope, Help, and a Safe Haven to Youth Living in Seattle's Public Housing Communities

Launched in 1991 as a partnership with the Seattle Housing Authority, the Youth Tutoring Program (YTP) of Catholic Community Services provides safe, positive, and stimulating learning environments for school-age residents of six Seattle public housing communities. Each tutoring center is located close to home, in the students' neighborhoods.

In 2003, Adobe provided US\$25,000 to support YTP's general operating funds for volunteer recruitment and training, staffing, books and other educational materials. YTP has been an Adobe Community Investment Partner since 1999, when initial funds helped to hire four full-time educators.

Over the years, Adobe also has donated Adobe Photoshop®, Adobe PageMaker®, and Adobe Acrobat® software licenses for use on student computers at each center and at the program's administrative offices. YTP uses Adobe Seattle's conference facilities and catering services for its annual two-day staff retreat.

The involvement of companies like Adobe is the lifeblood of the six YTP centers, where more than 500 elementary, middle, and high school students come annually two to four times a week for one- to two-hour learning sessions--more than 25,500 visits in 2003. Open 11 months per year, including a summer reading program, YTP centers focus on developing math and language arts skills, helping with homework, and improving literacy. Their innovative skill-building curriculum is based on the academic standards set by the Seattle School District.

Most YTP students come from homes where English is not spoken. Most are immigrants from East Africa and Southeast Asia. Many of the students are at high risk for low academic achievement, poor school attendance, dropping out of school, substance abuse, gang activity, low self-esteem, and little or no parental supervision. Staff educators and more than 600 volunteers tutor and guide program participants, working closely with families and teachers to offer hope, help, and a positive presence that mitigates these risks and enables students to succeed in school and in life.

"I have always come away from my visits to San Jose being blown-away by Adobe's values and commitment to the community and how they translate that, not just into funding, but into meaningful, ongoing support and appreciation for the work we do."

—Terry DiJoseph, Founder and Program Director, Catholic Community

Focus on Education (continued)

YTP's efforts generate real results. In a 2003 survey, 97 percent of students and 98 percent of parents reported grade and schoolwork improvements or maintenance of already good grades through program participation.

Adobe Dollars and Volunteers Give Educators a One-Stop Shop for Hands-on Materials and Training

Educators in the San Francisco Bay Area know they have a special place to go for low-cost classroom materials and hands-on training about science, math, technology, and art. It's the Resource Area for Teachers (RAFT) in San Jose.

Opened in 1995, RAFT stocks surplus materials—from cardboard tubes to computers—donated by more than 1,000 local businesses, including Adobe. Four truckloads of materials arrive at RAFT's giant warehouse five days a week. Each year, RAFT diverts more than 170,000 cubic feet of reusable materials from local landfills, while some 5,000 teachers shop and train at RAFT to enrich the learning experience of nearly 800,000 children.

A longtime Adobe Community Investment Partner, RAFT is a beehive of activity. On one Thursday evening per month, a crew of Adobe San Jose volunteers sorts donations and assembles teaching kits. Volunteering at RAFT has become a popular choice for Adobe team-building events, which can include 20 or more employees at a time. In 2002, RAFT built 4,500 teaching kits, each serving 25 students. In 2003, the organization built 14,500 kits and expects that number to keep growing.

Adobe also donates software licenses for RAFT's computer labs and administrative offices and for distribution to teachers. Under contract, RAFT manages Adobe's Teach the Teacher training program, which helps K-12 educators effectively use Adobe software as a means of bringing technology into their classrooms. The courses are free at three area locations, and completion counts as Continuing Education Units required by local school districts.

Most of all, RAFT is passionate about hands-on learning and making it available in the classroom. Adobe's 2003 cash grant of US\$10,000 supports RAFT's Professional Training Program, a series of workshops that help teachers develop creative, interactive activities tied to state standards. It is the only local program to offer free instructional materials along with training, greatly increasing the likelihood that teachers will be able to implement their project ideas and engage students in learning activities.

"Now more than ever, teachers need a place they can count on for low-cost learning materials and training. We can provide that place because we can count on Adobe."

