

Page: 1 10/28/2020 13:30 Statement ID: 233461 Created By: SN

As Of: P2020/3

	Transaction Summary (All Pending)							
	pe Transaction Description	Trx Amount						
2019/2 08/31/2018 10/23/2020 Cd		3.01 USD						
2019/3 11/30/2018 10/23/2020 Co	Secondary Total Bookings	0.01- USD						
2020/1 05/31/2019 10/23/2020 Co		630.55- USD						
2020/2 08/31/2019 10/23/2020 Co		218.87- USD						
2020/3 11/30/2019 10/23/2020 Cc	mm New Services TB	119.06 USD						
2020/4 02/29/2020 10/23/2020 Cc	Mew Services TB	108.25- USD						
P2020/2 06/30/2020 10/23/2020 Co	mm Services SYB Primary	747.63- USD						
P2020/2 06/30/2020 10/23/2020 Ad		747.63 USD						
P2020/3 09/30/2020 10/23/2020 Cc	mm New Subs SYB Primary	7,654.42 USD						
P2020/3 09/30/2020 10/23/2020 Cc	mm New Subs & Services OYB Primary	8,564.72 USD						
P2020/3 09/30/2020 10/23/2020 Cc		7,112.17 USD						
P2020/3 09/30/2020 10/23/2020 Ad	j Floor Payment	3,301.01- USD						
Net Amount Due								

	Earnings Statement						
From	Thru	Year Pla	lan Name	Version	Annual TIC		
03/01/2020	12/31/2020	P2020 NA	A SA_Tiger Team_100% NSYB,NOYB,Svc(A)	1	45,293 USD		

Quarter P2020/2 - 03/01/2020 thru 06/30/2020

Sales Incentives

Payment Due Compensation Components Based on Quotas	Quota	Total Attainment	% Attain	Total Payout	Clawback Attain
06/30/2020 New Subs SYB Primary	4,266,188 USD	1,274,662	29.88	6,234.52	0
06/30/2020 New Subs & Services OYB Primary	1,834,462 USD	997,872	54.40	3,904.56	0
06/30/2020 Services SYB Primary	4,408,132 USD	302,410	6.86	1,183.30	191,068

Adjustments

	Adjustment Description					Adj Amount	
04/01/2020	PY20 March Recoverable Draw Payment					4,529.17	
06/30/2020	PY20 March Recoverable Draw Adjustment					4,529.17-	
06/30/2020	Floor Payment	Floor:	14,493.60	Earnings:	11,940.22	2,553.38	
06/30/2020	Adjust Pay to Floor Payment	Floor:	14,493.60	Earnings:	11,192.59	747.63	
Plan Qua	arter Total				Total Amount Earned:	14,623.39	USD



Page: 2 10/28/2020 13:30 Statement ID: 233461 Created By: SN

As Of: P2020/3

Sales Incentives						
Payment Due Compensation Components Based on Quotas	Quota	Total Attainment	% Attain	Total Payout	Clawback Attai	
09/30/2020 New Subs SYB Primary	4,266,188 USD	2,839,627	66.56	7,654.42		
09/30/2020 New Subs & Services OYB Primary	1,834,462 USD	3,186,717	173.71	8,564.72		
09/30/2020 Services SYB Primary	4,408,132 USD	2,120,037	48.09	7,112.17	191,06	
Adjustments						
Adj Date Adjustment Description				Adj Amount		
09/30/2020 Floor Payment				3,301.01-		
Plan Quarter Total		Total Amount Earned				
i idii Quarter rotar		101017111001				
Plan Totals for Year P2020 Sales Incentives						
Plan Totals for Year P2020 Sales Incentives	Quota		% Attain	Total Payout	Clawback Atta	
Plan Totals for Year P2020	Quota 4,266,188 USD		% Attain 66.56	Total Payout 13,888.94	Clawback Atta	
Plan Totals for Year P2020 Sales Incentives Payment Due Compensation Components Based on Quotas		Total Attainment 9			Clawback Atta	
Plan Totals for Year P2020 Sales Incentives Payment Due Compensation Components Based on Quotas New Subs SYB Primary	4,266,188 USD	Total Attainment 9	66.56	13,888.94		
Plan Totals for Year P2020 Sales Incentives Payment Due Compensation Components Based on Quotas New Subs SYB Primary New Subs & Services OYB Primary	4,266,188 USD 1,834,462 USD	Total Attainment 9 2,839,627 3,186,717	66.56 173.71	13,888.94 12,469.28	Clawback Attai	
Plan Totals for Year P2020 Sales Incentives Payment Due Compensation Components Based on Quotas New Subs SYB Primary New Subs & Services OYB Primary Services SYB Primary Adjustments	4,266,188 USD 1,834,462 USD	Total Attainment 9 2,839,627 3,186,717	66.56 173.71	13,888.94 12,469.28		
Plan Totals for Year P2020 Sales Incentives Payment Due Compensation Components Based on Quotas New Subs SYB Primary New Subs & Services OYB Primary Services SYB Primary Adjustments	4,266,188 USD 1,834,462 USD	Total Attainment 9 2,839,627 3,186,717	66.56 173.71	13,888.94 12,469.28 8,295.47		



Page: 3 10/28/2020 13:30 Statement ID: 233461 Created By: SN

As Of: P2020/3

Compensation Plan: 03/01/2018 thru 02/28/2019 - 2019 NA Comm SA_Management Tiger Team Version 1

Quarter: 2019/1	-	03/01/2018 thru	05/31/2018
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Sales Incentives		Quota			Payo	
Compensation Plan Component	Run Date	Quota/Goal Amount Curr	Total Attainment	Total Payout	•	Payment Due
Single Year Bookings	06/22/2018	64,766,341 USD	11,602,554	0.00	USD	05/31/201
Single Year Bookings	09/14/2018	64,766,341 USD	11,666,304	0.00	USD	05/31/201
Single Year Bookings	12/17/2018	64,766,341 USD	11,589,880	0.00	USD	05/31/201
Single Year Bookings	03/15/2019	64,766,341 USD	11,608,929	0.00	USD	05/31/201
Single Year Bookings	06/24/2019	64,766,341 USD	11,567,136	0.00	USD	05/31/201
Single Year Bookings	09/16/2019	64,766,341 USD	11,565,232	0.00	USD	05/31/201
Single Year Bookings	12/19/2019	64,766,341 USD	11,550,612	0.00	USD	05/31/201
Sales Incentives		Quota			Payo	ut
Compensation Plan Component	Run Date	Quota/Goal Amount Curr	Total Attainment	Total Payout	-	Payment Due
Total Bookings	06/22/2018	87,788,089 USD	15,726,781	1,828.42	USD	05/31/201
Total Bookings	09/14/2018	87,788,089 USD	15,813,191	8.38	USD	05/31/201
Total Bookings	12/17/2018	87,788,089 USD	15,709,601	10.05-	USD	05/31/201
Total Bookings	03/15/2019	87,788,089 USD	15,735,422	53.22	USD	05/31/201
Total Bookings	06/24/2019	87,788,089 USD	15,678,773	5.66-	USD	05/31/201
Total Bookings	09/16/2019	87,788,089 USD	15,676,193	0.25-	USD	05/31/201
Total Bookings	12/19/2019	87,788,089 USD	15,656,376 	1.99-	USD	05/31/201
Sales Incentives		Quota			Payo	ut
Compensation Plan Component	Run Date	Quota/Goal Amount Curr	Total Attainment	Total Payout	-	
OYB Paid Now	06/22/2018	11,510,874 USD	1,331,912	22.38		05/31/201
OYB Paid Now	12/17/2018		1,331,819	0.01-	USD	05/31/201
OYB Paid Now	03/15/2019	11,510,874 USD	1,331,912	0.54	USD	05/31/201
Sales Incentives		Quota			Payo	ut
Compensation Plan Component	Run Date	Quota/Goal Amount Curr	Total Attainment	Total Payout	-	Payment Due
Secondary Single Year Bookings	06/22/2018		2,579,252			05/31/201
Secondary Single Year Bookings	09/14/2018	35,625,171 USD	2,577,952	0.00	USD	05/31/201
Sales Incentives		Quota			Payo	+
Compensation Plan Component	Run Date	Quota/Goal Amount Curr	Total Attainment	Total Payout	-	
Secondary Total Bookings	06/22/2018	52,567,434 USD	3,805,866	863.11		05/31/201
Secondary Total Bookings	09/14/2018	52,567,434 USD	3,803,948			05/31/201
Secondary Total Bookings	03/15/2019	52,567,434 USD	3,803,948			05/31/201

