

Edgar Filing: Tableau Software Inc - Form 8-K

- .. Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))

- .. Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Item 5.02 Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.
Annual Base Salary Increases

On February 13, 2015, the Compensation Committee (the *Compensation Committee*) of the Board of Directors (the *Board*) of Tableau Software, Inc. (the *Company*), pursuant to the authority delegated to the Compensation Committee by the Board, approved annual base salaries for each of the Company's named executive officers (as defined in Item 402(a)(3) of Regulation S-K promulgated by the Securities and Exchange Commission), in each case effective as of January 1, 2015, as set forth in the table below.

Named Executive Officer	Title	2015 Annual Base Salary
Christian Chabot	Chief Executive Officer	\$375,000
Christopher Stolte	Chief Development Officer	\$375,000
Thomas Walker	Chief Financial Officer	\$300,000

Adoption of 2015 Target Bonuses

On February 13, 2015, the Compensation Committee also established the target bonuses and financial performance metrics for fiscal year 2015 for the Company's executive officers. Mr. Chabot and Dr. Stolte do not participate in the bonus plan. Mr. Walker continues to be eligible to participate in the Company's incentive bonus plan for non-sales employees, under which full-time employees are entitled to a target bonus of up to 10% of their base salaries tied to the achievement of Company performance goals. In addition, for 2015, Mr. Walker will be eligible to receive a discretionary bonus of up to \$245,000 if certain sales goals are achieved, and where the actual amount of the bonus will be determined based on the achievement of subjective performance criteria.

SIGNATURES

Pursuant to the requirements of the Securities Exchange Act of 1934, the Registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

Dated: February 19, 2015

Tableau Software, Inc.

By: /s/ Keenan M. Conder
Keenan M. Conder
Vice President, General Counsel and Corporate
Secretary