

Subject: RE: Recruiting

Date: Fri, 27 May 2005 20:53:36 -0700

From: "Bruce Chizen" [REDACTED]

To: "Steve Jobs" [REDACTED]

Message-ID: <D7E5113BC7908A40BE31305B3E63E33A99CD89@sj-mail1.corp.adobe.com>

I'd rather agree NOT to actively solicit any employee from either company. If employee proactively approaches then it's acceptable.

If you are in agreement I will let my folks know.

From: Steve Jobs [REDACTED]

Sent: Thursday, May 26, 2005 6:27 PM

To: Bruce Chizen

Cc: Steve Jobs

Subject: Re: Recruiting

OK, I'll tell our recruiters that they are free to approach any Adobe employee who is not a Sr. Director or VP. Am I understanding your position correctly?

Steve

On May 26, 2005, at 4:15 PM, Bruce Chizen wrote:

I thought we agreed not to recruit any senior level employees (at Adobe this is Sr. Director/VP and represents about 2% of the population). I am pretty sure your recruiters have approached ,more junior ones.

I would propose we keep it this way. Open to discuss. It would be good to agree.

From: Steve Jobs [REDACTED]

Sent: Thursday, May 26, 2005 9:36 AM

To: Bruce Chizen

Subject: Recruiting

Bruce,

Adobe is recruiting from Apple. They have hired one person already and are calling lots more. I have a standing policy with our recruiters that we don't recruit from Adobe. It seems you have a different policy. One of us must change our policy. Please let me know who.

Steve

PS: Here's one of the many pings we've gotten from Adobe.

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