

Under the 2019 Plan, the Compensation Committee set the following non-equity incentive target amounts, non-equity incentive compensation cap percentages and relative percentages weights for each plan component for each of our NEOs in 2019 who are participating in our incentive compensation plans.

As noted above, Messrs Richard, Robert and Bruce Leeds no longer participate in incentive compensation. In addition, as Mr. Reinhold left Systemax as the Chief Executive Officer in January 2019, he did not participate in the 2019 NEO Plan.

Name	Target (\$)	Cap (%)	Net Sales (%)	Adjusted Operating Income (%)	Strategic Objectives (%)	Corporate Governance (%)	Business Unit / Individual Objectives (%)
Barry Litwin	1,113,750	111	20	60	16	4	0
Thomas Clark	225,000	150	0	0	0	0	100
Robert Dooley	615,000	150	0	0	0	0	100
Eric Lerner	300,900	150	0	0	0	0	100
Manoj Shetty	241,535	150	0	0	0	0	100

2019 Performance against Objectives.

The following table sets out the achievement level (presented as a percentage of target) for each plan component as well as the relative payout ratio earned based on the mechanics of each plan component. The aggregate payouts, expressed in dollars, appear in the Summary Compensation Table / page 48 of this proxy statement.

Name	Net Sales (%)		Adjusted Operating Income (%)		Strategic Objectives (%)		Corporate Governance (%)		Business Unit/ Individual Objectives (%)		Weighted Average Eligible Non-Equity Incentive Compensation (%)
	Actual	Payout Ratio	Actual	Payout Ratio	Actual	Payout Ratio	Actual	Payout Ratio	Actual	Payout Ratio	
Barry Litwin	93	65	90	80	99	99	100	100	N/A	N/A	81
Thomas Clark	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	98	76	76
Robert Dooley	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	87	69	69
Eric Lerner	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	98	76	76
Manoj Shetty	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	98	76	76

Lawrence Reinhold

Not Applicable due to Separation Agreement entered into in October 2018

In determining the compensation of our CEO for fiscal 2019 and approving the compensation of our other NEOs, the Compensation Committee considered that management had performed well in addressing a challenging international trade and tariffs environment. The Compensation Committee further considered that management had executed well in onboarding and integrating new senior executive management team leaders, opening a new distribution center in Texas, implementing our ACE (Accelerate the Customer experience) strategy, including new sales, customer service and marketing initiatives and in implementing our Operational Excellence program in our distribution centers, including new vendor and inventory programs, freight and shipping process enhancements and distribution center efficiency and productivity initiatives. It was the view of the Compensation Committee that management had executed these initiatives and had positioned Systemax for further growth while managing risk in a difficult environment. Based on Systemax and individual performance, the Compensation Committee believes that compensation levels for fiscal 2019 were consistent with the philosophy and objectives of our compensation programs.

Systemax Consolidated Net Sales target for 2019 was set based upon Systemax's continuing operations. The payout ratio based upon 93% achievement to plan was 65%.