Sales Incentives

Compensation Plan Component Run Date Quota/Goal Amount Curr Total Payout Curr Payment Due

Attainment results and payouts are subject to all chargebacks, deductions, and adjustments as set forth in the Sales Incentive Plan Terms and Conditions

Total Attainment



Compensation Plan Component

OYB Paid Now

OYB Paid Now

Red Hat, Inc. Sales Incentive Statement Shadd Gallegos

Page: 4 10/28/2020 13:30 Statement ID: 233461 Created By: SN

Total Payout Curr Payment Due

53.07 USD 08/31/2018

0.00 USD 08/31/2018

As Of: P2020/3

Tertiary Single Year Booki	_		06/22/2018	3,591,294	USD	870,965 	0.00	USD	05/31/2018
Sales Incentives					Quota			Payou	ut
Compensation Plan Component Tertiary Total Bookings Tertiary Total Bookings			Run Date 06/22/2018 03/15/2019		Curr Tota	1,150,976 1,150,976	2,193.64	Curr	Payment Due 05/31/2018 05/31/2018
Sales Incentives					Quota			Payou	ut
Compensation Plan Component MBO			Run Date 06/22/2018	Quota/Goal Amount	Curr Tota	al Attainment 150		Curr	Payment Due 05/31/2018
Total Sales Incentives	8,784	.57							
Totals For Quarter: 2019/1	- 03/01/2018 thru 05/3	1/2018							
	Sales Incentives	Bonuses	Adjustments C	lawbacks	Other Payments	Total Sale	es Incentives		
Total Earned	8,784.57	0.00	0.00	0.00	0.00		8,784.57		
Less Prior Payments	8,784.57	0.00	0.00	0.00	0.00		8,784.57		
New Amount Due	0.00	0.00	0.00	0.00	0.00		0.00 USD	1	
Quarter: 2019/2 - 06/01/20	018 thru 08/31/2018								
Sales Incentives					Quota			Payou	ut
Compensation Plan Component Single Year Bookings			Run Date 09/14/2018	Quota/Goal Amount 64,766,341		Al Attainment 4,306,863	Total Payout		Payment Due 08/31/2018
Single Year Bookings			12/17/2018			4,218,778	0.00	USD	08/31/2018
Single Year Bookings			03/15/2019			4,237,314	0.00	USD	08/31/2018
Single Year Bookings Single Year Bookings			06/24/2019 09/16/2019			4,195,521 4,176,649	0.00	USD USD	08/31/2018 08/31/2018
Single Year Bookings			12/19/2019			4,160,096			08/31/2018
Sales Incentives					Quota			Payo	ıŧ
Compensation Plan Component			Run Date	Quota/Goal Amount		al Attainment	Total Payout	•	Payment Due
Total Bookings			09/14/2018			2,946,945	1,967.63	USD	08/31/2018
Total Bookings			12/17/2018			2,827,549			08/31/2018
Total Bookings			03/15/2019			2,852,674	54.44		08/31/2018
Total Bookings Total Bookings			09/16/2019 12/19/2019			2,770,445 2,748,007			08/31/2018 08/31/2018
			12/19/2019						
Sales Incentives					Quota			Payou	ut
							Total Davis	,0	

Run Date

Attainment results and payouts are subject to all chargebacks, deductions, and adjustments as set forth in the Sales Incentive Plan Terms and Conditions

09/14/2018

12/17/2018

Quota/Goal Amount Curr

11,510,874 USD

11,510,874 USD

Total Attainment

4,490,835

4,490,741



Total Sales Incentives

Red Hat, Inc. Sales Incentive Statement Shadd Gallegos

Page: 5 10/28/2020 13:30 Statement ID: 233461 Created By: SN

As Of: P2020/3

OYB Paid Now	03/15/2019	11,510,874 U	SD	4,490,835	1.26	USD	08/31/201
Sales Incentives		0	luota			Payo	ut
Compensation Plan Component	Run Date	Quota/Goal Amount C	urr	Total Attainment		Curr	Payment Due
Secondary Single Year Bookings	09/14/2018	35,625,171 U		5,159,466	0.00	USD	08/31/201
Secondary Single Year Bookings	03/16/2020	35,625,171 U		5,152,469	0.00	USD	08/31/201
Secondary Single Year Bookings	10/23/2020	35,625,171 U	SD	5,159,466	0.00	USD	08/31/201
Opp# Close Date Customer Name - 3390776 07/25/2018 Delta Air Lines, Inc.			Curr USD	Total Attainment	Clawback Attainment 6,997		60 Day Rule 0
+ 3390776 07/25/2018 Delta Air Lines, Inc.		1	USD	20,972	0		0
		Net Change:		6,997	6,997-	=====	0
Sales Incentives		۰	uota			Payo	ut
Compensation Plan Component	Run Date	Quota/Goal Amount C	urr	Total Attainment	Total Payout	-	Payment Due
Secondary Total Bookings	09/14/2018	52,567,434 U		7,613,153	776.60	USD	08/31/201
Secondary Total Bookings	03/15/2019	52,567,434 U		7,613,153		USD	08/31/201
Secondary Total Bookings	03/16/2020	52,567,434 U		7,602,828	3.01-		08/31/201
Secondary Total Bookings	10/23/2020	52,567,434 U	SD	7,613,153	3.01	บรม	08/31/201
Opp # Close Date Customer Name		(Curr	Total Attainment	Clawback Attainment		60 Day Rule
- 3390776 07/25/2018 Delta Air Lines, Inc.			USD	40,708	•		0
+ 3390776 07/25/2018 Delta Air Lines, Inc.		1	USD	61,089	0		0
		Net Change:		20,381	20,381-	=====	0
Sales Incentives							
Compensation Plan Component	Run Date	Quota/Goal Amount C	luota	Total Attainment	Total Payout	Payo	ut Payment Due
Tertiary Single Year Bookings	09/14/2018	3,591,294 U		1,028,377			08/31/201
Sales Incentives)uota			Pavo	
Compensation Plan Component	Run Date	Quota/Goal Amount C		Total Attainment	Total Pavout	Payo Curr	ut Payment Due
Tertiary Total Bookings	09/14/2018	5,246,880 U		1,324,746			08/31/201
Tertiary Total Bookings	03/15/2019	5,246,880 U		1,324,746		USD	08/31/201
Sales Incentives		۵	luota			Payo	ut
Compensation Plan Component	Run Date	Quota/Goal Amount C		Total Attainment	Total Payout	-	Payment Due
MBO	09/14/2018	100		150			08/31/201

6,960.25



Page: 6 10/28/2020 13:30 Statement ID: 233461 Created By: SN

Totals For Quarter: 2019/2 - 06/01/2018 thru 08/31/2018

				Other				
	Sales Incentives	Bonuses	Adjustments	Clawbacks	Payments	Total Sales Incentives		
Total Earned	6,960.25	0.00	0.00	0.00	0.00	6,960.25		
Less Prior Payments	6,957.24	0.00	0.00	0.00	0.00	6,957.24		
New Amount Due	3.01	0.00	0.00	0.00	0.00	3.01	USD	

Quarter: 2019/3 - 09/01/2018 thru 11/30/2018

Sales Incentives	Quota				Payo	ut
Compensation Plan Component	Run Date	Quota/Goal Amount Curr	Total Attainment	Total Payout	Curr	Payment Due
Single Year Bookings	12/17/2018	64,766,341 USD	39,347,180	0.00	USD	11/30/2018
Single Year Bookings	03/15/2019	64,766,341 USD	39,653,072	0.00	USD	11/30/2018
Single Year Bookings	06/24/2019	64,766,341 USD	38,858,480	0.00	USD	11/30/2018
Single Year Bookings	09/16/2019	64,766,341 USD	38,777,524	0.00	USD	11/30/2018
Single Year Bookings	12/19/2019	64,766,341 USD	38,723,781	0.00	USD	11/30/2018
Single Year Bookings	03/16/2020	64,766,341 USD	38,647,482	0.00	USD	11/30/2018
Single Year Bookings	07/17/2020	64,766,341 USD	38,628,291	0.00	USD	11/30/2018

