

COTTLE KAREN O  
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 \*  
COTTLE KAREN O

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)  
SVP, Gen. Counsel & 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)
				(A) or (D)	Price		
				Code V	Amount		
Common Stock	01/24/2012		M	9,300	A \$ 0	82,747	D
Common Stock	01/24/2012		F	3,411 (1)	D \$ 30.95	79,336	D
Common Stock	01/24/2012		M	8,234	A \$ 0	87,570	D
Common Stock	01/24/2012		F	3,163 (1)	D \$ 30.95	84,407	D
Common Stock	01/24/2012		M	4,750	A \$ 0	89,157	D

Edgar Filing: COTTLE KAREN O - Form 4

Common Stock	01/24/2012	F	<u>1,742</u> (2)	D	\$ 30.95	87,415	D
Common Stock	01/25/2012	M	4,950	A	\$ 0	92,365	D
Common Stock	01/25/2012	F	<u>1,815</u> (1)	D	\$ 31.34	90,550	D
Common Stock	01/25/2012	M	17,500	A	\$ 0	108,050	D
Common Stock	01/25/2012	F	<u>8,046</u> (2)	D	\$ 31.34	100,004	D
Common Stock	01/25/2012	M	3,000	A	\$ 0	103,004	D
Common Stock	01/25/2012	F	<u>1,100</u> (2)	D	\$ 31.34	101,904	D
Common Stock	01/26/2012	M	4,125	A	\$ 0	106,029	D
Common Stock	01/26/2012	F	<u>1,924</u> (2)	D	\$ 31.18	104,105	D

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

**Persons who respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB control number.**

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 Securities (Instr. 3 and 4)	Amount or Number of Shares	
				Code	V (A) (D)	Date Exercisable	Expiration Date	Title	
Performance Shares	\$ 0	01/24/2012		M	9,300	<u>(3)</u>	<u>(3)</u>	Common Stock	9,300
Performance Shares	\$ 0	01/24/2012		M	8,234	<u>(4)</u>	<u>(4)</u>	Common Stock	8,234
Restricted Stock Units	\$ 0	01/24/2012		M	4,750	<u>(5)</u>	<u>(5)</u>	Common Stock	4,750

Edgar Filing: COTTLE KAREN O - Form 4

Performance Shares	\$ 0	01/25/2012	M	4,950	(6)	(6)	Common Stock	4,950
Restricted Stock Units	\$ 0	01/25/2012	M	17,500	(7)	(7)	Common Stock	17,500
Restricted Stock Units	\$ 0	01/25/2012	M	3,000	(8)	(8)	Common Stock	3,000
Restricted Stock Units	\$ 0	01/26/2012	M	4,125	(9)	(9)	Common Stock	4,125

## Reporting Owners

Reporting Owner Name / Address	Relationships			
	Director	10% Owner	Officer	Other
COTTLE KAREN O ADOBE SYSTEMS INCORPORATED 345 PARK AVENUE SAN JOSE, CA 95110			SVP, Gen. Counsel & Secretary	

## Signatures

/s/ Justin Judd, as  
attorney-in-fact

01/26/2012

\_\_Signature of Reporting Person

Date

## Explanation of Responses:

\* If the form is filed by more than one reporting person, see Instruction 4(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 surrendered to pay tax liability due at vesting of Performance Share Units.

(2) Shares surrendered to pay tax liability due at vesting of Restricted Stock Units.

(3) Represents the number of shares acquired upon vesting of 25% of the Performance Share Units earned by the participant in connection with the Performance Share award filed January 28, 2008. The participant earned 124% of the target award based on the achievement of certain pre-established performance goals during the 2008 fiscal year. This Performance Share award vested in full on the fourth anniversary of the January 24, 2008 grant date.

(4) Represents the number of shares acquired upon vesting of 1/3 of the Performance Share Units earned by the participant in connection with the Performance Share award filed January 26, 2011. 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 Share Units will vest as to 1/3 of the full earned amount on each of the second and third anniversary of the January 24, 2011 grant date.

(5) Vests at a rate of 25% annually on the first, second, third and fourth anniversary of the January 24, 2011 grant date. The remaining units will vest on January 24, 2013 as to 4,750 shares, January 24, 2014 as to 4,750 shares and January 24, 2015 as to the remaining 4,750 shares.

(6) Represents the number of shares acquired upon vesting of 1/3 of the Performance Share Units earned by the participant in connection with the Performance Share award filed January 26, 2010. The participant earned 135% of the target award based on the achievement of certain pre-established performance goals during the 2010 fiscal year. The remaining Performance Share Units will vest as to 1/3 of the full earned amount on the third anniversary of the January 25, 2010 grant date.

(7) 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 8,750 shares and January 25, 2014 as to the remaining 8,750 shares.

(8)

## Edgar Filing: COTTLE KAREN O - Form 4

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 3,000 shares and January 25, 2014 as to the remaining 3,000 shares.

- (9) 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 4,125 shares.

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, *see* Instruction 6 for procedure.

Potential persons who are to respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB number.