



Adobe in the Community 2008

To our friends and partners in the community



At Adobe, our commitment to corporate social responsibility is at the heart of everything we do. Now more than ever, we believe that acting responsibly and giving back provides long-term, sustainable benefits to our communities worldwide, to our employees, and to our business. Guided by the core values our founders established over 25 years ago, we remain committed to contributing to our communities and conducting business in an ethical and responsible manner in all the countries where we operate.

Adobe's community involvement includes a commitment to caring for our environment, providing food and shelter for those in need, promoting arts and culture, and making technology available and accessible to underserved populations and those with disabilities.

In 2008, we continued to expand our giving by donating more than US\$42 million in cash and software to schools and nonprofits around the world. This figure includes support for our signature philanthropy program, Adobe Youth Voices (AYV), funded by the Adobe Foundation. AYV inspires youth to create with purpose and is already active at more than 160 sites around the world.

Adobe's matching gifts program continues to enable our employees to double their donations to the charities they support. In addition to financial giving, our employees have a long tradition of participating in their communities through numerous volunteer activities worldwide. In 2008, employee projects included constructing a KaBOOM! playground in San Jose, California, building homes with Habitat for Humanity in Ottawa, Canada, and helping underserved children at the Adobe Parikrma Centre for Learning in Bangalore, India.

I offer my sincere thanks to our partner organizations and volunteers around the world for the valuable work they perform every day. And I am especially grateful to our employees for their ongoing community engagement and volunteerism. When caring individuals join together to get involved, we believe the possibilities for positive change are limitless.

A handwritten signature in black ink that reads "Shantanu Narayen". The signature is fluid and cursive, with a long horizontal stroke at the end.

Shantanu Narayen
President and Chief Executive Officer
Adobe Systems Incorporated

Adobe's core values

Genuine

We are sincere, trustworthy, and reliable. Operating with integrity, being ethical, and treating others with respect is at the heart of Adobe's culture.

Exceptional

We are committed to creating exceptional experiences that delight our employees and customers. At Adobe, good enough is not good enough.

Innovative

We are highly creative and strive to connect new ideas with business realities. Ideas come from everywhere in the company.

Involved

We are inclusive, open, and actively engaged with our customers, partners, employees, and the communities we serve. People are our greatest asset.

Adobe focus areas



Hunger and homelessness

Food and shelter are basic necessities. At Adobe, we're working to reduce hunger and homelessness through grants to nonprofit organizations, by promoting food drives, and matching the donations of our employees. Through our global Food for All Campaign, Adobe and its employees support more than 20 food banks and hunger relief organizations around the world.

Building upon this commitment, Adobe donated US\$150,000 to the U.N. World Food Program. In the wake of a growing food crisis around the world, we helped support the organization's critical work, focusing on victims of the devastating cyclone in Myanmar as well as other regions around the world facing starvation.

"Volunteering at Second Harvest lets me give something tangible to people in my own community. After a morning of food sorting, it's really gratifying to see boxes ready to help people in the most basic, and maybe most important, way possible."

—Karen Draper, Adobe employee and San Jose Action Committee member



Environment

Enjoying nature starts with a commitment to care for it. Companywide, Adobe takes great care to reduce waste and improve energy and water efficiency in our buildings. In 2008, Adobe became the only company in the world with four Platinum LEED certifications by the U.S. Green Building Council. We've also recently updated our product packaging, with reduced size and fewer inserts to limit materials, a die-cut production method to minimize glue, and use of recyclable cardboard derived from sustainably managed forests.

"Volunteering at the Charles River Conservancy gave everyone a wonderful feeling. The fact that the activity had to do with the environment was a plus—getting out of the office and working outdoors made it that much more fun."

—Kumaran Nallore, Adobe employee and Newton Action Committee member

Adobe employees share this commitment to the environment. In Newton, Massachusetts, employees partnered with the Charles River Conservancy to remove invasive plant species, prune trees, pick up garbage, and clear brush to form a bike path. Similar employee volunteer activities took place in Ottawa, Canada for the Rideau Valley Conservation, and in San Francisco, California for the Golden Gate National Parks Conservancy. In addition to benefiting the environment and community at large, these activities serve as a great team-building and learning experience for our employees.