Sales Incentives		Quota			Payout			
Compensation Plan Component	Run Date	Quota/Goal Amount Curr	Total Attainment	Total Payout	Curr Payment Due			
Total Bookings	12/17/2018	87,788,089 USD	53,333,471	2,819.73	USD 11/30/2018			
Total Bookings	03/15/2019	87,788,089 USD	53,748,095	116.61	USD 11/30/2018			
Total Bookings	06/24/2019	87,788,089 USD	52,671,058	101.79-	USD 11/30/2018			
Total Bookings	09/16/2019	87,788,089 USD	52,561,326	8.39-	USD 11/30/2018			
Total Bookings	12/19/2019	87,788,089 USD	52,488,479	5.03-	USD 11/30/2018			
Total Bookings	03/16/2020	87,788,089 USD	52,385,060	10.50-	USD 11/30/2018			
Total Bookings	07/17/2020	87,788,089 USD	52,359,047	5.22-	USD 11/30/2018			

Sales Incentives		Quota			Payou	ıt
Compensation Plan Component	Run Date	Quota/Goal Amount Curr	Total Attainment	Total Payout	Curr	Payment Due
OYB Paid Now	12/17/2018	11,510,874 USD	9,801,324	89.22	USD	11/30/2018
OYB Paid Now	03/15/2019	11,510,874 USD	9,801,417	2.12	USD	11/30/2018
OYB Paid Now	03/16/2020	11,510,874 USD	9,797,957	0.06-	USD	11/30/2018
OYB Paid Now	07/17/2020	11,510,874 USD	9,796,835	0.01-	USD	11/30/2018

Sales Incentives	Quota			Payou	ıt
Compensation Plan Component Run Date	Quota/Goal Amount Curr	Total Attainment	Total Payout	Curr	Payment Due
Secondary Single Year Bookings 12/17/201	8 35,625,171 USD	9,426,352	0.00	USD	11/30/2018
Secondary Single Year Bookings 03/15/201	9 35,625,171 USD	9,435,128	0.00	USD	11/30/2018
Secondary Single Year Bookings 03/16/202	0 35,625,171 USD	9,428,131	0.00	USD	11/30/2018
Secondary Single Year Bookings 10/23/202	0 35,625,171 USD	9,435,128	0.00	USD	11/30/2018



Page: 7 10/28/2020 13:30 Statement ID: 233461 Created By: SN

0.00 USD 02/28/2019

0.00 USD 02/28/2019

0.00 USD 02/28/2019

0.00 USD 02/28/2019

As Of: P2020/3

Sales Incentives						Quota			Payo	ut
Compensation Plan Component				Run Date	Quota/Goal Amount	Curr	Total Attainment	Total Payout	-	
Secondary Total Bookings				12/17/2018	52,567,434		13,909,242	1,770.98	USD	11/30/2018
Secondary Total Bookings				03/15/2019	52,567,434		13,922,192	50.36		11/30/2018
Secondary Total Bookings				03/16/2020	52,567,434	USD	13,911,867	0.01	USD	11/30/2018
Secondary Total Bookings				10/23/2020	52,567,434 		13,922,192			11/30/2018
Sales Incentives						Quota			Payo	ut
Compensation Plan Component				Run Date	Quota/Goal Amount		Total Attainment	Total Payout	•	
Tertiary Single Year Booki				12/17/2018			1,353,126			11/30/2018
Sales Incentives									_	
				Dum Data	Overte/Cool American	Quota	Tatal Attainment	Total December	Payo	
Compensation Plan Component Tertiary Total Bookings				Run Date 12/17/2018	Quota/Goal Amount 5,246,880		Total Attainment 1,714,947	Total Payout		11/30/2018
Tertiary Total Bookings				03/15/2019	5,246,880		1,714,947			11/30/2018
					5,240,880		1,714,947			
Sales Incentives						Quota			Payo	ut
Compensation Plan Component MBO				Run Date 12/17/2018	Quota/Goal Amount	Curr	Total Attainment	Total Payout 3,050.00	Curr	
Total Sales Incentives	8,	531.93								
Totals For Quarter: 2019/3	- 09/01/2018 thru 1:	1/30/2018								
						Othe	er			
	Sales Incentives	Bonuses	Adjustments	C]	Lawbacks	Payment		s Incentives		
Total Earned	8,531.93	0.00	0.00	_	0.00	0.0		8,531.93		
Less Prior Payments	8,531.94	0.00	0.00		0.00	0.0	00	8,531.94		
New Amount Due	0.01-	0.00	0.00		0.00	0.0	0	0.01- USD		
Quarter: 2019/4 - 12/01/2	018 thru 02/28/2019			·		·				
Sales Incentives						Quota			Payo	ı#
Compensation Plan Component				Run Date	Quota/Goal Amount		Total Attainment	Total Payout	•	Payment Due
Single Year Bookings				03/15/2019	64,766,341		64,463,142	0.00		02/28/2019
Single Year Bookings				06/24/2019	64,766,341		63,628,708			02/28/2019
Dingic ical bookings				00/24/2019	04,700,341	000	05,020,700	3.00	עטט	02/20/2019

Sales Incentives

Single Year Bookings

Single Year Bookings

Single Year Bookings

Single Year Bookings

Compensation Plan Component Run Date Quota/Goal Amount Curr Total Attainment Total Payout Curr Payment Due

09/16/2019

12/19/2019

03/16/2020

07/17/2020

64,766,341 USD

64,766,341 USD

64,766,341 USD

64,766,341 USD

63,543,446

63,469,347

63,296,322

63,332,950



Page: 8 10/28/2020 13:30 Statement ID: 233461 Created By: SN

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		P2020/3

Sales Incentives Compensation Plan Component 2H SYB Incentive	Run Date 03/15/2019	Quota/Goal Amount 39,134,939		Total Attainment 32,070,455			ut Payment Due 02/28/2019
MBO	03/15/2019	100		131	•		02/28/201
Sales Incentives Compensation Plan Component	Run Date	Quota/Goal Amount	Quota	Total Attainment	Total Payout	Payor	ut Payment Due
Compensation Plan Component Tertiary Total Bookings	Run Date 03/15/2019	Quota/Goal Amount 5 , 246 , 880		Total Attainment 5,187,589			Payment Due 02/28/201
Sales Incentives			Quota			Payo	ut
Compensation Plan Component Tertiary Single Year Bookings	Run Date 03/15/2019	Quota/Goal Amount 3,591,294		Total Attainment 4,570,622			Payment Due 02/28/201
Sales Incentives			Quota			Payor	
Compensation Plan Component Secondary Total Bookings	Run Date 03/15/2019	Quota/Goal Amount 52,567,434		Total Attainment 21,306,704	Total Payout 1,903.24		Payment Due 02/28/201
Sales Incentives			Quota			Payo	
Secondary Single Year Bookings	10/23/2020	35,625,171		14,439,643			02/28/201
Compensation Plan Component Secondary Single Year Bookings Secondary Single Year Bookings	Run Date 03/15/2019 03/16/2020	Quota/Goal Amount 35,625,171 35,625,171	USD	Total Attainment 14,439,643 14,432,646	Total Payout 0.00 0.00	USD	•
Sales Incentives			Quota			Payor	
OYB Paid Now	07/17/2020	11,510,874		13,071,131			02/28/201
OYB Paid Now OYB Paid Now	06/24/2019 09/16/2019	11,510,874 11,510,874 11,510,874	USD	13,075,716 13,075,277 13,075,608	0.01-	USD	02/28/201
Sales Incentives Compensation Plan Component OYB Paid Now	Run Date 03/15/2019	Quota/Goal Amount		Total Attainment 13,075,716			ut Payment Due 02/28/2019
Total Bookings	07/17/2020	87,788,089	USD 	85,845,187 	7.53	USD 	02/28/201
Total Bookings	03/16/2020	87,788,089	USD	85,795,539	13.06-	USD	02/28/201
Total Bookings Total Bookings	09/16/2019 12/19/2019	87,788,089 87,788,089		86,130,505 86,030,068	0.58- 2.76-		02/28/201 02/28/201
Total Bookings	06/24/2019	87,788,089	USD	86,246,075	5.39-	USD	02/28/201

Total Sales Incentives

17,031.53



Page: 9 10/28/2020 13:30 Statement ID: 233461 Created By: SN

Totals For Quarter: 2019/4 - 12/01/2018 thru 02/28/2019

					Other	
	Sales Incentives	Bonuses	Adjustments	Clawbacks	Payments	Total Sales Incentives
Total Earned	17,031.53	0.00	0.00	0.00	0.00	17,031.53
Less Prior Payments	17,031.53	0.00	0.00	0.00	0.00	17,031.53
New Amount Due	0.00	0.00	0.00	0.00	0.00	0.00

