



Adobe Systems Incorporated
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San Jose, CA 95110-2704
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EBSA/PUBLIC DISCLOSURE
2018 APR 20 AM 10:55

April 12, 2018

Certified Mail/Return Receipt Requested
Article No.: 7015 3010 0000 1857 8347

Secretary of Labor
Top Hat Plan Exemption
Employee Benefits Security Administration
Room N-1513
U.S. Department of Labor
200 Constitution Avenue N.W.
Washington, D.C. 20210

2520181570004

Re: Statement Pursuant to DOL Regulations Section 2520.104-23

Dear Sir or Madam:

In compliance with the requirements of the alternative method of reporting and disclosure under Part I of Title I of the Employee Retirement Income Security Act of 1974, as amended ("ERISA"), specified in Department of Labor Regulations 29 C.F.R. § 2520.104-23, the following information is provided by the undersigned employer:

Name and Address of Employer: Adobe Systems Incorporated
345 Park Avenue
San Jose, California 95110-2704

Employer Identification No.: 77-0019522

The undersigned employer maintains a new plan that might be treated as a pension plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensation employees, with approximately 110 employees eligible for the plan. Such plan may be eligible for treatment as a welfare plan under Department of Labor Regulations 29 C.F.R. § 2520.104-24 or otherwise and this filing is not intended to preclude such treatment. A copy of the plan document will be furnished to the Department of Labor upon request.

Adobe Systems Incorporated

By: 
Justin Judd, Assistant Secretary

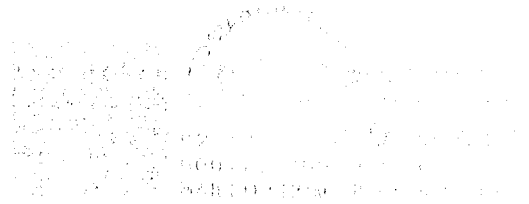


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CERTIFIED MAIL



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