Get inspired. Get involved.
Volunteer.

During Community Action Week in May 2008, more than 600 employees worldwide continued an Adobe tradition of community engagement by volunteering more than 1,400 hours of service in their local communities.

Adobe focus areas



Arts and culture

Adobe values innovation and supports organizations with a focus on creating and exhibiting visual and multimedia art. One of our nonprofit partners, SAW Video, is an artist-run center in Ottawa, Canada that is committed to supporting groundbreaking artistic production, presentation, and programming of multimedia art. The Adobe Action Grant and software donation contributed to SAW Video's community outreach program, Far Out Locations. In 2008, this program brought video to disadvantaged youth in three communities and resulted in the creation of eight short videos by the participants.

"Adobe's support has had a tremendous impact on SAW Video and the artists who access our center. The software donation enabled us to upgrade our editing systems and improve our workshops, benefiting many local artists, both aspiring and established."

—Penny McCann, Director, SAW Video

Access to technology

Adobe is committed to improving access to electronic information for people of all abilities. In India, for example, Adobe partners with Alternative Strategies for the Handicapped (ASTHA), a nonprofit organization providing services to children with disabilities and their families. In a recent project, Adobe and ASHTA collaborated to create an interactive CD with fun learning activities for children.



In addition to cash donations, Adobe employees volunteered their time and offered their talents in a wall-painting activity at the ASTHA school for disabled children. "Painting the walls at ASTHA might help bring out creativity in the young mind," explains Amit Kumar Gupta, an Adobe volunteer on the project. "I personally enjoy all volunteering activities. Such endeavors are also a great learning experience for the volunteers."

Training for all

Access alone is not always enough. Adobe increases the impact of software donations by supporting teacher and nonprofit employee training programs.

Software donations:

- US\$33,917,308
- 15,361 recipients
- 33,470 seats/packages

Train the Teacher program:

- 91 classes
- 1,193 participants

Nonprofit training program:

- 117 classes
- 1,026 participants

Adobe Youth Voices

Adobe Foundation's signature philanthropy program, Adobe Youth Voices (AYV), empowers young people to explore and comment on their world through the creative outlets of video, multimedia, digital photography, web, animation, and audio. In 2008, its third year, AYV continued to expand in underserved communities around the globe, giving a growing number of participants the opportunity to communicate and share their ideas, demonstrate their potential, and foster social change.



Newcomers High School, Long Island City, New York

Recently, at Newcomers High School, AYV students investigated the exploitation and abuse faced by Immokalee fast-food workers in Florida. The students created public service announcements and developed lesson plans to raise awareness about human rights issues.

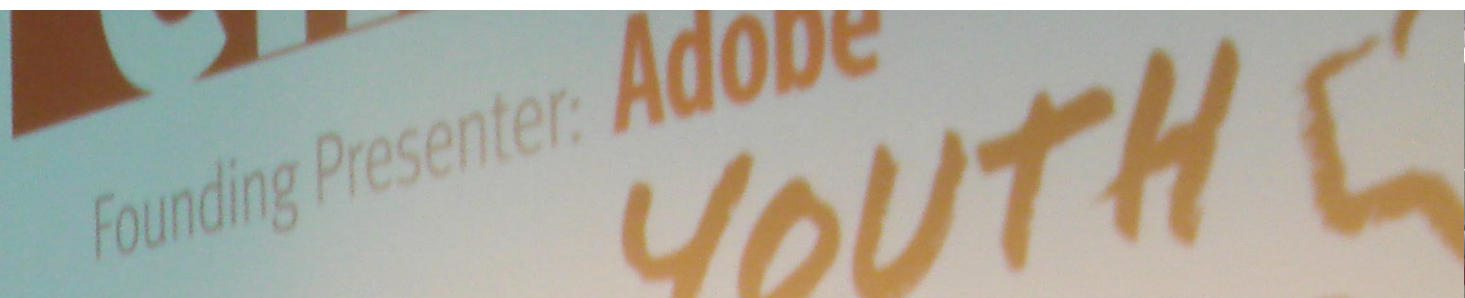
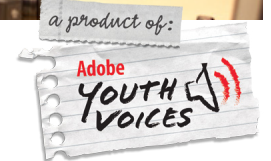
"AYV was a gateway for us to explore more, know more, and hope for more. In my senior year I made a documentary about nutritional values and food. Now, I'm making a documentary about youth and depression. Every experience that I had came together and helped me in whatever I did."

