

FAQ

1. What changes are you making to the patent program?

To protect ideas that are aligned with our corporate strategy and encourage engagement in the patent process, the Adobe patent team is introducing a new patent award and forming patent award committees.

2. How are people selected to serve on patent committees? Can I volunteer?

When setting up the program, we have consulted various managers to identify and recruit patent committee members, and we will continue to do so going forward. However, if you are interested in volunteering, please feel free to consult with your manager and if she believes that you are the right fit, please ask her to contact the patent group. We expect the patent committee members to serve a two year term, and meet monthly for an hour to review patent ideas. Check out the link for current patent committee members:

<https://inside.corp.adobe.com/content/dam/intellectual-property/Documents/Patent%20Review%20Committee%20Members.pdf>

3. Why is Adobe changing its patent award program?

The new award program is intended to incent broader participation in the patent process and streamline the program, while at the same time ensuring awards are still competitive. The most impactful award to drive engagement in the patent process is the filing award. Therefore, we are providing improved rewards up-front by increasing the filing award by 33% (\$3,000 to \$4,000 for single inventor; \$5,400 - \$7,200 for multiple inventors). The program will no longer include awards that are less directly related to engagement in the patent filing process, such as the manager's award, foreign filing award, and issuance award.

4. When do the changes go into effect?

The new patent award program goes into effect on September 1, 2013. However, Adobe will continue to pay issuance awards under the prior patent award program for all patents filed before September 1, 2013.

5. What are the patent awards for patent applications filed before September 1, 2013?

Patents filed by September 1, 2013 will still be eligible to receive awards under the prior patent award program and are subject to its rules.

Former patent award amount & rules are located [here](#).

6. Will I get more or less money under the new award program when compared to the old award program?

Under the new award program, an inventor will get 33% more money up-front and with greater certainty. Under the old program, it was possible that an inventor could make more money over the entire lifecycle of the patent, but it was subject to a variety of external factors that are not under the inventor's control, including the issuance process. Today, the issuance award is only received by approximately 60% of eligible inventors, and we expect that the issuance rate on future patents to drop as we focus on higher quality issued patents.

For inventors who are already engaged with the patent process, there could be an overall increase in awards for the next five years. We are continuing to pay the issuance award to inventors who file patents by September 1, 2013. Given the patent process takes approximately five years from filing to issuance, inventors who file by September 1 will receive awards under the prior program and for any new patents filed after September 1, they will also receive the increased filing award.

7. Is the real reason for the patent award change to cut costs?

No, the primary intent of the changes is to incent more employees to participate in the patent program. In fact, any savings from the elimination of certain awards from our prior program will remain in the inventor's cost center. Managers will have the opportunity to use the savings to reward innovation in whatever manner they see fit. We have made recommendations to develop other forms of innovation awards for innovations that are not covered by patents.

8. Why not increase the filing award by even more?

There is an upper bound on the amount we would want to spend on the filing award. Too much of an increase provides the wrong incentives to engage in the patent program and would lower our overall quality of patents. Our new award program still puts us in the upper echelons of almost every other company's reward programs.

9. Why did you eliminate the managers' patent award?

At Adobe, we consider it part of the managers' role to develop and protect Adobe's intellectual property. After discussions with many managers, we (and they) did not feel this award was encouraging innovation at the inventor level, or rewarding the effort required by the patent

process. While Adobe values support from the managers in their teams' innovations, we decided to focus the patent award incentive on the inventors who actually conceived their inventions.

10. Who was involved in making the changes? What process was followed?

We had full involvement of and support from the Ops Staff and met with engineers and managers across the company.

11. What happened to the publication award?

We no longer publish inventions for defensive purposes. Therefore, the publication award is no longer relevant.

12. Why is the utility patent award more than the design patent filing award?

While design-related inventions are just as innovative, it is more time-consuming for an inventor to review and revise a utility application when compared to a design application.