



**Red Hat, Inc.**  
**Sales Incentive Statement**  
**Shadd Gallegos**  
As Of: P2020/3

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

**Transaction Summary (All Pending)**

| Year/Qtr              | Period Ending | Trx Date   | Type | Transaction Description         | Trx Amount    |
|-----------------------|---------------|------------|------|---------------------------------|---------------|
| 2019/2                | 08/31/2018    | 10/23/2020 | Comm | Secondary Total Bookings        | 3.01 USD      |
| 2019/3                | 11/30/2018    | 10/23/2020 | Comm | Secondary Total Bookings        | 0.01- USD     |
| 2020/1                | 05/31/2019    | 10/23/2020 | Comm | New Services TB                 | 630.55- USD   |
| 2020/2                | 08/31/2019    | 10/23/2020 | Comm | New Services TB                 | 218.87- USD   |
| 2020/3                | 11/30/2019    | 10/23/2020 | Comm | New Services TB                 | 119.06 USD    |
| 2020/4                | 02/29/2020    | 10/23/2020 | Comm | New Services TB                 | 108.25- USD   |
| P2020/2               | 06/30/2020    | 10/23/2020 | Comm | Services SYB Primary            | 747.63- USD   |
| P2020/2               | 06/30/2020    | 10/23/2020 | Adj  | Adjust Pay to Floor Payment     | 747.63 USD    |
| P2020/3               | 09/30/2020    | 10/23/2020 | Comm | New Subs SYB Primary            | 7,654.42 USD  |
| P2020/3               | 09/30/2020    | 10/23/2020 | Comm | New Subs & Services OYB Primary | 8,564.72 USD  |
| P2020/3               | 09/30/2020    | 10/23/2020 | Comm | Services SYB Primary            | 7,112.17 USD  |
| P2020/3               | 09/30/2020    | 10/23/2020 | Adj  | Floor Payment                   | 3,301.01- USD |
| <b>Net Amount Due</b> |               |            |      |                                 | 19,194.69 USD |

**Earnings Statement**

| From  | Thru                                    | Year  | Plan Name                              | Version          | Annual TIC          |          |                      |                 |
|---|---|-------|--|------------------|---------------------|----------|----------------------|-----------------|
| 03/01/2020                                    | 12/31/2020                              | P2020 | NA SA_Tiger Team_100% NSYB,NOYB,Svc(A) | 1                | 45,293 USD          |          |                      |                 |
| Quarter P 2020/2 - 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                                   |   |       |  |                  |                     |          |                      |                 |
| Adj Date                                      | 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 Quarter Total                            |   |       |  |                  |                     |          | Total Amount Earned: | 14,623.39 USD   |



**Red Hat, Inc.**  
**Sales Incentive Statement**  
**Shadd Gallegos**

As Of: P2020/3

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

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

**Sales Incentives**

| Payment Due | Compensation Components Based on Quotas | Quota         | Total Attainment | % Attain | Total Payout | Clawback Attain |
|-------------|---|---------------|------------------|----------|--------------|-----------------|
| 09/30/2020  | New Subs SYB Primary                    | 4,266,188 USD | 2,839,627        | 66.56    | 7,654.42     | 0               |
| 09/30/2020  | New Subs & Services OYB Primary         | 1,834,462 USD | 3,186,717        | 173.71   | 8,564.72     | 0               |
| 09/30/2020  | Services SYB Primary                    | 4,408,132 USD | 2,120,037        | 48.09    | 7,112.17     | 191,068         |

**Adjustments**

| Adj Date   | Adjustment Description | Adj Amount |
|------------|------------------------|------------|
| 09/30/2020 | Floor Payment          | 3,301.01-  |

**Plan Quarter Total**

Total Amount Earned: 20,030.30 USD

**Plan Totals for Year P2020**

**Sales Incentives**

| Payment Due | Compensation Components Based on Quotas | Quota         | Total Attainment | % Attain | Total Payout | Clawback Attain |
|-------------|---|---------------|------------------|----------|--------------|-----------------|
|             | New Subs SYB Primary                    | 4,266,188 USD | 2,839,627        | 66.56    | 13,888.94    | 0               |
|             | New Subs & Services OYB Primary         | 1,834,462 USD | 3,186,717        | 173.71   | 12,469.28    | 0               |
|             | Services SYB Primary                    | 4,408,132 USD | 2,120,037        | 48.09    | 8,295.47     | 191,068         |

**Adjustments**

| Adj Date | Adjustment Description | Adj Amount |
|----------|------------------------|------------|
|          | Net Adjustments        | 0.00       |

**Plan Year Total**

Total Amount Earned: 34,653.69 USD





**Red Hat, Inc.**  
**Sales Incentive Statement**  
**Shadd Gallegos**  
 As Of: P2020/3

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

Tertiary Single Year Bookings 06/22/2018 3,591,294 USD 870,965 0.00 USD 05/31/2018

**Sales Incentives**

| Compensation Plan Component | Run Date   | Quota/Goal Amount | Quota Curr | Total Attainment | Total Payout | Payout Curr | Payment Due |
|-----------------------------|------------|-------------------|------------|------------------|--------------|-------------|-------------|
| Tertiary Total Bookings     | 06/22/2018 | 5,246,880         | USD        | 1,150,976        | 2,193.64     | USD         | 05/31/2018  |
| Tertiary Total Bookings     | 03/15/2019 | 5,246,880         | USD        | 1,150,976        | 59.67        | USD         | 05/31/2018  |

**Sales Incentives**

| Compensation Plan Component | Run Date   | Quota/Goal Amount | Quota Curr | Total Attainment | Total Payout | Payout Curr | Payment Due |
|-----------------------------|------------|-------------------|------------|------------------|--------------|-------------|-------------|
| MBO                         | 06/22/2018 | 100               |            | 150              | 3,750.00     | USD         | 05/31/2018  |

**Total Sales Incentives** 8,784.57

**Totals For Quarter: 2019/1 - 03/01/2018 thru 05/31/2018**

|                     | Sales Incentives | Bonuses | Adjustments | Clawbacks | Other Payments | Total Sales 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 |

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

**Sales Incentives**

| Compensation Plan Component | Run Date   | Quota/Goal Amount | Quota Curr | Total Attainment | Total Payout | Payout Curr | Payment Due |
|-----------------------------|------------|-------------------|------------|------------------|--------------|-------------|-------------|
| Single Year Bookings        | 09/14/2018 | 64,766,341        | USD        | 24,306,863       | 0.00         | USD         | 08/31/2018  |
| Single Year Bookings        | 12/17/2018 | 64,766,341        | USD        | 24,218,778       | 0.00         | USD         | 08/31/2018  |
| Single Year Bookings        | 03/15/2019 | 64,766,341        | USD        | 24,237,314       | 0.00         | USD         | 08/31/2018  |
| Single Year Bookings        | 06/24/2019 | 64,766,341        | USD        | 24,195,521       | 0.00         | USD         | 08/31/2018  |
| Single Year Bookings        | 09/16/2019 | 64,766,341        | USD        | 24,176,649       | 0.00         | USD         | 08/31/2018  |
| Single Year Bookings        | 12/19/2019 | 64,766,341        | USD        | 24,160,096       | 0.00         | USD         | 08/31/2018  |