—Irum Malik, former Newcomers High School student

"The AYV projects have given children an opportunity to engage with issues and broaden their canvas of thinking. Through this, the children have honed various life skills—discussion, negotiation, decision-making, group work. AYV has given students global awareness. And it has helped deepen their ties with teachers and the community."

—Anuradha Sethi, Usha Varma, Lipika Ghosh, educators from Akshay Pratishthan

AYV serves more than 5,000 youth and educators at more than 160 sites in 31 countries and growing.





A history of giving

Adobe has a tradition of corporate giving that dates back to the company's inception in 1982. Adobe cofounders John Warnock and Chuck Geschke made philanthropy a priority, believing in the fundamental importance of giving back to the community.

In 2008, Adobe announced the formation of the Adobe Foundation to build on Adobe's long history of grant making, software donations and training, employee volunteer programs, and education initiatives. The same year, Adobe donated US\$10,730,000 to the Adobe Foundation.

Adobe support is focused on the key areas of alleviating hunger and homelessness, protecting the environment, providing access to technology for the disabled, celebrating arts and culture, and inspiring youth to create with purpose. Through these strategic programs and partnerships, Adobe is helping make our communities better, stronger, and more vibrant places in which to live, work, and do business.

Total cash and in-kind giving in U.S. dollars

Total cash

Adobe Youth Voices grants:* **\$2,505,874**

Community grants and sponsorships: **\$4,366,056**

Matching gifts: **\$1,624,410**

Total in-kind

Software donations†: **\$28,289,108**

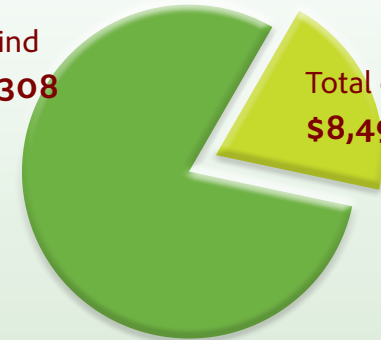
Noncurrent software donations†: **\$5,628,200**

Total in-kind

\$33,917,308

Total cash

\$8,496,340



* Adobe Youth Voices grants were funded by the Adobe Foundation

† Fair-market value

Total giving: \$42,413,648

Learn more about Adobe's work in the community at www.adobe.com/corporateresponsibility/community.html.

2008 Adobe Youth Voices grantees and sites

UNITED STATES

Boston

- The Boston Foundation
- Boston Asian: Youth Essential Services
- The City School
- Madison Park Technical Vocational High School
- Media Communications Technology High School
- Museum of Science

New York

- The Bronx Guild
- Bronx Satellite Academy
- Institute for Collaborative Education
- Make the Road by Walking
- Newcomers High School
- Radio Rookies
- Reel Works
- Westside Collaborative Middle School

San Francisco

- Balboa High School
- Bay Area Video Coalition
- Build San Francisco Institute
- Burton High School
- Galileo Academy of Information Technology
- Gateway High School
- Independence High School
- June Jordan, Small School for Equity
- KQED Digital Storytelling Initiative
- SF Camerawork

San Jose/Silicon Valley

- Boynton Continuation High School
- Boys & Girls Club, East Palo Alto
- Boys & Girls Club, Menlo Park
- Boys & Girls Club, Redwood City
- Burnett Academy
- Children's Discovery Museum
- Herbert Hoover Middle School
- JobTrain
- Lincoln High School
- Metro ED
- Montalvo Arts Center
- Mt. Pleasant High School
- Willow Glen High School