—Mary Simon, Executive Director,
Resource Area for Teachers

Focus on Poverty

Adobe's commitment to help break the cycle of poverty centers on fighting hunger and homelessness worldwide, particularly in Silicon Valley and San Diego, California, in Seattle, Washington, in Ottawa, Ontario, Canada, and in other communities where Adobe employees work and reside. Programs with the Fremont Public Association, Loaves & Fishes Family Kitchen, and Health Trust Meals on Wheels show how Adobe's strategic relationships with like-minded nonprofit organizations can make a far greater difference than what the company could accomplish on its own.

"At a time when public funding is being pulled back at the city and county level, Adobe supports a tremendous lifeline, enabling us not just to provide services but to do it better so we can be effective and responsive to emerging needs."

—Paul Haas, Development Director,
Fremont Public Association

Adobe Funds Shelter, Food, and Services for Families in Crisis

The Fremont Public Association (FPA) was founded in 1974 to address hunger, poverty, and high unemployment in Seattle's North End and Fremont neighborhoods. It has been an Adobe Community Investment Partner since 1999.

According to FPA, the largest increase in homelessness over the past five years has come from families. In the Seattle area alone, families make up nearly 50 percent of the homeless population, and some 46,000 children rely on food banks. Fittingly, Adobe's 2003 FPA grant of US\$30,000 supported operation of the Broadview Emergency Shelter and Transitional Housing Program and the Fremont Family Shelter.

Housing approximately 400 tenants annually, Broadview provides single women and women with children emergency shelter for up to six weeks, and transitional housing as needed for 3 to 12 months or longer. It offers 24-hour staffing and crisis services, advocacy-based counseling, goal-setting and weekly progress meetings, domestic violence education and support groups, and resource referrals, as well as on-site addiction recovery and health care. Children's programs include age-specific support groups, tutoring, and homework assistance. Each furnished unit accommodates one family or two women.

The Fremont Family Shelter provides short-term emergency shelter for up to four weeks and long-term shelter for up to three months for single- and two-parent families, including those with numerous children or older teens. Housing units are safe, clean, well-maintained, and fully furnished apartments located in various city neighborhoods, within walking distance of grocery stores and bus lines. FPA tries to place families in familiar surroundings so that schools and support networks remain close by.

Focus on Poverty (continued)

From Adobe and others, private funds enable FPA to offer 24-hour shelter staffing and the case-management, translation, support-group, and other services that help families in crisis work toward stability and permanent housing. In 2003, Adobe also stepped up to help FPA with a special project.

For the past 20 years, FPA's Food Resources program has delivered groceries to food banks throughout Seattle, including hard-to-get products such as baby formula. FPA received city funds in 2003 to purchase a refrigerated truck, enabling the organization to distribute fresh milk and other perishables for the first time. With one phone call to Adobe, FPA triggered a fund-raising drive by the Adobe Seattle Philanthropy Council to purchase the inaugural delivery of fresh milk. Employee contributions, Adobe matching funds, and a small company grant combined to generate US\$6,000 in a matter of a few weeks, enough to send 3,100 gallons of fresh milk on the truck's maiden voyage.

Adobe Shares Groceries and Holiday Cheer at a Table Where Everyone Is Welcome

A new Adobe Community Investment Partner in 2003, Loaves & Fishes Family Kitchen in downtown San Jose has been providing free, nutritious hot meals and support services to people in need, especially families and senior citizens, since 1980. The organization served 11 guests at its initial meal. Today it serves five meals each week at two locations—St. Patrick and St. Maria Goretti churches—to 150 to 200 guests per meal, totaling more than 50,000 meals annually.

Adobe's US\$25,000 grant to Loaves & Fishes in 2003 funded the hiring of an assistant cook and the ongoing purchase of cookware, paper goods, utensils, and other kitchen supplies. In October, Adobe hosted and sponsored the recognition reception for donors participating in the organization's summer Major Gifts Campaign.

Adobe employees have gotten involved in Loaves & Fishes, too, primarily through two holiday events coordinated by Adobe's San Jose Philanthropy Council. In mid-December, Adobe volunteers helped sort and distribute food donations at the Loaves & Fishes Family Harvest event. This monthly program invites some 150 families to St. Maria Goretti for a free bag of food staples, as well as the opportunity to fill a shopping cart with additional groceries. Loaves & Fishes receives most of its food—more than 200,000 pounds per year—through the Second Harvest Food Bank, another Adobe Community Investment Partner.