**Sales Incentives**

| Compensation Plan Component | Run Date   | Quota/Goal Amount | Quota Curr | Total Attainment | Total Payout | Payout Curr | Payment Due |
|-----------------------------|------------|-------------------|------------|------------------|--------------|-------------|-------------|
| Total Bookings              | 09/14/2018 | 87,788,089        | USD        | 32,946,945       | 1,967.63     | USD         | 08/31/2018  |
| Total Bookings              | 12/17/2018 | 87,788,089        | USD        | 32,827,549       | 1.54         | USD         | 08/31/2018  |
| Total Bookings              | 03/15/2019 | 87,788,089        | USD        | 32,852,674       | 54.44        | USD         | 08/31/2018  |
| Total Bookings              | 09/16/2019 | 87,788,089        | USD        | 32,770,445       | 2.29         | USD         | 08/31/2018  |
| Total Bookings              | 12/19/2019 | 87,788,089        | USD        | 32,748,007       | 0.26         | USD         | 08/31/2018  |

**Sales Incentives**

| Compensation Plan Component | Run Date   | Quota/Goal Amount | Quota Curr | Total Attainment | Total Payout | Payout Curr | Payment Due |
|-----------------------------|------------|-------------------|------------|------------------|--------------|-------------|-------------|
| OYB Paid Now                | 09/14/2018 | 11,510,874        | USD        | 4,490,835        | 53.07        | USD         | 08/31/2018  |
| OYB Paid Now                | 12/17/2018 | 11,510,874        | USD        | 4,490,741        | 0.00         | USD         | 08/31/2018  |

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



**Red Hat, Inc.**  
**Sales Incentive Statement**  
**Shadd Gallegos**

As Of: P2020/3

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

OYB Paid Now 03/15/2019 11,510,874 USD 4,490,835 1.26 USD 08/31/2018

**Sales Incentives**

| Compensation Plan Component    | Run Date   | Quota/Goal Amount | Quota Curr | Total Attainment | Total Payout | Payout Curr | Payment Due |
|--------------------------------|------------|-------------------|------------|------------------|--------------|-------------|-------------|
| Secondary Single Year Bookings | 09/14/2018 | 35,625,171        | USD        | 5,159,466        | 0.00         | USD         | 08/31/2018  |
| Secondary Single Year Bookings | 03/16/2020 | 35,625,171        | USD        | 5,152,469        | 0.00         | USD         | 08/31/2018  |
| Secondary Single Year Bookings | 10/23/2020 | 35,625,171        | USD        | 5,159,466        | 0.00         | USD         | 08/31/2018  |

| Opp #       | Close Date | Customer Name         | Curr | Total Attainment | Clawback Attainment | 60 Day Rule |
|-------------|------------|-----------------------|------|------------------|---------------------|-------------|
| - 3390776   | 07/25/2018 | Delta Air Lines, Inc. | USD  | 13,975           | 6,997               | 0           |
| + 3390776   | 07/25/2018 | Delta Air Lines, Inc. | USD  | 20,972           | 0                   | 0           |
| Net Change: |            |                       |      | 6,997            | 6,997-              | 0           |

**Sales Incentives**

| Compensation Plan Component | Run Date   | Quota/Goal Amount | Quota Curr | Total Attainment | Total Payout | Payout Curr | Payment Due |
|-----------------------------|------------|-------------------|------------|------------------|--------------|-------------|-------------|
| Secondary Total Bookings    | 09/14/2018 | 52,567,434        | USD        | 7,613,153        | 776.60       | USD         | 08/31/2018  |
| Secondary Total Bookings    | 03/15/2019 | 52,567,434        | USD        | 7,613,153        | 21.15        | USD         | 08/31/2018  |
| Secondary Total Bookings    | 03/16/2020 | 52,567,434        | USD        | 7,602,828        | 3.01-        | USD         | 08/31/2018  |
| Secondary Total Bookings    | 10/23/2020 | 52,567,434        | USD        | 7,613,153        | 3.01         | USD         | 08/31/2018  |

| Opp #       | Close Date | Customer Name         | Curr | Total Attainment | Clawback Attainment | 60 Day Rule |
|-------------|------------|-----------------------|------|------------------|---------------------|-------------|
| - 3390776   | 07/25/2018 | Delta Air Lines, Inc. | USD  | 40,708           | 20,381              | 0           |
| + 3390776   | 07/25/2018 | Delta Air Lines, Inc. | USD  | 61,089           | 0                   | 0           |
| Net Change: |            |                       |      | 20,381           | 20,381-             | 0           |

**Sales Incentives**

| Compensation Plan Component   | Run Date   | Quota/Goal Amount | Quota Curr | Total Attainment | Total Payout | Payout Curr | Payment Due |
|-------------------------------|------------|-------------------|------------|------------------|--------------|-------------|-------------|
| Tertiary Single Year Bookings | 09/14/2018 | 3,591,294         | USD        | 1,028,377        | 0.00         | USD         | 08/31/2018  |

**Sales Incentives**

| Compensation Plan Component | Run Date   | Quota/Goal Amount | Quota Curr | Total Attainment | Total Payout | Payout Curr | Payment Due |
|-----------------------------|------------|-------------------|------------|------------------|--------------|-------------|-------------|
| Tertiary Total Bookings     | 09/14/2018 | 5,246,880         | USD        | 1,324,746        | 331.19       | USD         | 08/31/2018  |
| Tertiary Total Bookings     | 03/15/2019 | 5,246,880         | USD        | 1,324,746        | 9.00         | USD         | 08/31/2018  |

**Sales Incentives**

| Compensation Plan Component | Run Date   | Quota/Goal Amount | Quota Curr | Total Attainment | Total Payout | Payout Curr | Payment Due |
|-----------------------------|------------|-------------------|------------|------------------|--------------|-------------|-------------|
| MBO                         | 09/14/2018 | 100               |            | 150              | 3,750.00     | USD         | 08/31/2018  |