Seattle

- African American Academy
- Aki Kurose Middle School
- Denny Middle School (TechREACH)
- Reel Grrls
- SCAN Community Media
- Secondary Bilingual Orientation Center
- West Seattle Elementary
- YMCA Metrocenter
- Youth in Focus

CANADA

Ottawa

- Osgoode Township High School
- Rideau High School
- Vincent Massey Public School
- Woodroffe High School

INDIA

Noida/Delhi

- Akshay Pratishthan
- Alternative Strategies for the Handicapped
- Chetram Sharma Kanya Inter College
- Jamia Middle School & Jamia Senior Secondary School
- Kamlesh Balika Vidyalaya
- Manzil
- Marwari Senior Secondary School
- Noida Public Senior Secondary School
- Rani Dutta Arya Vidyalaya
- Vedik Kanya High School
- Vidya Integrated Development for Youth and Adults

Bangalore

- Association for People with Disability
- Association for Promoting Social Action
- Christel House India Learning Centre
- Government Girls' High School, Adugodi
- Government High School, Beratena Agrahara
- Government High School, Cottonpet
- Government High School, Garudacharpalya
- Government High School, Jyothipura
- Government High School, Kadabagere
- Government High School, Kalkere

- Government High School, Tank Garden
- Government Urdu High School Barlane
- Samvada
- Slum Jagathu
- Vivekavardhini High School

UNITED KINGDOM

London

- Capital City Academy
- Crown Woods School
- Dagingam Park Community School
- Dunraven School
- Eastside Educational Trust
- Grey Coat Hospital
- Kid's Company
- Plashet School
- Quintin Kynaston
- South Camden Community School
- St. Charles Catholic Six Form College
- St. Marylebone CE School
- Young Careers

Additional locations

- Bridges to Understanding: Seattle, WA and Cape Town, South Africa
- Marwen: Chicago, IL
- Spy Hop: Salt Lake City, UT
- Street-Level Youth Media: Chicago, IL
- Vanguard: Detroit, MI
- Youth Media Project (formerly Santa Fe Youth Radio Project): Santa Fe, NM

2008 domestic and international grant recipients

UNITED STATES

Boston

- The Boston Foundation
- Charles River Conservancy
- Cradles to Crayons
- Friends of Tanzanian Schools, Inc.
- Greater Boston Food Bank
- Institute of Contemporary Art
- National Braille Press
- Perkins School for the Blind
- Rosie's Place

San Francisco

- Bay Area Video Coalition
- Bay Area Wilderness Training
- Big Brothers Big Sisters of the Bay Area
- Boys Hope Girls Hope
- Catholic Charities CYO
- Chinatown Community Development Center
- Community Awareness & Treatment Services, Inc.
- CompassPoint Nonprofit Services
- Creativity Explored
- Downtown High School
- Episcopal Community Services
- Family Builders by Adoption
- Glide Foundation
- Golden Gate National Parks Conservancy
- Green for All
- Jewish Vocational & Career Counseling Service

- Jumpstart Learning to Learn
- Kids in Parks
- La Casa de las Madres
- Lawrence Hall of Science
- Literacy for Environmental Justice
- Museum of Craft and Folk Art
- New Langton Arts
- Rebuilding Together San Francisco
- San Francisco Art Institute
- San Francisco Cinematheque
- San Francisco School Volunteers
- Southern Exposure
- Supportive Housing Employment Collaborative
- Urban Resource Systems
- Volunteers for Outdoor California

San Jose/Silicon Valley

- 1st ACT (Arts Council Silicon Valley)
- Acterra Action for Sustainable Earth
- Arts Council
- Canopy: Trees for Palo Alto
- Chadbourne Elementary School
- Children's Discovery Museum
- Community School of Music and Arts
- Community Services Agency
- Community Solutions for Children, Families and Individuals, Inc.
- Environmental Volunteers, Inc.
- Foothill-De Anza Community Colleges Foundation
- Friends of Guadalupe River Park
- Housing Choices Coalition

