

The following table presents each NEO's base salary for FY19.

NEO	FY18 Annual Salary (\$)	Change in Salary (%)	FY19 Annual Salary
Gregory S. Clark . . . . .	1,000,000	—	1,000,000
Nicholas R. Noviello . . . . .	650,000	—	650,000
Amy L. Cappellanti-Wolf . . . . .	440,000	—	440,000
Samir Kapuria <sup>(1)</sup> . . . . .	390,000 <sup>(1)</sup>	60,000 <sup>(1)</sup>	450,000
Scott C. Taylor . . . . .	600,000	—	600,000

<sup>(1)</sup> Mr. Kapuria was named an executive officer during FY19 and received a salary increase in connection with his promotion. His salary increased from \$390,000 to \$440,000 effective May 8, 2018.

As presented in the table above, our named executive officers did not receive an increase in annual base salary other than in connection with a promotion for Mr. Kapuria. Our former CEO determined that none of our other NEOs would receive a base salary increase for FY19. In addition, our Board also determined that Mr. Clark would not receive a salary increase in FY19.

## II. Executive Annual Incentive Plan

FY19 Annual Cash Incentive Awards			
Philosophy	Target Amount Considerations	Award Design Considerations	Performance Conditions
<ul style="list-style-type: none"> <li>Establish appropriate short-term performance measures that the Compensation Committee believes will drive our future growth and profitability.</li> <li>Reward achievement of short-term performance measures.</li> <li>Payout tied to Company performance consistent with FY19 financial plan.</li> <li>Offer market competitive incentive opportunities.</li> </ul>	<ul style="list-style-type: none"> <li>Factors used to determine target amounts included: (i) relevant market data; (ii) internal pay equity; and (iii) desired market position role of each NEO.</li> </ul>	<ul style="list-style-type: none"> <li>Non-GAAP Operating Income and Non-GAAP Revenue were the financial metrics selected because we believe: (i) they strongly correlate with stockholder value creation, are transparent to investors and are calculated on the same basis as described in our quarterly earnings releases and supplemental materials, and balance growth and profitability, and (ii) our executive team can have a direct impact on these metrics through skillful management and oversight.</li> <li>Metrics established based on a range of inputs, including external market economic conditions, growth outlooks for our product portfolio, the competitive environment, our internal budgets and market expectations.</li> </ul>	<ul style="list-style-type: none"> <li>Non-GAAP Operating Income Metric (50% weighing). Non-GAAP Operating Income is defined as GAAP operating income, adjusted, as applicable, to exclude, among other things, stock-based compensation expense, charges related to the amortization of intangible assets, restructuring, separation, transition and other related expenses and contract liabilities fair value adjustment, calculated under 2019 plan exchange rates</li> <li>Non-GAAP Revenue Metric (50% weighing). Non-GAAP Revenue is defined as GAAP revenue adjusted to exclude contract liabilities fair value adjustment calculated under 2019 plan exchange rates.</li> </ul>