Adobe employees also participated in the 2003 Loaves & Fishes holiday toy and clothing drive, selecting gift tags from a Giving Tree at Adobe headquarters and purchasing the items requested by the agency. On December 23, Loaves & Fishes

"What Adobe says it's going to do, it does."

—Patricia Draper, Executive Director,
Loaves & Fishes Family Kitchen

Focus on Poverty (continued)

transformed a room at St. Patrick's into a Christmas store, where parents shopped for their children from the hundreds of new donated items, more than 300 of which came from Adobe employees, along with US\$600 in grocery certificates. Six Adobe volunteers helped wrap gifts at the event, and Adobe funded the purchase of wrapping materials.

Adobe "Adopts a Route" to Prevent Malnutrition and Social Isolation Among Homebound Adults

A first-time Adobe Community Investment Partner in 2003, the Health Trust Meals on Wheels program of Silicon Valley delivers hot, nutritious meals daily—more than 83,000 each year—to approximately 300 frail elderly and disabled people in Santa Clara County so that they can remain independent in their homes. It is the only program in the county serving homebound disabled adults.

"We strongly believe that no aging or disabled adult should go to bed hungry. Without Adobe's support, our downtown San Jose clients wouldn't have a hot meal every day."

—Renee Kellythorne,
Director, Health Trust Meals on Wheels

Meals on Wheels goes beyond providing healthy meals. Committed to preventing social isolation as well as malnutrition, the organization dispatches trained, mostly volunteer deliverers who perform daily wellness checks, assure that the premises are safe, and talk with clients. For many, this visit is their only social contact of the day. Other free programs include case-management services that help clients access community resources and financial support, in-home blood pressure screening by nursing volunteers, audio book delivery to the visually and learning impaired, home delivery of groceries, and pen-pal relationships with fifth-graders at San Jose's Horace Mann Elementary School.

All meals meet individual dietary and medical requirements and are individually and professionally prepared at O'Connor Hospital in San Jose and Saint Louise Regional Hospital in Gilroy. Adobe's 2003 grant of US\$25,000 "adopted a route" in downtown San Jose, providing 3,226 hot meals to 16 low-income clients in the organization's most under-served community.

Surveys show that 62 percent of Meals on Wheels clients receive one-half or more of their daily food intake from one home-delivered meal, and 25 percent lack enough money or food stamps to buy groceries. Meanwhile, 97 percent feel that the program helps them remain independent in their home.

2003 Year in Review

In recent years, Adobe has broadened its efforts to fight poverty and improve childhood education by reaching out beyond its largest sites in San Jose, California, and Seattle, Washington, to Ottawa, Ontario, Canada, and other Adobe locales around the world. This section focuses on Adobe's corporate and employee community activities in 2003.

Key Facts

In 2003, Adobe's philanthropic programs contributed more than **US\$3.5 million** to nonprofit organizations and schools in the form of cash grants, scholarship awards, and matching gifts, and approximately **US\$2.5 million** (based on suggested retail and educational prices) in software donations. Adobe also provided in-kind support to many charitable causes, with employees coordinating more than 80 volunteer events for a variety of community organizations. This section summarizes all program activities.

Community Investments

Community Investment Grants are strategic contributions designed to develop partnerships between Adobe and specific nonprofit organizations and local schools. In 2003, Adobe contributed **US\$2,741,750**: US\$1,100,000 through community grants and US\$1,641,750 to the Adobe Foundation Fund at the Community Foundation for Silicon Valley for future distribution. Adobe also provided **US\$965,742 in software grants**, as well as the use of corporate facilities, employee volunteer support, and software training to its **25 Community Partners**.

GLOBAL PARTNERS

Habitat for Humanity International
Intel Computer Clubhouse Network
U.S. Fund for UNICEF

SAN JOSE-AREA PARTNERS

Children's Discovery Museum of San Jose
City Year San Jose/Silicon Valley
Downtown College Preparatory
Emergency Housing Consortium
Health Trust Meals on Wheels
Housing Trust of Santa Clara County
Loaves & Fishes Family Kitchen
Mt. Pleasant High School
Resource Area for Teachers

2003 Year in Review (continued)

San Jose Museum of Art
San Jose Unified School District
Second Harvest Food Bank
The Tech Museum of Innovation
YMCA of the Mid-Peninsula

SEATTLE-AREA PARTNERS

B.F. Day Elementary School
Catholic Community Services Youth Tutoring Program
City Year Seattle/King County
FamilyWorks
Fremont Public Association
Pacific Science Center
Seattle Emergency Housing Service

OTTAWA-AREA PARTNERS

Ottawa Coalition of Community Health and Resource Centres

Software Donations

In 2003, Adobe donated **7,673 software packages and licensing seats** to **1,189 schools and nonprofit organizations**. The total retail value of software contributed was US\$2,517,296.