Totals For Compensation Plan: 03/01/2018 thru 02/28/2019 - 2019 NA Comm SA_Management Tiger Team Version 1

					Other		
	Sales Incentives	Bonuses	Adjustments	Clawbacks	Payments	Total Sales Incentives	
Total Earned	41,308.28	0.00	0.00	0.00	0.00	41,308.28	
Less Prior Payments	41,305.28	0.00	0.00	0.00	0.00	41,305.28	
New Amount Due	3.00	0.00	0.00	0.00	0.00	3.00	USD

Booking Chargebacks For Year: 2019

Opp #	Close Date	Customer Name	Currency	Invoiced Amount	Paid Amount	Pending Payment
3358457	05/29/2018	CN-Canadian National Railways	USD	119,999.95	110,867.95	9,132.00
3343253	05/29/2018	CN-Canadian National Railways	USD	121,436.68	120,999.51	437.17
3323791	03/23/2018	Igt Global Solutions Corporation	USD	1,300.00	.00	1,300.00
3319167	04/17/2018	Groupe Technologies Desjardins	USD	379,520.00	379,482.05	37.95
3317236	04/12/2018	BANK OF AMERICA	USD	91,306.56	87,097.33	4,209.23
3309636	04/24/2018	Bank Of Montreal Financial Group	USD	35,275.00	20,654.99	14,620.01
3308717	05/29/2018	Chevron U.S.A. Inc.	USD	867,669.12	865,760.25	1,908.87
3290022	04/02/2018	The Capital Group Companies	USD	628,064.00	621,783.36	6,280.64
3272053	04/20/2018	Wawanesa Mutual Insurance	USD	48,000.00	45,801.60	2,198.40
3269942	05/15/2018	Discover Financial Services Inc	USD	292,320.00	272,822.26	19,497.74
3259619	08/24/2018	Wells Fargo & Company	USD	222,904.00	220,942.45	1,961.55
3329228	07/24/2018	Experian	USD	167,959.71	157,126.31	10,833.40
3362122	06/29/2018	United Health Care	USD	299,989.44	299,809.46	179.98
3366297	06/18/2018	BANK OF AMERICA	USD	30,531.68	29,704.27	827.41
3370601	06/29/2018	S&P Global	USD	172,140.00	156,096.55	16,043.45
3390791	08/22/2018	Amadeus North America, Inc.	USD	211,500.00	210,069.00	1,431.00
3402004	08/07/2018	BANK OF AMERICA	USD	106,985.78	106,975.08	10.70
3443140	08/24/2018	SWIFT	USD	123,360.00	122,521.16	838.84
3445309	08/28/2018	Chevron U.S.A. Inc.	USD	755,547.40	755,013.99	533.41
2790395	11/15/2018	Ensono LP	USD	28,750.01	125,516.92	55,000.00
2968750	10/15/2018	American Express Travel Related Svcs Co Inc	USD	62,840.00	53,811.50	9,028.50
3386590	11/28/2018	Exxonmobil Global Services Company	USD	2,541,000.00	1,982,889.46	558,110.54
3454298	11/28/2018	Ericsson, Inc.	USD	77,760.00	77,599.97	160.03
3456119	09/17/2018	S&P Global	USD	61,712.00	.00	61,712.00
3463790	11/13/2018	BANK OF AMERICA	USD	193,876.62	180,945.05	12,931.57
3489881	11/02/2018	Bell Canada	USD	6,526.03	.00	6,526.03
3490096	11/02/2018	Chevron U.S.A. Inc.	USD	712,240.00	17,360.13	694,879.87
3490702	11/30/2018	CN-Canadian National Railways	USD	59,999.97	22,857.29	37,142.68
3518140	11/15/2018	Chevron U.S.A. Inc.	USD	787,240.00	687,668.85	99,571.15

Attainment results and payouts are subject to all chargebacks, deductions, and adjustments as set forth in the Sales Incentive Plan Terms and Conditions



Page: 10 10/28/2020 13:30 Statement ID: 233461 Created By: SN

Booking Chargebacks For Year (continued): 2019

Opp #	Close Date	Customer Name	Currency	Invoiced Amount	Paid Amount	Pending Payment
2598550	02/28/2019					
3563691	01/08/2019	Mercedes-Benz USA, LLC.	USD	111,600.00	108,084.60	3,515.40
3544766	01/15/2019	Groupe Technologies Desjardins	USD	164,895.91	164,827.89	68.02
3526870	02/22/2019	First Republic Bank	USD	42,723.00	42,165.00	558.00
3515533	12/19/2018	B American Express Travel Related Svcs Co Inc	USD	59,760.00	19,918.01	39,841.99
3511501	01/31/2019	JP Morgan Chase	USD	1,835,400.00	1,835,198.02	201.98
3500660	02/28/2019	STATE STREET CORPORATION	USD	390,560.80	379,259.80	11,301.00
3472273	01/11/2019	Shire Us Inc	USD	34,157.25	32,287.25	1,870.00
3428610	01/29/2019	CIGNA Corporation	USD	81,510.00	69,367.80	12,142.20
3387790	02/22/2019	Inovant LLC	USD	72,160.00	57,280.00	14,880.00
3210741	12/31/2018	3 Carefirst Bluecross Blueshield	USD	118,797.35	104,321.84	14,475.51
2808844	01/18/2019	Hydro Québec	USD	145,047.33	138,376.60	6,670.73
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New Services TB

New Services TB

Red Hat, Inc. Sales Incentive Statement Shadd Gallegos

Page: 11 10/28/2020 13:30 Statement ID: 233461 Created By: SN

2,954.26 USD 05/31/2019

202.39 USD 05/31/2019

As Of: P2020/3

Compensation Plan: 03	3/01/2019 thru	02/29/2020 - 2	2020 NA SA	Ansible Tia	er 100%NTB.SYB.Svc(A	Version 1
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Sales Incentives			01-				
Compensation Plan Component Data, MCM & Security	Run Date 03/16/2020	Quota/Goal Amount	Quota Curr USD	Total Attainment 0			Payment Due 05/31/2019
Sales Incentives			Quota			Payo	.t
Compensation Plan Component New Subs SYB	Run Date 06/24/2019	Quota/Goal Amount 6,337,397	Curr	Total Attainment	Total Payout	Curr	
Sales Incentives			Quota			Payor	ıt
Compensation Plan Component	Run Date	Quota/Goal Amount		Total Attainment	Total Payout	•	Payment Due
SYB1	12/19/2019	17,744,713		3,301,513	0.00	USD	05/31/2019
SYB1	07/17/2020	17,744,713		3,294,123	0.00	USD	05/31/2019
SYB1	10/23/2020	17,744,713	USD	2,998,558	0.00	USD	05/31/2019
Opp # Close Date Customer Name			Curr	Total Attainment Cla			
- 3671370 05/29/2019 Chevron U.S.A. Inc. + 3671370 05/29/2019 Chevron U.S.A. Inc.			USD USD	887,549 591,984	0 295,565		
					•		
		Net Chang	e:	295,565- ===================================	295,565		
Sales Incentives			Quota				
Compensation Plan Component	Run Date	Quota/Goal Amount		Total Attainment	Total Payout	Payou	
New Subs TB	06/24/2019	11,407,316		3,858,749	7,473.65		05/31/2019
New Subs TB	09/16/2019	11,407,316	USD	3,858,749	505.72	USD	05/31/2019
New Subs TB	03/16/2020	11,407,316	USD	3,858,749	252.77	USD	05/31/2019
New Subs TB	07/17/2020	11,407,316	USD	3,858,749	0.00	USD	05/31/2019
Sales Incentives			Quota			Payou	ıf
Compensation Plan Component	Run Date	Quota/Goal Amount		Total Attainment	Total Payout	•	Payment Due
New Subs SYB	06/24/2019	6,337,397		1,774,987	3,437.81		05/31/2019
New Subs SYB	09/16/2019	6,337,397	USD	1,774,987	232.62	USD	05/31/2019
New Subs SYB	03/16/2020	6,337,397		1,774,987	116.28		05/31/2019
New Subs SYB	07/17/2020	6,337,397	USD 	1,774,987	0.00	USD	05/31/2019
Sales Incentives			Quota			Payou	ıt
Compensation Plan Component	Run Date	Quota/Goal Amount	Curr	Total Attainment		Curr	Payment Due

Attainment results and payouts are subject to all chargebacks, deductions, and adjustments as set forth in the Sales Incentive Plan Terms and Conditions