**Total Sales Incentives**

6,960.25

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



**Red Hat, Inc.**  
**Sales Incentive Statement**  
**Shadd Gallegos**  
As Of: P2020/3

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**

|                     | <u>Sales Incentives</u> | <u>Bonuses</u> | <u>Adjustments</u> | <u>Clawbacks</u> | <u>Other Payments</u> | <u>Total Sales Incentives</u> |     |
|---------------------|-------------------------|----------------|--------------------|------------------|-----------------------|-------------------------------|-----|
| 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**

| Compensation Plan Component | Run Date   | Quota/Goal Amount | Quota Curr | Total Attainment | Total Payout | 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**

| Compensation Plan Component | Run Date   | Quota/Goal Amount | Quota Curr | Total Attainment | Total Payout | 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**

| Compensation Plan Component | Run Date   | Quota/Goal Amount | Quota Curr | Total Attainment | Total Payout | 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**

| Compensation Plan Component    | Run Date   | Quota/Goal Amount | Quota Curr | Total Attainment | Total Payout | Payout Curr | Payment Due |
|--------------------------------|------------|-------------------|------------|------------------|--------------|-------------|-------------|
| Secondary Single Year Bookings | 12/17/2018 | 35,625,171        | USD        | 9,426,352        | 0.00         | USD         | 11/30/2018  |
| Secondary Single Year Bookings | 03/15/2019 | 35,625,171        | USD        | 9,435,128        | 0.00         | USD         | 11/30/2018  |
| Secondary Single Year Bookings | 03/16/2020 | 35,625,171        | USD        | 9,428,131        | 0.00         | USD         | 11/30/2018  |
| Secondary Single Year Bookings | 10/23/2020 | 35,625,171        | USD        | 9,435,128        | 0.00         | USD         | 11/30/2018  |

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

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

| Sales Incentives            |  | Run Date   | Quota/Goal Amount | Quota Curr | Total Attainment | Total Payout | Payout Curr | Payout Due |
|-----------------------------|--|------------|-------------------|------------|------------------|--------------|-------------|------------|
| Compensation Plan Component |  |            |                   |            |                  |              |             |            |
| Secondary Total Bookings    |  | 12/17/2018 | 52,567,434        | USD        | 13,909,242       | 1,770.98     | USD         | 11/30/2018 |
| Secondary Total Bookings    |  | 03/15/2019 | 52,567,434        | USD        | 13,922,192       | 50.36        | USD         | 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        | USD        | 13,922,192       | 0.01-        | USD         | 11/30/2018 |

| Sales Incentives              |            | Quota             | Payout           |
|-------------------------------|------------|-------------------|------------------|
| Compensation Plan Component   | Run Date   | Quota/Goal Amount | Total Attainment |
| Tertiary Single Year Bookings | 12/17/2018 | 3,591,294         | 1,353,126        |
|                               |            | USD               | 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 |
| Tertiary Total Bookings     | 12/17/2018 | 5,246,880         | USD  | 1,714,947        | 743.68       | USD  | 11/30/2018  |
| Tertiary Total Bookings     | 03/15/2019 | 5,246,880         | USD  | 1,714,947        | 20.23        | USD  | 11/30/2018  |

| Sales Incentives            |            |                   |      | Quota            |              | Payout |             |
|-----------------------------|------------|-------------------|------|------------------|--------------|--------|-------------|
| Compensation Plan Component | Run Date   | Quota/Goal Amount | Curr | Total Attainment | Total Payout | Curr   | Payment Due |
| MBO                         | 12/17/2018 | 100               |      | 122              | 3,050.00     | USD    | 11/30/2018  |

|                               |          |
|-------------------------------|----------|
| <b>Total Sales Incentives</b> | 8,531.93 |
|-------------------------------|----------|

|                     | <u>Sales Incentives</u> | <u>Bonuses</u> | <u>Adjustments</u> | <u>Clawbacks</u> | <u>Other Payments</u> | <u>Total Sales Incentives</u> |     |
|---------------------|-------------------------|----------------|--------------------|------------------|-----------------------|-------------------------------|-----|
| Total Earned        | 8,531.93                | 0.00           | 0.00               | 0.00             | 0.00                  | 8,531.93                      |     |
| Less Prior Payments | 8,531.94                | 0.00           | 0.00               | 0.00             | 0.00                  | 8,531.94                      |     |
| New Amount Due      | 0.01-                   | 0.00           | 0.00               | 0.00             | 0.00                  | 0.01-                         | USD |

| Sales Incentives            |            |                   | Quota |                  | Payout       |      |             |
|-----------------------------|------------|-------------------|-------|------------------|--------------|------|-------------|
| Compensation Plan Component | Run Date   | Quota/Goal Amount | Curr  | Total Attainment | Total Payout | Curr | Payment Due |
| Single Year Bookings        | 03/15/2019 | 64,766,341        | USD   | 64,463,142       | 0.00         | USD  | 02/28/2019  |
| Single Year Bookings        | 06/24/2019 | 64,766,341        | USD   | 63,628,708       | 0.00         | USD  | 02/28/2019  |
| Single Year Bookings        | 09/16/2019 | 64,766,341        | USD   | 63,543,446       | 0.00         | USD  | 02/28/2019  |
| Single Year Bookings        | 12/19/2019 | 64,766,341        | USD   | 63,469,347       | 0.00         | USD  | 02/28/2019  |
| Single Year Bookings        | 03/16/2020 | 64,766,341        | USD   | 63,296,322       | 0.00         | USD  | 02/28/2019  |
| Single Year Bookings        | 07/17/2020 | 64,766,341        | USD   | 63,332,950       | 0.00         | USD  | 02/28/2019  |

| Sales Incentives   |          | Quota             | Payout           |
|--|----------|-------------------|------------------|
| Compensation Plan Component  | Run Date | Quota/Goal Amount | Total Attainment |
|  |          | 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 |          |                   |                  |



**Red Hat, Inc.**  
**Sales Incentive Statement**  
**Shadd Gallegos**  
As Of: P2020/3

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

|                |            |            |     |            |          |     |            |
|----------------|------------|------------|-----|------------|----------|-----|------------|
| Total Bookings | 03/15/2019 | 87,788,089 | USD | 87,377,115 | 4,656.41 | USD | 02/28/2019 |
| Total Bookings | 06/24/2019 | 87,788,089 | USD | 86,246,075 | 5.39-    | USD | 02/28/2019 |
| Total Bookings | 09/16/2019 | 87,788,089 | USD | 86,130,505 | 0.58-    | USD | 02/28/2019 |
| Total Bookings | 12/19/2019 | 87,788,089 | USD | 86,030,068 | 2.76-    | USD | 02/28/2019 |
| Total Bookings | 03/16/2020 | 87,788,089 | USD | 85,795,539 | 13.06-   | USD | 02/28/2019 |
| Total Bookings | 07/17/2020 | 87,788,089 | USD | 85,845,187 | 7.53     | USD | 02/28/2019 |

**Sales Incentives**

| Compensation Plan Component | Run Date   | Quota/Goal Amount | Quota Curr | Total Attainment | Total Payout | Payout Curr | Payment Due |
|-----------------------------|------------|-------------------|------------|------------------|--------------|-------------|-------------|
| OYB Paid Now                | 03/15/2019 | 11,510,874        | USD        | 13,075,716       | 56.32        | USD         | 02/28/2019  |
| OYB Paid Now                | 06/24/2019 | 11,510,874        | USD        | 13,075,277       | 0.01-        | USD         | 02/28/2019  |
| OYB Paid Now                | 09/16/2019 | 11,510,874        | USD        | 13,075,608       | 0.01         | USD         | 02/28/2019  |
| OYB Paid Now                | 07/17/2020 | 11,510,874        | USD        | 13,071,131       | 0.01-        | USD         | 02/28/2019  |