Software Training Program

In 2003, Adobe offered **75 classes** that trained **390 teachers** and **333 staff members** of nonprofit organizations to effectively use their donated software.

Volunteer Activities

The employee-run Adobe Philanthropy Councils in San Jose and San Diego, California, in Seattle, Washington, and in Ottawa, Ontario, Canada, contribute their time and talent to define and organize company-sponsored employee volunteer activities, from fund-raisers to clothing and food drives to work sessions. These teams also allocate small grants to the schools and nonprofit organizations with which they partner. In 2003, the four councils dispensed **US\$90,600 in cash grants** and coordinated more than **80 community events**.

2003 Year in Review (continued)

Matching Gift Program

Since 1991, Adobe's Matching Gift Program has doubled the contributions that Adobe employees make directly or via payroll deduction each year to a wide range of qualified charitable organizations. Today, more than 30 percent of employees worldwide participate. In 2003, Adobe matched **US\$479,559 in personal philanthropic donations** to **1,531 philanthropic causes**.

College Scholarships

In 2003, Adobe awarded **US\$52,500** in college scholarships to **37 students** — more than twice the totals of 2002. In its first year, the Multinational Scholarship Program awarded grants to 21 students in six countries. Eight scholarships went to graduating seniors from Mt. Pleasant High School in San Jose, California. Through Adobe's diversity initiatives, six scholarships went to college juniors and seniors majoring in technology disciplines and affiliated with qualified engineering organizations such as the National Society of Black Engineers, Society of Women Engineers, and Society of Hispanic Engineers. In addition, two scholarships went to students from the University of California at Santa Cruz.

A Way of Life Generates Record Giving in 2003

Adobe's long history of philanthropy and volunteerism began with its employees. Their grassroots efforts inspired executive support in the 1980s that led to the launch of formal community relations programs in the 1990s, and their efforts continue to grow, inspiring Adobe's corporate charitable initiatives worldwide.

In 2003, Adobe employees participated in more than 80 company-sponsored community events and performed countless individual acts of volunteerism and charitable giving. During Adobe's annual Community Involvement Month—a 15-year October tradition—and at holiday time, employees are especially active. What follows is a sampling of some of the many ways in which Adobe volunteers got involved in 2003.

For the first time, Adobe San Jose participated in the Adopt-A-Family program of **Cupertino Community Services (CCS)**, which has been providing food, shelter, and financial assistance in the West Valley area for more than 30 years. During the holiday season, Adopt-A-Family matches families in need with teams of corporate employees, who shop for gifts from submitted "wish lists." More than 155 Adobe headquarters employees formed 15 teams, providing gifts for 17 families, including 24 adults and 49 children.

"I find it very fulfilling to be involved in the community. A little time and effort can go a long way."

—Erin Gollwitzer, Seattle,
2003 Adobe Volunteer of the Year

2003 Year in Review (continued)

“My life has been quite good, and I feel like I’ve got something to give in return. My recommendation is to stop, take a breath, and see if you can do something that might make a difference.”

—Trevor Ward, Ottawa,
2003 Adobe Volunteer of the Year

In similar fashion, Adobe Ottawa employees selected tags from a Holiday Giving Tree to buy toys, books, and other gifts for children of low-income families belonging to the Vanier Community Service Centre. More than 100 children received presents through their generosity.

The annual Holiday Food Drive conducted by the **Second Harvest Food Bank** of Santa Clara and San Mateo Counties is the largest in the United States. Participation has been an Adobe San Jose tradition since 1988, and Adobe President and CEO Bruce Chizen chaired the event in 2001. Adobe employee donations of \$32,940.60 and 1,479 pounds of food during the 2003 Holiday Food Drive will help provide food assistance to an average of 165,000 people each month throughout 2004.

In the aftermath of the largest wildfire in California history, Adobe San Diego employees expressed their compassion and concern by donating canned and packaged groceries to the Holiday Food Drive for the **San Diego Food Bank**. The San Diego Philanthropy Council donated US\$5,000 to the wildfire relief fund, co-sponsored by the Food Bank and the **American Red Cross** to assist families in need.