06/24/2019

09/16/2019

5,153,795 USD

5,153,795 USD

1,525,326

1,526,526



Page: 12 10/28/2020 13:30 Statement ID: 233461 Created By: SN

As Of: P2020/3

New Services					03/16/2020	5,153,795		1,526,526		USD	05/31/201
New Services					07/17/2020	5,153,795		1,519,136	15.76-		05/31/201
New Services 7	ГВ				10/23/2020	5,153,795	USD	1,223,571	630.55-	USD	05/31/201
Opp #	Close Date	Customer Name					Curr		Clawback Attainment		
- 3671370 + 3671370		Chevron U.S.A. Inc. Chevron U.S.A. Inc.					USD USD	887,549 591,984	0 295,565		
+ 30/13/0	03/29/2019	Chevron U.S.A. Inc.					USD	391,904	295,505		
						Net Chang	e:	295,565-	295,565		
								=======================================			
Total Sales In	centives	14,629.									
Totals For Qu		1 - 03/01/2019 thru 05/31									
							0	ther			
		Sales Incentives	Bonuses	Adjustments	<u>C</u>	lawbacks	Paym	ents Total Sales	s Incentives		
Total Ea	arned	14,629.18	0.00	0.00)	0.00		0.00	14,629.18		
Less Pri	ior Payments	15,259.73	0.00	0.00)	0.00		0.00	15,259.73		
New Amou	unt Due	630.55-	0.00	0.00)	0.00		0.00	630.55- USI)	
Compensation Plan Data, MCM & Se	n Component				Run Date 03/16/2020	Quota/Goal Amount	Quota Curr USD	Total Attainment			Payment Due 08/31/201
Sales Incentiv	ves						Quota			Payo	ut
Compensation Plan New Subs SYB	n Component				Run Date 09/16/2019	Quota/Goal Amount 6,337,397	Curr	Total Attainment 3,044,956		Curr	Payment Due 08/31/201
Sales Incentiv	ves						Quota			Payo	ut
Compensation Plan	n Component				Run Date	Quota/Goal Amount	Curr	Total Attainment	Total Payout	-	Payment Due
SYB1	-				12/19/2019	17,744,713	USD	5,538,858	0.00	USD	08/31/201
SYB1					07/17/2020	17,744,713	USD	5,515,134	0.00	USD	08/31/201
SYB1					10/23/2020	17,744,713	USD	5,116,972	0.00	USD	08/31/201
Opp#	Close Date	Customer Name					Curr		Clawback Attainment		
- 3728864		Chevron U.S.A. Inc.					USD	172,910	0		
+ 3728864		Chevron U.S.A. Inc.					USD	124,512	48,398		
- 3722396		Health Care Service Corp					USD	207,900	0		
+ 3722396	08/29/2019	Health Care Service Corp	oration				USD	153,700	54,200		
						Net Chang	e:	102,597-	102,597		
								==========			



Quarter: 2020/3 - 09/01/2019 thru 11/30/2019

Sales Incentives

Compensation Plan Component

Data, MCM & Security

Red Hat, Inc. Sales Incentive Statement Shadd Gallegos

Page: 13 10/28/2020 13:30 Statement ID: 233461 Created By: SN

Payout

0.00 USD 11/30/2019

Total Payout Curr Payment Due

As Of: P2020/3

Sales Incentives	s Incentives					Quota				Payo	ı.ı .
Compensation Plan Co	Component			Run Da	te	Quota/Goal Amount (al Attainment	Total Payout	•	Payment Due
New Subs TB	-			09/16	/2019	11,407,316 t	JSD	6,869,961	6,226.78	USD	08/31/2019
New Subs TB				03/16	/2020	11,407,316 t	JSD	6,869,961	197.25	USD	08/31/2019
New Subs TB				07/17	/2020 	11,407,316 t	JSD 	6,869,961	0.00	USD	08/31/2019
Sales Incentives	s						Quota			Payo	ıı t
Compensation Plan Co	Component			Run Da	te	Quota/Goal Amount (al Attainment	Total Payout	•	Payment Due
New Subs SYB				09/16	/2019	6,337,397 t	JSD	3,044,956	•		08/31/2019
New Subs SYB				03/16	/2020	6,337,397 t	JSD	3,044,956	83.18	USD	08/31/2019
New Subs SYB				07/17	/2020	6,337,397 t	JSD 	3,044,956	0.00	USD	08/31/2019
Sales Incentives	s									_	
	_						Quota			Payo	
Compensation Plan Co New Services TB	component			Run Da 09/16,		Quota/Goal Amount (5,153,795 t		al Attainment 2,493,902	•		Payment Due 08/31/2019
New Services TB				03/16		5,153,795 t		2,493,902	63.38		
New Services TB				07/17		5,153,795 t		2,470,178			08/31/2019
New Services TB				10/23		5,153,795 t		2,072,016			08/31/2019
New Belvices 1B				10/23	/ 2020	3,133,733	000	2,072,010	210.07	ODD	00/31/2019
		Customer Name							Clawback Attainment		
	,,	Chevron U.S.A. Inc.					USD	172,910	0		
		Chevron U.S.A. Inc.					USD	124,512	48,398		
		Health Care Service Corp	•				USD	207,900	0		
+ 3722396 0	08/29/2019	Health Care Service Corp	poration				USD	153,700	54,200		
						Net Change		102,597-	102,597		
							====		:======= :		
Total Sales Ince	entives	10,943	. 39								
Totals For Quart	 rter: 2020/2	- 06/01/2019 thru 08/31	 1/2019								
			-				Other				
		Sales Incentives	Bonuses	Adjustments	<u>Cl</u>	awbacks	Payments	Total Sales	Incentives		
Total Earn		10,943.39	0.00	0.00		0.00	0.00		10,943.39		
Less Prior	r Payments	11,162.26	0.00	0.00		0.00	0.00		11,162.26		
New Amount	t Due	218.87-	0.00	0.00		0.00	0.00		218.87- USD)	

Run Date

03/16/2020

Quota

Total Attainment

Quota/Goal Amount Curr



Page: 14 10/28/2020 13:30 Statement ID: 233461 Created By: SN

As Of: P2020/3

Sales Incenti	ves			Quota			Payor	ıŧ
Compensation Pla	n Component	Run Date	Quota/Goal Amount		Total Attainment	Total Payout	•	Payment Due
New Subs SYB	·	12/19/2019	6,337,397	USD	3,853,173	0.00	USD	11/30/2019
New Subs SYB		03/16/2020	6,337,397 USD		3,850,181	0.00	USD	11/30/2019
Salaa Inaanti								
Sales Incenti				Quota			Payo	
Compensation Pla	n Component	Run Date	Quota/Goal Amount		Total Attainment	Total Payout		Payment Due
SYB1		12/19/2019	17,744,713		8,363,698	0.00	USD	11/30/2019
SYB1		03/16/2020	17,744,713		8,334,176	0.00	USD	11/30/2019
SYB1		07/17/2020	17,744,713		8,261,194	0.00	USD	11/30/2019
SYB1		10/23/2020	17,744,713	USD	7,918,845	0.00	USD	11/30/2019
Орр#	Close Date Customer Name			Curr	Total Attainment Cla			
- 3727000	10/02/2019 Chevron U.S.A. Inc.			USD	766,282	55,858		
+ 3727000	10/02/2019 Chevron U.S.A. Inc.			USD	822,139	0		
- 3750276	11/21/2019 BP Corporation North America, Inc.			USD	162,275	0		
+ 3750276	11/21/2019 BP Corporation North America, Inc.			USD	162,231	44		
			Net Change	:	55,813	55,813-		
			_					
Sales Incenti	ves			Quota			Payou	ut
Compensation Pla	n Component	Run Date	Quota/Goal Amount	Curr	Total Attainment	Total Payout	Curr	Payment Due
New Subs TB		12/19/2019	11,407,316	USD	9,819,875	6,100.02	USD	11/30/2019
New Subs TB		03/16/2020	11,407,316		9,816,883	186.86	USD	11/30/2019
New Subs TB		07/17/2020	11,407,316	USD	9,816,883	0.00	USD	11/30/2019
Sales Incenti	ves						_	
0	. 0	Davis Data		Quota	Total Attalones and	Total Bassast	Payor	
Compensation Pla New Subs SYB	n Component	Run Date 12/19/2019	Quota/Goal Amount 6,337,397		Total Attainment 3,853,173	1 , 671 . 28		Payment Due 11/30/2019
New Subs SYB		03/16/2020	6,337,397		3,850,181	46.57		11/30/2019
New Subs SYB		03/10/2020	6,337,397		3,850,181			11/30/2019
Sales Incenti	ves			Quota			Dave	.4
Compensation Pla	n Component	Run Date	Quota/Goal Amount		Total Attainment	Total Payout	Payor	Payment Due
New Services		12/19/2019	5,153,795		4,521,600	4,193.01		11/30/2019
New Services		03/16/2020	5,153,795		4,483,995	52.59		11/30/2019
New Services	TB	07/17/2020	5,153,795		4,411,013	105.08-		11/30/2019
New Services		10/23/2020	5,153,795		4,068,664			11/30/2019
Opp#	Close Date Customer Name			Curr	Total Attainment Cla	whack Attainment		
- 3727000	10/02/2019 Chevron U.S.A. Inc.			USD	766,282	55,858		
+ 3727000	10/02/2019 Chevron U.S.A. Inc.			USD	822,139	0		
- 3750276	11/21/2019 BP Corporation North America, Inc.			USD	162,275	0		
+ 3750276	11/21/2019 BP Corporation North America, Inc.			USD	162,231	44		
	ment results and payouts are subject to all chargebacks						~ 1'.	