**Sales Incentives**

| Compensation Plan Component    | Run Date   | Quota/Goal Amount | Quota Curr | Total Attainment | Total Payout | Payout Curr | Payment Due |
|--------------------------------|------------|-------------------|------------|------------------|--------------|-------------|-------------|
| Secondary Single Year Bookings | 03/15/2019 | 35,625,171        | USD        | 14,439,643       | 0.00         | USD         | 02/28/2019  |
| Secondary Single Year Bookings | 03/16/2020 | 35,625,171        | USD        | 14,432,646       | 0.00         | USD         | 02/28/2019  |
| Secondary Single Year Bookings | 10/23/2020 | 35,625,171        | USD        | 14,439,643       | 0.00         | USD         | 02/28/2019  |

**Sales Incentives**

| Compensation Plan Component | Run Date   | Quota/Goal Amount | Quota Curr | Total Attainment | Total Payout | Payout Curr | Payment Due |
|-----------------------------|------------|-------------------|------------|------------------|--------------|-------------|-------------|
| Secondary Total Bookings    | 03/15/2019 | 52,567,434        | USD        | 21,306,704       | 1,903.24     | USD         | 02/28/2019  |

**Sales Incentives**

| Compensation Plan Component   | Run Date   | Quota/Goal Amount | Quota Curr | Total Attainment | Total Payout | Payout Curr | Payment Due |
|-------------------------------|------------|-------------------|------------|------------------|--------------|-------------|-------------|
| Tertiary Single Year Bookings | 03/15/2019 | 3,591,294         | USD        | 4,570,622        | 0.00         | USD         | 02/28/2019  |

**Sales Incentives**

| Compensation Plan Component | Run Date   | Quota/Goal Amount | Quota Curr | Total Attainment | Total Payout | Payout Curr | Payment Due |
|-----------------------------|------------|-------------------|------------|------------------|--------------|-------------|-------------|
| Tertiary Total Bookings     | 03/15/2019 | 5,246,880         | USD        | 5,187,589        | 6,798.51     | USD         | 02/28/2019  |

**Sales Incentives**

| Compensation Plan Component | Run Date   | Quota/Goal Amount | Quota Curr | Total Attainment | Total Payout | Payout Curr | Payment Due |
|-----------------------------|------------|-------------------|------------|------------------|--------------|-------------|-------------|
| MBO                         | 03/15/2019 | 100               |            | 131              | 3,631.32     | USD         | 02/28/2019  |

**Sales Incentives**

| Compensation Plan Component | Run Date   | Quota/Goal Amount | Quota Curr | Total Attainment | Total Payout | Payout Curr | Payment Due |
|-----------------------------|------------|-------------------|------------|------------------|--------------|-------------|-------------|
| 2H SYB Incentive            | 03/15/2019 | 39,134,939        | USD        | 32,070,455       | 0.00         | USD         | 02/28/2019  |

**Total Sales Incentives**

17,031.53

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





**Red Hat, Inc.**  
**Sales Incentive Statement**  
**Shadd Gallegos**  
 As Of: P2020/3

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**

|                     | <u>Sales Incentives</u> | <u>Bonuses</u> | <u>Adjustments</u> | <u>Clawbacks</u> | <u>Other Payments</u> | <u>Total Sales Incentives</u> |     |
|---------------------|-------------------------|----------------|--------------------|------------------|-----------------------|-------------------------------|-----|
| 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                          | USD |

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

|                     | <u>Sales Incentives</u> | <u>Bonuses</u> | <u>Adjustments</u> | <u>Clawbacks</u> | <u>Other Payments</u> | <u>Total Sales Incentives</u> |     |
|---------------------|-------------------------|----------------|--------------------|------------------|-----------------------|-------------------------------|-----|
| 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



**Red Hat, Inc.**  
**Sales Incentive Statement**  
**Shadd Gallegos**  
As Of: P2020/3

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 | SAP SE                                      |          |                 |              |                 |
| 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 | 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 | 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        |



**Red Hat, Inc.**  
**Sales Incentive Statement**  
**Shadd Gallegos**

As Of: P2020/3

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

**Compensation Plan: 03/01/2019 thru 02/29/2020 - 2020 NA SA\_Ansible\_Tiger\_100%NTB,SYB,Svc(A) Version 1**

**Quarter: 2020/1 - 03/01/2019 thru 05/31/2019**

**Sales Incentives**

| Compensation Plan Component | Run Date   | Quota/Gol Amount | Quota<br>Curr | Total Attainment | Total Payout | Payout<br>Curr | Payment Due |
|-----------------------------|------------|------------------|---------------|------------------|--------------|----------------|-------------|
| Data, MCM & Security        | 03/16/2020 |                  | USD           | 0                | 0.00         | USD            | 05/31/2019  |

**Sales Incentives**

| Compensation Plan Component | Run Date   | Quota/Gol Amount | Quota<br>Curr | Total Attainment | Total Payout | Payout<br>Curr | Payment Due |
|-----------------------------|------------|------------------|---------------|------------------|--------------|----------------|-------------|
| New Subs SYB                | 06/24/2019 | 6,337,397        | USD           | 1,774,987        | 0.00         | USD            | 05/31/2019  |

**Sales Incentives**

| Compensation Plan Component | Run Date   | Quota/Gol Amount | Quota<br>Curr | Total Attainment | Total Payout | Payout<br>Curr | Payment Due |
|-----------------------------|------------|------------------|---------------|------------------|--------------|----------------|-------------|
| SYB1                        | 12/19/2019 | 17,744,713       | USD           | 3,301,513        | 0.00         | USD            | 05/31/2019  |
| SYB1                        | 07/17/2020 | 17,744,713       | USD           | 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 | Clawback Attainment |
|-------------|------------|---------------------|------|------------------|---------------------|
| - 3671370   | 05/29/2019 | Chevron U.S.A. Inc. | USD  | 887,549          | 0                   |
| + 3671370   | 05/29/2019 | Chevron U.S.A. Inc. | USD  | 591,984          | 295,565             |
| Net Change: |            |                     |      | 295,565-         | 295,565             |

