

GARRETT MARK  
Form 4  
January 26, 2012

**FORM 4**

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

OMB APPROVAL

OMB Number: 3235-0287  
Expires: January 31, 2005  
Estimated average burden hours per response... 0.5

Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b).

**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 \*  
GARRETT MARK

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)  
ADOBE SYSTEMS  
INCORPORATED, 345 PARK  
AVENUE

3. Date of Earliest Transaction  
(Month/Day/Year)  
01/24/2012

\_\_\_\_ Director \_\_\_\_\_ 10% Owner  
 Officer (give title below) \_\_\_\_\_ Other (specify below)  
EVP, CFO & Asst. Secretary

(Street)  
SAN JOSE, CA 95110

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

(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	01/24/2012		M		12,090 A \$ 0	70,272	I by trust <sup>(1)</sup>
Common Stock	01/24/2012		F		4,434 <sup>(2)</sup> D \$ 30.95	65,838	I by trust <sup>(1)</sup>
Common Stock	01/24/2012		M		12,567 A \$ 0	78,405	I by trust <sup>(1)</sup>
Common Stock	01/24/2012		F		4,745 <sup>(2)</sup> D \$ 30.95	73,660	I by trust <sup>(1)</sup>
Common Stock	01/24/2012		M		7,500 A \$ 0	81,160	I by trust <sup>(1)</sup>

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Common Stock	01/24/2012	F	2,751 (3)	D	\$ 30.95	78,409	I	by trust (1)
Common Stock	01/25/2012	M	7,200	A	\$ 0	85,609	I	by trust (1)
Common Stock	01/25/2012	F	3,360 (2)	D	\$ 31.34	82,249	I	by trust (1)
Common Stock	01/25/2012	M	4,250	A	\$ 0	86,499	I	by trust (1)
Common Stock	01/25/2012	F	1,983 (3)	D	\$ 31.34	84,516	I	by trust (1)
Common Stock	01/25/2012	M	25,000	A	\$ 0	109,516	I	by trust (1)
Common Stock	01/25/2012	F	11,670 (3)	D	\$ 31.34	97,846	I	by trust (1)
Common Stock	01/26/2012	M	5,275	A	\$ 0	103,121	I	by trust (1)
Common Stock	01/26/2012	F	2,461 (3)	D	\$ 31.18	100,660	I	by trust (1)

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

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SEC 1474  
(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	01/24/2012		M	12,090	(4) (4)	Common Stock	12,090
Performance Shares	\$ 0	01/24/2012		M	12,567	(5) (5)	Common Stock	12,567
Restricted Stock Units	\$ 0	01/24/2012		M	7,500	(6) (6)	Common Stock	7,500
Performance Shares	\$ 0	01/25/2012		M	7,200	(7) (7)	Common Stock	7,200



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- (8) Vests at a rate of 25% annually on the first, second, third and fourth anniversary of the January 25, 2010 grant date. The remaining units will vest on January 25, 2013 as to 4,250 shares and January 25, 2014 as to the remaining 4,250 shares.
- Vests at a rate of 50% on the second anniversary of the January 25, 2010 grant date, and then 25% annually on the third and fourth anniversary of the grant date. The remaining units will vest on January 25, 2013 as to 12,500 shares and January 25, 2014 as to the remaining 12,500 shares.
- (9)
- (10) Vests at a rate of 25% annually on the first, second, third and fourth anniversary of the January 26, 2009 grant date. The remaining units will vest on January 26, 2013 as to 5,275 shares.
- Represents the maximum number of Performance Shares that will be earned, if at all, based on the achievement of certain
- (11) pre-established performance goals during the 2012 fiscal year. Each Performance Share Unit represents a contingent right to receive one share of ADBE common stock. The maximum number represents 150% of the target payout of 62,500 shares.
- Vesting of the Performance Share Units will be 1/3 of the full earned amount upon the later of the (i) certification of performance goal
- (12) achievement and (ii) one year anniversary of the January 24, 2012 grant date, with the remaining Units vesting as to 1/3 of the full earned amount on each of the second and third anniversary of the grant date, if the initial performance goals are achieved.
- (13) Vests at a rate of 25% annually on the first, second, third and fourth anniversary of the January 24, 2012 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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