Page: 15 10/28/2020 13:30 Statement ID: 233461 Created By: SN

Payout

Payout

New Services TB (continued)

Opp# Close Date Customer Name Curr Total Attainment Clawback Attainment

Net Change: 55,813 55,813-

Quota

Total Sales Incentives

12,264.31

Totals For Quarter: 2020/3 - 09/01/2019 thru 11/30/2019

					Other	
	Sales Incentives	Bonuses	Adjustments	Clawbacks	Payments	Total Sales Incentives
Total Earned	12,264.31	0.00	0.00	0.00	0.00	12,264.31
Less Prior Payments	12,145.25	0.00	0.00	0.00	0.00	12,145.25
New Amount Due	119.06	0.00	0.00	0.00	0.00	119.06

Quarter: 2020/4 - 12/01/2019 thru 02/29/2020

Sales Incentives	
Gailes in Contained	Quota

Compensation Plan Component	Run Date	Quota/Goal Amount Curr	Total Attainment	Total Payout	Curr	Payment Due
Data, MCM & Security	03/16/2020	USD	2,912,169	6,212.82	USD	02/29/2020
Data, MCM & Security	07/17/2020	USD	2,915,408	6.91	USD	02/29/2020

Sales Incentives		Quota		Payout		
Compensation Plan Component	Run Date	Quota/Goal Amount Curr	Total Attainment	Total Payout	Curr Pa	ayment Due
New Subs SYB	03/16/2020	6,337,397 USD	5,522,176	0.00	USD 02	2/29/2020
New Subs SYB	07/17/2020	6,337,397 USD	5,525,415	0.00	USD 02	2/29/2020

Sales Incertives		Quota				Payout		
Compensation Plan Component	Run Date	Quota/Goal Amount Curr	Total Attainment	Total Payout	Curr	Payment Due		
SYB1	03/16/2020	17,744,713 USD	11,674,947	0.00	USD	02/29/2020		
SYB1	07/17/2020	17,744,713 USD	11,605,204	0.00	USD	02/29/2020		
SYB1	10/23/2020	17,744,713 USD	11,212,115	0.00	USD	02/29/2020		

Opp#	Close Date	Customer Name	Curr	Total Attainment Clawb	ack Attainment
- 3814792	02/24/2020	PepsiCo	USD	50,740	0
+ 3814792	02/24/2020	PepsiCo	USD	0	50,740
			Net Change:	50,740-	50,740

Sales Incentives

Compensation Plan Component	Run Date	Quota/Goal Amount Curr	Total Attainment	Total Payout	Curr	Payment Due
New Subs TB	03/16/2020	11,407,316 USD	13,877,165	8,662.08	USD	02/29/2020
New Subs TB	07/17/2020	11,407,316 USD	13,880,404	6.91	USD	02/29/2020



Page: 16 10/28/2020 13:30 Statement ID: 233461 Created By: SN

As Of: P2020/3

						Quota			Payo	ut
Compensation Plan Component				Run Date	Quota/Goal Amount		al Attainment			Payment Due
Jew Subs SYB				3/16/2020	6,337,397		5,522,176	3,566.9		
New Subs SYB)7/17/2020 	6,337,397	USD	5,525,415	6.9	L USD	02/29/202
Sales Incentives						Quota			Payo	ıı t
Compensation Plan Component			F	Run Date	Quota/Goal Amount		al Attainment	Total Pavou	•	Payment Due
New Services TB				3/16/2020	5,153,795		6,152,771			02/29/202
New Services TB			C	7/17/2020	5,153,795	USD	6,079,789	0.0	L USD	02/29/202
New Services TB			1	0/23/2020	5,153,795		5,686,700	108.2	5- USD	02/29/202
Opp # Close Date - 3814792 02/24/2020	Customer Name					Curr	Total Attainment	Clawback Attainment		
+ 3814792 02/24/2020 + 3814792 02/24/2020	_					USD	50,740			
1 3014732 02/24/2020	repareo									
					Net Change	:	50,740-	50,740		
						===:		==========		
	4 40/04/0040									
Totals For Quarter: 2020/4	i - 12/01/2019 thru 02/2	9/2020								
Totals For Quarter:2020/4		9/2020				Other				
	Sales Incentives	Bonuses	Adjustments	<u>C1</u>	awbacks	Payments	Total Sales			
Total Earned	Sales Incentives 21,914.48	Bonuses 0.00	0.00	<u>C1</u>	0.00	Payments 0.00		21,914.48		
Total Earned Less Prior Payments	Sales Incentives 21,914.48 22,022.73	Bonuses 0.00 0.00	0.00	<u>C1</u>	0.00	Payments 0.00 0.00		21,914.48 22,022.73		
Total Earned	Sales Incentives 21,914.48	Bonuses 0.00	0.00	<u>c1</u>	0.00	Payments 0.00		21,914.48	SD	
Total Earned Less Prior Payments	Sales Incentives 21,914.48 22,022.73 108.25-	Bonuses 0.00 0.00 0.00	0.00 0.00 0.00		0.00 0.00 0.00	Payments 0.00 0.00 0.00		21,914.48 22,022.73	SD 	
Total Earned Less Prior Payments New Amount Due	Sales Incentives 21,914.48 22,022.73 108.25- Plan: 03/01/2019 thru 0	Bonuses 0.00 0.00 0.00 0.2/29/2020 - 2020	0.00 0.00 0.00 0.00 NA SA_Ansible_1	Figer_100%	0.00 0.00 0.00 	Payments 0.00 0.00 0.00 0.00 Version Other	1	21,914.48 22,022.73 108.25- U	5D 	
Total Earned Less Prior Payments New Amount Due	Sales Incentives 21,914.48 22,022.73 108.25- Plan: 03/01/2019 thru 0	Bonuses 0.00 0.00 0.00 2/29/2020 - 2020	0.00 0.00 0.00 0.00 NA SA_Ansible_1	Figer_100%	0.00 0.00 0.00 	Payments 0.00 0.00 0.00 0.00 Version Other Payments	1 Total Sale	21,914.48 22,022.73 108.25- U	SD 	
Total Earned Less Prior Payments New Amount Due Totals For Compensation Total Earned	Sales Incentives 21,914.48 22,022.73 108.25- Plan: 03/01/2019 thru 0 Sales Incentives 59,751.36	Bonuses 0.00 0.00 0.00 0.00 2/29/2020 - 2020 Bonuses 0.00	0.00 0.00 0.00 NA SA_Ansible_1 Adjustments 0.00	Figer_100%	0.00 0.00 0.00 6NTB,SYB,Svc(A	Payments 0.00 0.00 0.00 0.00 Version Other Payments 0.00	1 Total Sale:	21,914.48 22,022.73 108.25- U: s Incentives 59,751.36	SD 	
Total Earned Less Prior Payments New Amount Due	Sales Incentives 21,914.48 22,022.73 108.25- Plan: 03/01/2019 thru 0 Sales Incentives 59,751.36	Bonuses 0.00 0.00 0.00 2/29/2020 - 2020	0.00 0.00 0.00 0.00 NA SA_Ansible_1	Figer_100%	0.00 0.00 0.00 	Payments 0.00 0.00 0.00 0.00 Version Other Payments	1 Total Sale:	21,914.48 22,022.73 108.25- U		