**Sales Incentives**

| Compensation Plan Component | Run Date   | Quota/Gol Amount | Quota<br>Curr | Total Attainment | Total Payout | Payout<br>Curr | Payment Due |
|-----------------------------|------------|------------------|---------------|------------------|--------------|----------------|-------------|
| New Subs TB                 | 06/24/2019 | 11,407,316       | USD           | 3,858,749        | 7,473.65     | USD            | 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**

| Compensation Plan Component | Run Date   | Quota/Gol Amount | Quota<br>Curr | Total Attainment | Total Payout | Payout<br>Curr | Payment Due |
|-----------------------------|------------|------------------|---------------|------------------|--------------|----------------|-------------|
| New Subs SYB                | 06/24/2019 | 6,337,397        | USD           | 1,774,987        | 3,437.81     | USD            | 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        | USD           | 1,774,987        | 116.28       | USD            | 05/31/2019  |
| New Subs SYB                | 07/17/2020 | 6,337,397        | USD           | 1,774,987        | 0.00         | USD            | 05/31/2019  |

**Sales Incentives**

| Compensation Plan Component | Run Date   | Quota/Gol Amount | Quota<br>Curr | Total Attainment | Total Payout | Payout<br>Curr | Payment Due |
|-----------------------------|------------|------------------|---------------|------------------|--------------|----------------|-------------|
| New Services TB             | 06/24/2019 | 5,153,795        | USD           | 1,525,326        | 2,954.26     | USD            | 05/31/2019  |
| New Services TB             | 09/16/2019 | 5,153,795        | USD           | 1,526,526        | 202.39       | USD            | 05/31/2019  |

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



**Red Hat, Inc.**  
**Sales Incentive Statement**  
**Shadd Gallegos**

As Of: P2020/3

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

|                 |            |               |           |             |            |
|-----------------|------------|---------------|-----------|-------------|------------|
| New Services TB | 03/16/2020 | 5,153,795 USD | 1,526,526 | 99.99 USD   | 05/31/2019 |
| New Services TB | 07/17/2020 | 5,153,795 USD | 1,519,136 | 15.76- USD  | 05/31/2019 |
| New Services TB | 10/23/2020 | 5,153,795 USD | 1,223,571 | 630.55- USD | 05/31/2019 |

| Opp #       | Close Date | Customer Name       | Curr | Total Attainment | Clawback Attainment |
|-------------|------------|---------------------|------|------------------|---------------------|
| - 3671370   | 05/29/2019 | Chevron U.S.A. Inc. | USD  | 887,549          | 0                   |
| + 3671370   | 05/29/2019 | Chevron U.S.A. Inc. | USD  | 591,984          | 295,565             |
| Net Change: |            |                     |      | 295,565-         | 295,565             |
|             |            |                     |      | =====            | =====               |

**Total Sales Incentives** 14,629.18

**Totals For Quarter: 2020/1 - 03/01/2019 thru 05/31/2019**

|                     | <u>Sales Incentives</u> | <u>Bonuses</u> | <u>Adjustments</u> | <u>Clawbacks</u> | <u>Other Payments</u> | <u>Total Sales Incentives</u> |
|---------------------|-------------------------|----------------|--------------------|------------------|-----------------------|-------------------------------|
| Total Earned        | 14,629.18               | 0.00           | 0.00               | 0.00             | 0.00                  | 14,629.18                     |
| Less Prior Payments | 15,259.73               | 0.00           | 0.00               | 0.00             | 0.00                  | 15,259.73                     |
| New Amount Due      | 630.55-                 | 0.00           | 0.00               | 0.00             | 0.00                  | 630.55- USD                   |

**Quarter: 2020/2 - 06/01/2019 thru 08/31/2019**

**Sales Incentives**

| Compensation Plan Component | Run Date   | Quota/Goal Amount | Quota Curr | Total Attainment | Total Payout | Payout Curr | Payment Due |
|-----------------------------|------------|-------------------|------------|------------------|--------------|-------------|-------------|
| Data, MCM & Security        | 03/16/2020 |                   | USD        | 0                | 0.00         | USD         | 08/31/2019  |

**Sales Incentives**

| Compensation Plan Component | Run Date   | Quota/Goal Amount | Quota Curr | Total Attainment | Total Payout | Payout Curr | Payment Due |
|-----------------------------|------------|-------------------|------------|------------------|--------------|-------------|-------------|
| New Subs SYB                | 09/16/2019 | 6,337,397         | USD        | 3,044,956        | 0.00         | USD         | 08/31/2019  |

**Sales Incentives**

| Compensation Plan Component | Run Date   | Quota/Goal Amount | Quota Curr | Total Attainment | Total Payout | Payout Curr | Payment Due |
|-----------------------------|------------|-------------------|------------|------------------|--------------|-------------|-------------|
| SYB1                        | 12/19/2019 | 17,744,713        | USD        | 5,538,858        | 0.00         | USD         | 08/31/2019  |
| SYB1                        | 07/17/2020 | 17,744,713        | USD        | 5,515,134        | 0.00         | USD         | 08/31/2019  |
| SYB1                        | 10/23/2020 | 17,744,713        | USD        | 5,116,972        | 0.00         | USD         | 08/31/2019  |

| Opp #       | Close Date | Customer Name                   | Curr | Total Attainment | Clawback Attainment |
|-------------|------------|---------------------------------|------|------------------|---------------------|
| - 3728864   | 08/28/2019 | Chevron U.S.A. Inc.             | USD  | 172,910          | 0                   |
| + 3728864   | 08/28/2019 | Chevron U.S.A. Inc.             | USD  | 124,512          | 48,398              |
| - 3722396   | 08/29/2019 | Health Care Service Corporation | USD  | 207,900          | 0                   |
| + 3722396   | 08/29/2019 | Health Care Service Corporation | USD  | 153,700          | 54,200              |
| Net Change: |            |                                 |      | 102,597-         | 102,597             |
|             |            |                                 |      | =====            | =====               |

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



**Red Hat, Inc.**  
**Sales Incentive Statement**  
**Shadd Gallegos**

As Of: P2020/3

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

**Sales Incentives**

| Compensation Plan Component | Run Date   | Quota/Goal Amount | Quota Curr | Total Attainment | Total Payout | Payout Curr | Payment Due |
|-----------------------------|------------|-------------------|------------|------------------|--------------|-------------|-------------|
| New Subs TB                 | 09/16/2019 | 11,407,316        | USD        | 6,869,961        | 6,226.78     | USD         | 08/31/2019  |
| New Subs TB                 | 03/16/2020 | 11,407,316        | USD        | 6,869,961        | 197.25       | USD         | 08/31/2019  |
| New Subs TB                 | 07/17/2020 | 11,407,316        | USD        | 6,869,961        | 0.00         | USD         | 08/31/2019  |

**Sales Incentives**

| Compensation Plan Component | Run Date   | Quota/Goal Amount | Quota Curr | Total Attainment | Total Payout | Payout Curr | Payment Due |
|-----------------------------|------------|-------------------|------------|------------------|--------------|-------------|-------------|
| New Subs SYB                | 09/16/2019 | 6,337,397         | USD        | 3,044,956        | 2,626.13     | USD         | 08/31/2019  |
| New Subs SYB                | 03/16/2020 | 6,337,397         | USD        | 3,044,956        | 83.18        | USD         | 08/31/2019  |
| New Subs SYB                | 07/17/2020 | 6,337,397         | USD        | 3,044,956        | 0.00         | USD         | 08/31/2019  |