- Martha's Kitchen
- MentorNet
- Next Door Solutions to Domestic Violence
- Parents Helping Parents, Inc.
- Rebuilding Together Silicon Valley
- Resource Area for Teachers
- San Jose Chamber Community Benefit Foundation
- San Jose Museum of Art Association
- San Jose Museum of Quilts & Textiles
- Second Harvest Food Bank of Santa Clara and San Mateo Counties
- Senior Housing Solutions
- Sensory Access Foundation
- Silicon Valley Campaign for Legal Services
- Silicon Valley Independent Living Center
- Silicon Valley Volunteer Center
- Sky Hunter Environmental Education
- Special Olympics Northern California
- Sunnyvale Community Services
- Tapestry Arts San Jose, Inc.
- Tower Foundation of San Jose State University
- TransAccess
- Tri-City Homeless Coalition
- Triton Museum of Art
- Trust for Hidden Villa
- VMC Foundation
- Wildlife Center of Silicon Valley
- YMCA of Mid-Peninsula

- Youth and Family Enrichment Services
- ZeroOne

Seattle

- American Rivers, Inc.
- Artist Trust
- Bread for the Journey of Seattle
- Community for Youth
- Downtown Emergency Service Center
- FamilyWorks
- Hopelink
- Lifelong AIDS Alliance
- Literary Source
- Npower Seattle
- People For Puget Sound
- Pomegranate Center
- Pratt Fine Arts Center
- Puget Sound Educational Service District
- Puget Soundkeeper Alliance
- Seattle Lighthouse for the Blind
- Seattle Parks Foundation
- The Vera Project
- The Young Mens Christian Association of Greater Seattle
- Transitional Resources
- Washington Assistive Technology Foundation
- Wing Luke Memorial Foundation

2008 domestic and international grant recipients*

ASIA

China, India, Japan

- Beijing Migrant Workers' Education & Action Research Center
- China Children and Teenagers' Fund
- Give2Asia
- Goonj
- Parikrma Humanity Foundation
- Tokyo Shure

CANADA

Ottawa

- Causeway Work Centre
- CompuCorps Mentoring Inc.
- Earth Day Canada (1991) Inc.
- Habitat for Humanity-National Capital Region
- Incorporated Synod of the Diocese Ottawa
- iSisters Technology Mentoring Inc.
- METRAC
- Multicultural Arts for Schools and Communities
- National Capital Region YMCA-YWCA
- National Educational Association of Disabled Students
- Neil Squire Society
- Community Foundation of Ottawa
- Ottawa Food Bank

- Ottawa Humane Society
- Ottawa Riverkeeper
- The Ottawa School of Art
- Rideau Valley Conservation Foundation
- The Salvation Army, Ottawa Booth Centre
- SAW Video Association

UNITED KINGDOM

London

- Acton Arts Forum
- Apple
- Bath Road and Dawn Close Residents' Association
- Battersea Arts Centre
- DePaul Trust
- Environmental Trust-Richmond
- Fareshare
- HAFAD-Action on Disability
- Hounslow Law Centre
- Iranian Disability Support Association
- Music Platform
- RAID
- Superhighways-KVA
- Thames Community Foundation
- Thames Landscape Strategy
- West London Churches Homeless Concern

Additional locations

- AIDS Housing of Washington: Seattle, WA
- Big Brothers Big Sisters of Greater Charlotte: Charlotte, NC
- CAFAmerica: Alexandria, VA
- The Fred Hollows Foundation: Sydney, Australia
- Friends of the World Food Program: Washington, DC
- Fresh Artists: Lafayette Hill, PA
- Irish Water Safety: Galway, Ireland
- Girl Scouts of Eastern Oklahoma: Tulsa, OK
- Heritage Elementary Year-Round School: Wake Forest, NC
- MediaRites Productions: Portland, OR
- Mercy Corp: Portland, OR
- Pentagon Memorial Fund: Gaithersburg, MD

* Grants were given in partnership with The Boston Foundation, CAFAmerica, Community Foundation of Ottawa, Give2Asia, Silicon Valley Community Foundation, and The Thames Foundation.

Get details on the selection criteria and application process for our five channels of giving (Adobe Action Grants, Community Investment Grants, software donations, volunteer support, and software training) at www.adobe.com/corporateresponsibility/community.html.