Booking Chargebacks For Year: 2020

Opp #	Close Date Customer Name	Currency	Invoiced Amount	Paid Amount	Pending Payment
3629093	03/27/2019 KAR Auction Services	USD	81,696.00	75,936.00	5,760.00
3651618	05/30/2019 Signet Jewelers	USD	59,400.00	55,000.00	4,400.00
3671370	05/29/2019 Chevron U.S.A. Inc.	USD	887,548.82	591,983.82	295,565.00
3479099	06/18/2019 Health Care Service Corporation	USD	237,600.00	221,265.00	16,335.00
3722396	08/29/2019 Health Care Service Corporation	USD	207,900.00	153,700.47	54,199.53

Attainment results and payouts are subject to all chargebacks, deductions, and adjustments as set forth in the Sales Incentive Plan Terms and Conditions



Page: 17 10/28/2020 13:30 Statement ID: 233461 Created By: SN

As Of: P2020/3

Booking Chargebacks For Year (continued): 2020

Opp #	Close Date Customer Name	Currency	Invoiced Amount	Paid Amount	Pending Payment
3728864	08/28/2019 Chevron U.S.A. Inc.	USD	172,910.00	124,512.49	48,397.51
3711534	10/29/2019 Health Care Service Corporation	USD	114,920.00	108,837.00	6,083.00
3750276	11/21/2019 BP Corporation North America, Inc.	USD	213,520.00	213,461.74	58.26



Page: 18 10/28/2020 13:30 Statement ID: 233461 Created By: SN

As Of: P2020/3

Compensation Plan: 03/01/2020 thru 12/31/2020 - P2020 NA SA_Tiger Team_100% NSYB,NOYB,Svc(A) Version 1

Quarter: P20	020/2 - 03/01/2020 thru 06/30/2020							
Sales Incenti	ives	Quota					Payout	
Compensation Pla		Run Date 07/17/2020	Quota/Goal Amount 4,266,188		Total Attainment 1,274,662	Total Payout 6 , 234 . 52		Payment Due 06/30/2020
Sales Incenti	ves			Quota			Payo	ut
Compensation Plan Component New Subs & Services OYB Primary		Run Date 07/17/2020	Quota/Goal Amount 1,834,462		Total Attainment 997,872	Total Payout 3,904.56	Curr	Payment Due 06/30/2020
Sales Incenti	ves			Quota			Payo	ut
Compensation Pla Services SYB		Run Date 07/17/2020	Quota/Goal Amount 4,408,132		Total Attainment 493,478	Total Payout 1,930.93	Curr USD	Payment Due 06/30/2020
Services SYB	Primary	10/23/2020	4,408,132	USD	302,410	747.63-	USD	06/30/2020
Opp #	Close Date Customer Name			Curr		Clawback Attainment		
- 3907513 + 3907513	04/29/2020 Chevron Services Company 04/29/2020 Chevron Services Company			USD	191,163 96	0 191,068		
			Net Change	e:	191,068-	191,068		
					=======================================			

Total Sales Incentives 11,322.38

Adjustments

Adjustment Description	Date Posted	Adjustment DateTrx Type	Trx Reference	Adjustment Amount	Currency				
PY20 March Recoverable Draw Payment	04/01/2020	04/01/2020 Adj	Payment	4,529.17	USD				
PY20 March Recoverable Draw Adjustment	06/30/2020	06/30/2020 Adj	Payment	4,529.17-	USD				
Floor Payment	07/17/2020	06/30/2020 Adj	Payment	2,553.38	USD	Floor:	14,494	Earnings:	11,940.22
Adjust Pay to Floor Payment	10/23/2020	06/30/2020 Adj	Payment	747.63	USD	Floor:	14,494	Earnings:	11,192.59

Total Adjustments 3,301.01

Totals For Quarter: P2020/2 - 03/01/2020 thru 06/30/2020

					Other		
	Sales Incentives	Bonuses	<u>Adjustments</u>	Clawbacks	Payments	Total Sales Incentives	
Total Earned	11,322.38	0.00	3,301.01	0.00	0.00	14,623.39	
Less Prior Payments	12,070.01	0.00	2,553.38	0.00	0.00	14,623.39	
New Amount Due	747.63-	0.00	747.63	0.00	0.00	0.00	USD



Quota

Page: 19 10/28/2020 13:30 Statement ID: 233461 Created By: SN

Payout

Quarter: P2020/3 - 07/01/2020 thru 09/30/2020

Sales Incentives

Compensation Plan Component New Subs SYB Primary			Run Date 10/23/2020	Quota/Goal Amount Curr 4,266,188 USD	Total Attainment 2,839,627		Payment Due 09/30/2020
Opp # + 3824718	Close Date 07/10/2020	Customer Name Schneider National		Curr USD	Total Attainment 52,260	Clawback Attainment	
+ 4066198		Atmos Energy		USD	39,764	0	
+ 4068347		Western Midstream		USD	8,845	0	
+ 4081765		AMERICAN AIRLINES		USD	145	0	
+ 4123528	08/01/2020	Anthem Inc		USD	120	0	
+ 4123546	08/01/2020	HCL America Inc		USD	6,615	0	
+ 4123734	08/01/2020	Anthem Inc		USD	73	0	
+ 3928115	08/05/2020	BLUE CROSS BLUE SHIELD OF KANSAS CITY		USD	8,288	0	
+ 3763415	08/12/2020	Zebra Technologies Inc.		USD	967	0	
+ 3117743	08/17/2020	Kellogg Co.		USD	10,431	0	
+ 3157103	08/17/2020	Sisters of Mercy Health System/Misd		USD	19,591	0	
+ 4092642	08/20/2020	Kroger Co		USD	24,863	0	
+ 4108651	08/21/2020	Kroger's		USD	24,863	0	
+ 4108652	08/21/2020	Kroger's		USD	24,863-	0	
+ 3155449	08/25/2020	CTC Trading Group, LLC		USD	3,246	0	
+ 4106449	08/26/2020	AMERICAN AIRLINES		USD	145	0	
+ 4108440	08/26/2020	CenterPoint Energy, Inc.		USD	19,500	0	
+ 4112116	08/26/2020	Baker Hughes Incorporated		USD	270	0	
+ 4112117	08/26/2020	CLEVELAND CLINIC - ITD		USD	16,065	0	
+ 4112123	08/26/2020	Meijerusa		USD	43,200	0	
+ 4112128	08/26/2020	BNSF Railway Company		USD	63,450	0	
+ 4112130	08/26/2020	Discover Financial Services Inc		USD	2,160	0	
+ 4112132	08/26/2020	Jones Lang Lasalle		USD	540	0	
+ 4112134	08/26/2020	Motiva Enterprises, LLC		USD	24,840	0	
+ 4112136	08/26/2020	Sysco		USD	62,370	0	
+ 4112137	08/26/2020	Abbott Laboratories		USD	2,160	0	
+ 4112147	08/26/2020	Baxter Healthcare		USD	14,850	0	
+ 4112152	08/26/2020	Anthem Inc		USD	489,240	0	
+ 3768002	08/28/2020	VWCREDIT, INC.		USD	173	0	
+ 3769283	08/28/2020	BP America Production Company		USD	1,481	0	
+ 4087736	08/31/2020	BCBSA		USD	25,381	0	
+ 4071657	08/31/2020	Alight Solutions LLC		USD	99,660	0	
+ 4078703	08/31/2020	Alight Solutions LLC		USD	88,957	0	
+ 4105107	09/02/2020	PDI Software		USD	8,288	0	
+ 4043032	09/09/2020	West Corporation		USD	87,750	0	
+ 3774802	09/11/2020	Trihealth		USD	2,500	0	
+ 3805691	09/16/2020	Northwestern Mutual		USD	935	0	
+ 4127951	09/18/2020	Alight Solutions LLC		USD	18,349	0	
+ 3654210		Associated Wholesale Grocers		USD	2,804	0	
+ 3939850		Apache Corporation		USD	19,673	0	
+ 4134929		AMERICAN AIRLINES		USD	145	0	
+ 3322040	09/25/2020	Arrow Electronics		USD	94,250	0	

Attainment results and payouts are subject to all chargebacks, deductions, and adjustments as set forth in the Sales Incentive Plan Terms and Conditions



Page: 20 10/28/2020 13:30 Statement ID: 233461 Created By: SN

New Subs SYB Primary (continued)