**Sales Incentives**

| Compensation Plan Component | Run Date   | Quota/Goal Amount | Quota Curr | Total Attainment | Total Payout | Payout Curr | Payment Due |
|-----------------------------|------------|-------------------|------------|------------------|--------------|-------------|-------------|
| New Services TB             | 09/16/2019 | 5,153,795         | USD        | 2,493,902        | 2,000.40     | USD         | 08/31/2019  |
| New Services TB             | 03/16/2020 | 5,153,795         | USD        | 2,493,902        | 63.38        | USD         | 08/31/2019  |
| New Services TB             | 07/17/2020 | 5,153,795         | USD        | 2,470,178        | 34.86-       | USD         | 08/31/2019  |
| New Services TB             | 10/23/2020 | 5,153,795         | USD        | 2,072,016        | 218.87-      | USD         | 08/31/2019  |

| Opp #       | Close Date | Customer Name                   | Curr | Total Attainment | Clawback Attainment |
|-------------|------------|---------------------------------|------|------------------|---------------------|
| - 3728864   | 08/28/2019 | Chevron U.S.A. Inc.             | USD  | 172,910          | 0                   |
| + 3728864   | 08/28/2019 | Chevron U.S.A. Inc.             | USD  | 124,512          | 48,398              |
| - 3722396   | 08/29/2019 | Health Care Service Corporation | USD  | 207,900          | 0                   |
| + 3722396   | 08/29/2019 | Health Care Service Corporation | USD  | 153,700          | 54,200              |
| Net Change: |            |                                 |      | 102,597-         | 102,597             |

**Total Sales Incentives**

10,943.39

**Totals For Quarter: 2020/2 - 06/01/2019 thru 08/31/2019**

|                     | Sales Incentives | Bonuses | Adjustments | Clawbacks | Other Payments | Total Sales Incentives |
|---------------------|------------------|---------|-------------|-----------|----------------|------------------------|
| Total Earned        | 10,943.39        | 0.00    | 0.00        | 0.00      | 0.00           | 10,943.39              |
| Less Prior Payments | 11,162.26        | 0.00    | 0.00        | 0.00      | 0.00           | 11,162.26              |
| New Amount Due      | 218.87-          | 0.00    | 0.00        | 0.00      | 0.00           | 218.87- USD            |

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

**Sales Incentives**

| Compensation Plan Component | Run Date   | Quota/Goal Amount | Quota Curr | Total Attainment | Total Payout | Payout Curr | Payment Due |
|-----------------------------|------------|-------------------|------------|------------------|--------------|-------------|-------------|
| Data, MCM & Security        | 03/16/2020 |                   | USD        | 0                | 0.00         | USD         | 11/30/2019  |

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



**Red Hat, Inc.**  
**Sales Incentive Statement**  
**Shadd Gallegos**

As Of: P2020/3

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

**Sales Incentives**

| Compensation Plan Component | Run Date   | Quota/Goal Amount | Quota<br>Curr | Total Attainment | Total Payout | Payout<br>Curr | 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  |

**Sales Incentives**

| Compensation Plan Component | Run Date   | Quota/Goal Amount | Quota<br>Curr | Total Attainment | Total Payout | Payout<br>Curr | Payment Due |
|-----------------------------|------------|-------------------|---------------|------------------|--------------|----------------|-------------|
| SYB1                        | 12/19/2019 | 17,744,713        | USD           | 8,363,698        | 0.00         | USD            | 11/30/2019  |
| SYB1                        | 03/16/2020 | 17,744,713        | USD           | 8,334,176        | 0.00         | USD            | 11/30/2019  |
| SYB1                        | 07/17/2020 | 17,744,713        | USD           | 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  |

| Opp #       | Close Date | Customer Name                      | Curr | Total Attainment | Clawback 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                  |
| Net Change: |            |                                    |      | 55,813           | 55,813-             |

**Sales Incentives**

| Compensation Plan Component | Run Date   | Quota/Goal Amount | Quota<br>Curr | Total Attainment | Total Payout | Payout<br>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        | USD           | 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 Incentives**

| Compensation Plan Component | Run Date   | Quota/Goal Amount | Quota<br>Curr | Total Attainment | Total Payout | Payout<br>Curr | Payment Due |
|-----------------------------|------------|-------------------|---------------|------------------|--------------|----------------|-------------|
| New Subs SYB                | 12/19/2019 | 6,337,397         | USD           | 3,853,173        | 1,671.28     | USD            | 11/30/2019  |
| New Subs SYB                | 03/16/2020 | 6,337,397         | USD           | 3,850,181        | 46.57        | USD            | 11/30/2019  |
| New Subs SYB                | 07/17/2020 | 6,337,397         | USD           | 3,850,181        | 0.00         | USD            | 11/30/2019  |

**Sales Incentives**

| Compensation Plan Component | Run Date   | Quota/Goal Amount | Quota<br>Curr | Total Attainment | Total Payout | Payout<br>Curr | Payment Due |
|-----------------------------|------------|-------------------|---------------|------------------|--------------|----------------|-------------|
| New Services TB             | 12/19/2019 | 5,153,795         | USD           | 4,521,600        | 4,193.01     | USD            | 11/30/2019  |
| New Services TB             | 03/16/2020 | 5,153,795         | USD           | 4,483,995        | 52.59        | USD            | 11/30/2019  |
| New Services TB             | 07/17/2020 | 5,153,795         | USD           | 4,411,013        | 105.08-      | USD            | 11/30/2019  |
| New Services TB             | 10/23/2020 | 5,153,795         | USD           | 4,068,664        | 119.06       | USD            | 11/30/2019  |

| Opp #     | Close Date | Customer Name                      | Curr | Total Attainment | Clawback 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                  |

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



**Red Hat, Inc.**  
**Sales Incentive Statement**  
**Shadd Gallegos**  
As Of: P2020/3

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

New Services TB (continued)

| Opp # | Close Date | Customer Name | Curr        | Total Attainment | Clawback Attainment |
|-------|------------|---------------|-------------|------------------|---------------------|
|       |            |               |             | -----            | -----               |
|       |            |               | Net Change: | 55,813           | 55,813-             |
|       |            |               |             | =====            | =====               |

**Total Sales Incentives** 12,264.31

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

|                     | <u>Sales Incentives</u> | <u>Bonuses</u> | <u>Adjustments</u> | <u>Clawbacks</u> | <u>Other Payments</u> | <u>Total Sales Incentives</u> |     |
|---------------------|-------------------------|----------------|--------------------|------------------|-----------------------|-------------------------------|-----|
| 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                        | USD |

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

**Sales Incentives**

| Compensation Plan Component | Run Date   | Quota/Goal Amount | Quota Curr | Total Attainment | Total Payout | 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**

