



SPS COMMERCE

INFINITE RETAIL POWER™

Memorandum – Personal & Confidential

Date: March 29, 2018
To: Vaibhav Gangadharan
From: Augusto Lara
Re: 2018 Merit Salary Adjustment

Below is a summary of your 2018 merit salary adjustment.

Current Annual Salary	\$115,580
New Annual Salary	\$120,200
Effective Date	April 1, 2018

Thank you for your contributions to SPS Commerce! We appreciate your continued positive impact on our success and growth!



SPS COMMERCE

INFINITE RETAIL POWER™

Memorandum – Personal & Confidential

Date: March 29, 2018
To: Amey Deshmukh
From: Augusto Lara
Re: 2018 Merit Salary Adjustment

Below is a summary of your 2018 merit salary adjustment.

Current Annual Salary	\$105,000
New Annual Salary	\$107,100
Effective Date	April 1, 2018

Thank you for your contributions to SPS Commerce! We appreciate your continued positive impact on our success and growth!



SPS COMMERCE

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Memorandum – Personal & Confidential

Date: March 29, 2018
To: John Sibilla
From: Augusto Lara
Re: 2018 Merit Salary Adjustment

Below is a summary of your 2018 merit salary adjustment.

Current Annual Salary	\$75,000
New Annual Salary	\$77,250
Effective Date	April 1, 2018

Thank you for your contributions to SPS Commerce! We appreciate your continued positive impact on our success and growth!