Opp#	Close Date	Customer Name	Curr	Total Attainment	Clawback Attainment
+ 3917695	09/25/2020	BP Corporation North America, Inc.	USD	12,250	0
+ 4112667	09/25/2020	Eli Lilly And Company	USD	16,659	0
+ 4122433	09/28/2020	Edward Jones	USD	4,786	0
+ 4144275	09/28/2020	Alight Solutions LLC	USD	107,305-	0
+ 3964759	09/29/2020	Xcel Energy	USD	309,432	0
+ 4114957	09/29/2020	United Health Care Services	USD	2,602	0
+ 4145142	09/30/2020	BCBSA	USD	102,378	0
+ 4149005	09/30/2020	BCBSA	USD	48,181	0
+ 3184446	09/30/2020	Southwest Airlines	USD	13,000	0
+ 4155197	09/30/2020	Blue Cross Blue Shield of Michigan	USD	1,760	0
+ 4155257	09/30/2020	Nationwide	USD	1,636	0
+ 4148997	09/30/2020	BCBSA	USD	102,378-	0
+ 4149138	09/30/2020	BCBSA	USD	102,378-	0
			Net Change:	1,564,965	0

Sales Incentives Quota Payout **Compensation Plan Component Run Date** Quota/Goal Amount Curr **Total Attainment** Total Payout Curr Payment Due New Subs & Services OYB Primary 10/23/2020 1,834,462 USD 3,186,717 8,564.72 USD 09/30/2020 Close Date Customer Name Total Attainment Clawback Attainment Opp# Curr + 4066198 07/17/2020 Atmos Energy 45,428 USD + 4068347 07/29/2020 Western Midstream USD 16,939 0 08/12/2020 Zebra Technologies Inc. + 3763415 USD 177,499 0 + 3157103 08/17/2020 Sisters of Mercy Health System/Misd USD 73,318 0 + 3155449 08/25/2020 CTC Trading Group, LLC USD 170,306 + 4087736 08/31/2020 BCBSA 40,013 USD + 4071657 08/31/2020 Alight Solutions LLC USD 99,660 Ω + 4127951 09/18/2020 Alight Solutions LLC USD 16,624 09/25/2020 Eli Lilly And Company + 4112667 USD 8,241 Ω + 4144275 09/28/2020 Alight Solutions LLC USD 92,015-+ 3964759 09/29/2020 Xcel Energy USD 1,277,591 + 4114957 09/29/2020 United Health Care Services USD 1,077 + 4145142 09/30/2020 BCBSA USD 101,819 + 4145253 09/30/2020 BCBSA 204,197 USD Ω + 4149005 09/30/2020 BCBSA USD 47,589 + 4149148 09/30/2020 BCBSA USD 408,393 + 4148997 09/30/2020 BCBSA USD 101,819-Ω + 4149138 09/30/2020 BCBSA USD 101,819-+ 4149198 09/30/2020 BCBSA USD 204,197-Net Change: 2,188,845

Attainment results and payouts are subject to all chargebacks, deductions, and adjustments as set forth in the Sales Incentive Plan Terms and Conditions



New Amount Due

22,583.68

0.00

Red Hat, Inc. Sales Incentive Statement Shadd Gallegos

Page: 21 10/28/2020 13:30 Statement ID: 233461 Created By: SN

20,030.30 USD

As Of: P2020/3

	es .										
0	_				Davis Data	0	Quota	-1 44-1	Total Bosses	Payou	
Compensation Plan Component Services SYB Primary				Run Date 10/23/2020	Quota/Goal Amount 4,408,132		tal Attainment 2,120,037	Total Payout 7,112.17		09/30/2020	
Opp#	Close Date Custom	er Name					Curr	Total Attainment C	lawback Attainment		
	07/06/2020 Uline						USD	400	0		
+ 4061372	07/06/2020 Eaton	Corporation					USD	2,448	0		
+ 4068112	07/13/2020 US Bar	ık					USD	2,584	0		
+ 4045764	07/31/2020 Citade	el Investment Grou	ıp				USD	545,584	0		
+ 4119037	09/07/2020 ERCOT/	Electrical Reliab	oility Council				USD	3,060	0		
+ 4132681	09/21/2020 Best E	3uy					USD	340	0		
+ 4036111	09/23/2020 Chevro	on U.S.A. Inc.					USD	822,160	0		
+ 4036110	09/29/2020 Chevro	on U.S.A. Inc.					USD	411,080	0		
+ 4103710	09/29/2020 Westme	ed Medical					USD	17,553	0		
+ 4148265	09/29/2020 Best E	3uy					USD	340	0		
	09/30/2020 Neimar	=					USD	12,078	0		
						Net Chang	e:	1,817,626	0		
							===	=======================================			
Adjustments Adjustment Descripti Floor Payment	ion	Date Poste	d Adjustment DateTry								
		10/23/20	20 09/30/2020 Adj	Type Trx Reference Reversal		nt Amount Currency	•				
	nts	10/23/20 3,301	20 09/30/2020 Adj				, 				
Total Adjustme			.01-								
Total Adjustme	rter: P2020/3 - 0	3,301 07/01/2020 thru 09	.01- 	Reversal		,301.01- USD	Other				
Total Adjustme	rter: P2020/3 - 0	3,301 07/01/2020 thru 09	.01- ./30/2020 Bonuses	Reversal	3 	,301.01- USD	Other Payments	Total Sales			
Total Adjustme	rter: P2020/3 - 0 Sales	3,301 07/01/2020 thru 09 s Incentives 23,331.31	.01- ./30/2020 Bonuses 0.00	Adjustments 3,301.01	3		Other Payments		20,030.30		
Total Adjustment Totals For Qual	rter: P2020/3 - 0 Sales ned r Payments	3,301 07/01/2020 thru 09 s Incentives 23,331.31 0.00	220 09/30/2020 Adj 	Adjustments 3,301.01 0.00	3	awbacks 0.00 0.00	Other Payments 0.00 0.00		20,030.30		
Total Adjustme	rter: P2020/3 - 0 Sales ned r Payments	3,301 07/01/2020 thru 09 s Incentives 23,331.31	.01- ./30/2020 Bonuses 0.00	Adjustments 3,301.01	3		Other Payments		20,030.30)	
Total Adjustment Totals For Qualification Total Earn Less Prior New Amoun	rter: P2020/3 - 0 Sales ned r Payments t Due	3,301 07/01/2020 thru 09 s Incentives 23,331.31 0.00	.01- .0020 .0020 .000 .000 .000 .000	Adjustments 3,301.01 0.00 3,301.01		awbacks 0.00 0.00 0.00	Other <u>Payments</u> 0.00 0.00 0.00		20,030.30)	
Total Adjustment Totals For Qualification Total Earn Less Prior New Amoun	rter: P2020/3 - 0 Sales ned r Payments t Due	3,301 07/01/2020 thru 09 S Incentives 23,331.31 0.00 23,331.31	.01- .0020 .0020 .000 .000 .000 .000	Adjustments 3,301.01 0.00 3,301.01		awbacks 0.00 0.00 0.00	Other <u>Payments</u> 0.00 0.00 0.00		20,030.30)	
Total Adjustment Totals For Qualification Total Earn Less Prior New Amoun	rter: P2020/3 - 0 Sales ned r Payments t Due	3,301 07/01/2020 thru 09 S Incentives 23,331.31 0.00 23,331.31	.01- .0020 .0020 .000 .000 .000 .000	Adjustments 3,301.01 0.00 3,301.01		awbacks 0.00 0.00 0.00	Other Payments 0.00 0.00 0.00	on 1	20,030.30 0.00 20,030.30 USE)	
Total Adjustment Totals For Qual Total Earn Less Prio	rter: P2020/3 - 0 Sales ned r Payments t Due spensation Plan: Sales	3,301 07/01/2020 thru 09 s Incentives 23,331.31 0.00 23,331.31	20 09/30/2020 Adj 01- //30/2020 Bonuses 0.00 0.00 0.00 2/31/2020 - P2020	Adjustments	. <u>c1</u> 	awbacks 0.00 0.00 0.00	Other Payments 0.00 0.00 0.00 vc(A) Versi	on 1	20,030.30 0.00 20,030.30 USE)	

2,553.38-



Page: 22 10/28/2020 13:30 Statement ID: 233461 Created By: SN

As Of: P2020/3

Booking Chargebacks For Year: P 2020

Opp #	Close Date	Customer Name	Currency	Invoiced Amount	Paid Amount	Pending Payment
3907513	04/29/2020	Chevron Services Company	USD	191,163.20	95.58	191,067.62
Total Fo	r: Shado	 l Gallegos	========	Net Due	19,194.69 USD	=======================================