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

**Sales Incentives**

| Compensation Plan Component | Run Date   | Quota/Goal Amount | Quota Curr | Total Attainment | Total Payout | 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 | Clawback 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 | Quota Curr | Total Attainment | Total Payout | 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  |

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



**Red Hat, Inc.**  
**Sales Incentive Statement**  
**Shadd Gallegos**  
As Of: P2020/3

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

**Sales Incentives**

| Compensation Plan Component | Run Date   | Quota/Goal Amount | Quota Curr | Total Attainment | Total Payout | Payout Curr | Payment Due |
|-----------------------------|------------|-------------------|------------|------------------|--------------|-------------|-------------|
| New Subs SYB                | 03/16/2020 | 6,337,397         | USD        | 5,522,176        | 3,566.98     | USD         | 02/29/2020  |
| New Subs SYB                | 07/17/2020 | 6,337,397         | USD        | 5,525,415        | 6.91         | USD         | 02/29/2020  |

**Sales Incentives**

| Compensation Plan Component | Run Date   | Quota/Goal Amount | Quota Curr | Total Attainment | Total Payout | Payout Curr | Payment Due |
|-----------------------------|------------|-------------------|------------|------------------|--------------|-------------|-------------|
| New Services TB             | 03/16/2020 | 5,153,795         | USD        | 6,152,771        | 3,560.11     | USD         | 02/29/2020  |
| New Services TB             | 07/17/2020 | 5,153,795         | USD        | 6,079,789        | 0.01         | USD         | 02/29/2020  |
| New Services TB             | 10/23/2020 | 5,153,795         | USD        | 5,686,700        | 108.25-      | USD         | 02/29/2020  |

| Opp #       | Close Date | Customer Name | Curr | Total Attainment | Clawback 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              |

**Total Sales Incentives** 21,914.48

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

|                     | Sales Incentives | Bonuses | Adjustments | Clawbacks | Other Payments | Total Sales Incentives |
|---------------------|------------------|---------|-------------|-----------|----------------|------------------------|
| Total Earned        | 21,914.48        | 0.00    | 0.00        | 0.00      | 0.00           | 21,914.48              |
| Less Prior Payments | 22,022.73        | 0.00    | 0.00        | 0.00      | 0.00           | 22,022.73              |
| New Amount Due      | 108.25-          | 0.00    | 0.00        | 0.00      | 0.00           | 108.25- USD            |

**Totals For Compensation Plan: 03/01/2019 thru 02/29/2020 - 2020 NA SA\_Ansible\_Tiger\_100%NTB,SYB,Svc(A) Version 1**

|                     | Sales Incentives | Bonuses | Adjustments | Clawbacks | Other Payments | Total Sales Incentives |
|---------------------|------------------|---------|-------------|-----------|----------------|------------------------|
| Total Earned        | 59,751.36        | 0.00    | 0.00        | 0.00      | 0.00           | 59,751.36              |
| Less Prior Payments | 60,589.97        | 0.00    | 0.00        | 0.00      | 0.00           | 60,589.97              |
| New Amount Due      | 838.61-          | 0.00    | 0.00        | 0.00      | 0.00           | 838.61- USD            |

**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





**Red Hat, Inc.**  
**Sales Incentive Statement**  
**Shadd Gallegos**

As Of: P2020/3

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

**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           |
| =====   |            |                                    |          |                 |             |                 |



**Red Hat, Inc.**  
**Sales Incentive Statement**  
**Shadd Gallegos**

As Of: P2020/3

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

**Compensation Plan: 03/01/2020 thru 12/31/2020 - P2020 NA SA\_Tiger Team\_100% NSYB,NOYB,Svc(A) Version 1**

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

**Sales Incentives**

| Compensation Plan Component | Run Date   | Quota/Goal Amount | Quota Curr | Total Attainment | Total Payout | Payout Curr | Payment Due |
|-----------------------------|------------|-------------------|------------|------------------|--------------|-------------|-------------|
| New Subs SYB Primary        | 07/17/2020 | 4,266,188         | USD        | 1,274,662        | 6,234.52     | USD         | 06/30/2020  |

**Sales Incentives**

| Compensation Plan Component     | Run Date   | Quota/Goal Amount | Quota Curr | Total Attainment | Total Payout | Payout Curr | Payment Due |
|---------------------------------|------------|-------------------|------------|------------------|--------------|-------------|-------------|
| New Subs & Services OYB Primary | 07/17/2020 | 1,834,462         | USD        | 997,872          | 3,904.56     | USD         | 06/30/2020  |

**Sales Incentives**

| Compensation Plan Component | Run Date   | Quota/Goal Amount | Quota Curr | Total Attainment | Total Payout | Payout Curr | Payment Due |
|-----------------------------|------------|-------------------|------------|------------------|--------------|-------------|-------------|
| Services SYB Primary        | 07/17/2020 | 4,408,132         | USD        | 493,478          | 1,930.93     | USD         | 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 | Total Attainment | Clawback Attainment |
|-------------|------------|--------------------------|------|------------------|---------------------|
| - 3907513   | 04/29/2020 | Chevron Services Company | USD  | 191,163          | 0                   |
| + 3907513   | 04/29/2020 | Chevron Services Company | USD  | 96               | 191,068             |
| Net Change: |            |                          |      | 191,068-         | 191,068             |
|             |            |                          |      | =====            | =====               |

**Total Sales Incentives** 11,322.38

**Adjustments**

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

**Total Adjustments** 3,301.01

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

|                     | Sales Incentives | Bonuses | Adjustments | Clawbacks | Other 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               |

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



**Red Hat, Inc.**  
**Sales Incentive Statement**  
**Shadd Gallegos**  
 As Of: P2020/3

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

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

**Sales Incentives**

| Compensation Plan Component |            |                                       | Run Date   | Quota/Goal Amount | Quota Curr | Total Attainment | Total Payout        | Payout Curr | Payment Due |
|-----------------------------|------------|---------------------------------------|------------|-------------------|------------|------------------|---------------------|-------------|-------------|
| New Subs SYB Primary        |            |                                       | 10/23/2020 | 4,266,188         | USD        | 2,839,627        | 7,654.42            | USD         | 09/30/2020  |
| Opp #                       | Close Date | Customer Name                         |            |                   | Curr       | Total Attainment | Clawback Attainment |             |             |
| + 3824718                   | 07/10/2020 | Schneider National                    |            |                   | USD        | 52,260           | 0                   |             |             |
| + 4066198                   | 07/17/2020 | Atmos Energy                          |            |                   | USD        | 39,764           | 0                   |             |             |
| + 4068347                   | 07/29/2020 | Western Midstream                     |            |                   | USD        | 8,845            | 0                   |             |             |
| + 4081765                   | 07/29/2020 | 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                   | 09/21/2020 | Associated Wholesale Grocers          |            |                   | USD        | 2,804            | 0                   |             |             |
| + 3939850                   | 09/22/2020 | Apache Corporation                    |            |                   | USD        | 19,673           | 0                   |             |             |
| + 4134929                   | 09/24/2020 | 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