On Lee National Denim Day, an annual fall fundraiser for the **Susan G. Komen Breast Cancer Foundation**, Adobe San Jose and Seattle employees raised US\$3,698 in donations and matching funds, nearly US\$1,000 more than in 2002.

During the annual three-week benefits open-enrollment period in October, the **Payroll Giving Program** — available to Adobe employees in North America and Edinburgh, Norwich, and London, U.K.—received 111 charitable pledges totaling US\$98,000, including matching funds. The same period in 2002 yielded 97 pledges totaling US\$53,000.

Also in October, the Worldwide Licensing Department in San Jose conducted its second annual paper and plastic bag collection for **Sacred Heart Community Service**, which uses them to distribute food and clothing to customers of its resource center. Adobe employees donated more than 10,000 bags—doubling the 2002 results.

In Seattle, three Adobe volunteer teams spend one lunch hour per month sorting donated food at the **FamilyWorks** food bank. The schedule is so reliable that the organization plans truck deliveries around it.

2003 Year in Review (continued)

Each quarter, 15 to 20 Seattle employees devote a lunch hour—rain or shine—to picking up litter in the Fremont neighborhood around the Adobe site for the City of Seattle’s **Adopt-a-Street** program.

At **B.F. Day Elementary School**, 15 Adobe Seattle employees each completed six hours of training to become mentors for the 2003-04 school year, leading educational activities and games as well as helping students with homework.

In May, 80 Adobe Ottawa employees “brown bagged it” instead of dining out on the **Ottawa Food Bank’s** annual Lunch Money Day, donating the savings and raising US\$1,600, including matching funds—the largest contribution by any employer. In just over a week in October, Ottawa employees collected three shopping carts of groceries for the Food Bank, with a crew of seven volunteers delivering and sorting the goods on the final day of the drive. Ottawa employees also donated more than 100 used cell phones and 40 printer cartridges from their home computers for the Food Bank’s recycling program, which exchanges collected items for operating funds at an area recycling center.

“The bag drive gives us something to feel good about while working together, promoting our group, and supporting Adobe’s core value of community involvement.”

—Kathryn Hingle for the Worldwide Licensing Department, San Jose, 2003 Adobe Volunteer of the Year, Honorable Mention

Employees in Arden Hills, Minnesota, participating in Adobe’s Community Involvement Month for the fifth consecutive year, raised US\$2,820 in personal and matching contributions for the **Gillette Children’s Specialty Healthcare** hospital and the **Animal Humane Society of Hennepin County**.

When the **11th Special Olympics World Summer Games** came to Dublin, Ireland, the enthusiasm was contagious. The event took place outside the U.S. for the first time and was the world’s largest 2003 sporting event. Five Adobe Dublin employees signed up as volunteers, undergoing evening and weekend training sessions stretching over five months and giving a week’s vacation to their duties. The group also decided to organize Adobe’s participation in the Sponsor an Athlete program, which assists Special Olympics participants from developing countries and other disadvantaged backgrounds. To raise the required US\$1,200 for an athlete, the volunteers organized and promoted a raffle with more than a dozen donated prizes. Much to the team’s surprise, the event generated US\$8,640, including Adobe matching funds—enough to sponsor seven athletes who went home to Hungary, Poland, and Puerto Rico with three gold medals, one bronze medal, and five fourth-place awards.

Funding Criteria

“We at Adobe are fully committed to our funding priorities. They address critical needs worldwide and encompass causes in which we truly believe.”

—Michelle Mann, Group Manager,
Adobe Corporate Affairs and
Community Relations

Adobe Community Relations programs are designed to help make our local neighborhoods better and healthier places in which to live, work, and do business. We seek to improve the quality of life for everyone in our communities by addressing critical needs, primarily through schools and nonprofit organizations that reach under-served populations in areas where Adobe employees work and reside. Our funding priorities are twofold: improving the performance of students in primary and secondary (U.S. K-12) schools and breaking the cycle of poverty, particularly fighting hunger and homelessness.

Adobe welcomes opportunities to support and form relationships with organizations that share our philanthropic goals. Visit the Adobe Community Relations site for details regarding the selection criteria and application process for our four main channels of giving: community investment grants, software donations, volunteer support, and software training.