

Tableau Software Inc  
Form 8-K  
February 22, 2019

**UNITED STATES**  
**SECURITIES AND EXCHANGE COMMISSION**  
**Washington, D.C. 20549**

**FORM 8-K**

**CURRENT REPORT**

**Pursuant to Section 13 or 15(d)**

**of the Securities Exchange Act of 1934**

**Date of Report (Date of earliest event reported): February 15, 2019**

**Tableau Software, Inc.**

**(Exact name of registrant as specified in its charter)**

**Delaware**  
**(State or other jurisdiction**

**of incorporation)**

**001-35925**  
**(Commission**

**File Number)**  
**1621 North 34<sup>th</sup> Street**

**47-0945740**  
**(I.R.S. Employer**

**Identification No.)**

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**Seattle, Washington 98103**

**(Address of principal executive offices) (Zip code)**

**(206) 633-3400**

**Registrant's telephone number, including area code**

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions:

Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)

Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)

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

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

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§ 230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§ 240.12b-2 of this chapter).

Emerging growth company

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act.

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

On February 15, 2019, the Compensation Committee (the **Compensation Committee** of the Board of Directors (the **Board**) of Tableau Software, Inc. (the **Company**), pursuant to the authority delegated to the Compensation Committee by the Board, approved annual base salaries for certain of the Company's named executive officers (as defined in Item 402(a)(3) of Regulation S-K promulgated by the Securities and Exchange Commission) listed below, in each case effective as of January 1, 2019, as set forth in the table below.

| Named Executive Officer | Title                   | 2019 Annual Base Salary |         |
|-------------------------|-------------------------|-------------------------|---------|
| Adam Selipsky           | Chief Executive Officer | \$                      | 585,000 |
| Damon Fletcher          | Chief Financial Officer | \$                      | 385,000 |
| Dan Miller              | EVP Sales and Support   | \$                      | 460,000 |

*Adoption of 2019 Target Bonuses*

On February 15, 2019, the Compensation Committee also established target discretionary bonuses for fiscal 2019 for the above-referenced named executive officers. For 2019, Mr. Selipsky and Mr. Miller will each be eligible to receive a discretionary bonus of up to 100% of his 2019 annual base salary, and Mr. Fletcher will be eligible to receive a discretionary bonus of up to 60% of his 2019 annual base salary, in each case based on the achievement of certain corporate, departmental (except for Mr. Selipsky), and individual performance goals.

**SIGNATURE**

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

**TABLEAU SOFTWARE, INC.**

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

Dated: February 22, 2019