**Red Hat, Inc.**  
**Sales Incentive Statement**  
**Shadd Gallegos**  
As Of: P2020/3

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**

**Compensation Plan Component**

New Subs & Services OYB Primary

| Run Date   | Quota/Goal Amount | Quota | Total Attainment | Total Payout | Payout                             |
|------------|-------------------|-------|------------------|--------------|------------------------------------|
| 10/23/2020 | 1,834,462         | USD   | 3,186,717        | 8,564.72     | Curr Payment Due<br>USD 09/30/2020 |

| Opp #       | Close Date | Customer Name                       | Curr | Total Attainment | Clawback Attainment |
|-------------|------------|-------------------------------------|------|------------------|---------------------|
| + 4066198   | 07/17/2020 | Atmos Energy                        | USD  | 45,428           | 0                   |
| + 4068347   | 07/29/2020 | Western Midstream                   | USD  | 16,939           | 0                   |
| + 3763415   | 08/12/2020 | Zebra Technologies Inc.             | 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          | 0                   |
| + 4087736   | 08/31/2020 | BCBSA                               | USD  | 40,013           | 0                   |
| + 4071657   | 08/31/2020 | Alight Solutions LLC                | USD  | 99,660           | 0                   |
| + 4127951   | 09/18/2020 | Alight Solutions LLC                | USD  | 16,624           | 0                   |
| + 4112667   | 09/25/2020 | Eli Lilly And Company               | USD  | 8,241            | 0                   |
| + 4144275   | 09/28/2020 | Alight Solutions LLC                | USD  | 92,015-          | 0                   |
| + 3964759   | 09/29/2020 | Xcel Energy                         | USD  | 1,277,591        | 0                   |
| + 4114957   | 09/29/2020 | United Health Care Services         | USD  | 1,077            | 0                   |
| + 4145142   | 09/30/2020 | BCBSA                               | USD  | 101,819          | 0                   |
| + 4145253   | 09/30/2020 | BCBSA                               | USD  | 204,197          | 0                   |
| + 4149005   | 09/30/2020 | BCBSA                               | USD  | 47,589           | 0                   |
| + 4149148   | 09/30/2020 | BCBSA                               | USD  | 408,393          | 0                   |
| + 4148997   | 09/30/2020 | BCBSA                               | USD  | 101,819-         | 0                   |
| + 4149138   | 09/30/2020 | BCBSA                               | USD  | 101,819-         | 0                   |
| + 4149198   | 09/30/2020 | BCBSA                               | USD  | 204,197-         | 0                   |
| Net Change: |            |                                     |      | 2,188,845        | 0                   |

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



**Red Hat, Inc.**  
**Sales Incentive Statement**  
**Shadd Gallegos**  
As Of: P2020/3

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

**Sales Incentives**

| Compensation Plan Component | Run Date   | Quota/Goal Amount | Quota Curr | Total Attainment | Total Payout | Payout Curr | Payment Due |
|-----------------------------|------------|-------------------|------------|------------------|--------------|-------------|-------------|
| Services SYB Primary        | 10/23/2020 | 4,408,132         | USD        | 2,120,037        | 7,112.17     | USD         | 09/30/2020  |

| Opp #       | Close Date | Customer Name                        | Curr | Total Attainment | Clawback Attainment |
|-------------|------------|--------------------------------------|------|------------------|---------------------|
| + 4061358   | 07/06/2020 | Uline                                | USD  | 400              | 0                   |
| + 4061372   | 07/06/2020 | Eaton Corporation                    | USD  | 2,448            | 0                   |
| + 4068112   | 07/13/2020 | US Bank                              | USD  | 2,584            | 0                   |
| + 4045764   | 07/31/2020 | Citadel Investment Group             | USD  | 545,584          | 0                   |
| + 4119037   | 09/07/2020 | ERCOT/Electrical Reliability Council | USD  | 3,060            | 0                   |
| + 4132681   | 09/21/2020 | Best Buy                             | USD  | 340              | 0                   |
| + 4036111   | 09/23/2020 | Chevron U.S.A. Inc.                  | USD  | 822,160          | 0                   |
| + 4036110   | 09/29/2020 | Chevron U.S.A. Inc.                  | USD  | 411,080          | 0                   |
| + 4103710   | 09/29/2020 | Westmed Medical                      | USD  | 17,553           | 0                   |
| + 4148265   | 09/29/2020 | Best Buy                             | USD  | 340              | 0                   |
| + 4097276   | 09/30/2020 | Neiman Marcus, Inc                   | USD  | 12,078           | 0                   |
| Net Change: |            |                                      |      | 1,817,626        | 0                   |

**Total Sales Incentives** 23,331.31

**Adjustments**

| Adjustment Description | Date Posted | Adjustment Date | Trx Type | Trx Reference | Adjustment Amount | Currency |
|------------------------|-------------|-----------------|----------|---------------|-------------------|----------|
| Floor Payment          | 10/23/2020  | 09/30/2020      | Adj      | Reversal      | 3,301.01-         | USD      |

**Total Adjustments** 3,301.01-

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

|                     | Sales Incentives | Bonuses | Adjustments | Clawbacks | Other Payments | Total Sales Incentives |
|---------------------|------------------|---------|-------------|-----------|----------------|------------------------|
| Total Earned        | 23,331.31        | 0.00    | 3,301.01-   | 0.00      | 0.00           | 20,030.30              |
| Less Prior Payments | 0.00             | 0.00    | 0.00        | 0.00      | 0.00           | 0.00                   |
| New Amount Due      | 23,331.31        | 0.00    | 3,301.01-   | 0.00      | 0.00           | 20,030.30 USD          |

**Totals For Compensation Plan: 03/01/2020 thru 12/31/2020 - P2020 NA SA\_Tiger Team\_100% NSYB,NOYB,Svc(A) Version 1**

|                     | Sales Incentives | Bonuses | Adjustments | Clawbacks | Other Payments | Total Sales Incentives |
|---------------------|------------------|---------|-------------|-----------|----------------|------------------------|
| Total Earned        | 34,653.69        | 0.00    | 0.00        | 0.00      | 0.00           | 34,653.69              |
| Less Prior Payments | 12,070.01        | 0.00    | 2,553.38    | 0.00      | 0.00           | 14,623.39              |
| New Amount Due      | 22,583.68        | 0.00    | 2,553.38-   | 0.00      | 0.00           | 20,030.30 USD          |

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



**Red Hat, Inc.**  
**Sales Incentive Statement**  
**Shadd Gallegos**

As Of: P2020/3

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

**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      |
| <b>Total For: Shadd Gallegos</b> |            |                          |          | Net Due         | 19,194.69   | USD             |