

Perforce Software, Inc.
FY2023 Two Component Sales Incentive Compensation
Quota Letter Solution Engineer

Employee ID & Name:	RJM673203	Andrew Sharp	Plan Period:	1/1/2023-12/31/2023
Title: Sales Engineer			Version Date:	4/14/2023
Manager: Vishal Moondhra			Version Number:	V1
Brand: HelixCore & Hansoft & Methodics			Effective Date:	1/1/2023
Geo / Territory or Accounts:	New ACV-Semiconductor Global (Methodics, HelixCore, Hansoft); Renewal ACV-Methodics-Global			

On-Target Earnings:					
Currency: USD	Annual	Mix %	Components:	Annual	%
Base (Salary):	185,000	88%	IC 1 Performance	12,500	50.0%
Incentive Compensation "IC":	25,000	12%	IC 2 New ACV Quota	9,375	37.5%
Total On-Target Earnings:	210,000	100%	IC 3 Renew ACV Quota	3,125	12.5%

USD \$	FY23
New ACV Quota:	\$5,877,179
Renew ACV Quota:	\$3,485,292

Accelerators: Accelerators will be paid on ACV Bookings that are over the assigned Quota at the incentive compensation rates listed below:

Performance Tiers	Quota Attainment	New ACV Multiplier	New ACV ICR	Renew ACV Multiplier	Renew ACV ICR
Tier One	1% to 100% of Quota	1.00	0.16%	1.00	0.09%
Tier Two	≥ 100% to 124.9% of Quota	1.50	0.24%	1.20	0.11%
Tier Three	≥ 125% to 149.9% of Quota	1.75	0.28%	1.20	0.11%
Tier Four	≥ 150% of Quota	2.00	0.32%	1.20	0.11%

Acceptance: I have read and received a copy of the attached Perforce Software, Inc. FY 2023 Sales Incentive Compensation Plan, dated April 14, 2023. I understand and hereby agree to its terms and conditions.

<u>Vishal Moondhra</u>	04/18/2023 4:13 PM	<u>Anjali Arora</u>	04/14/2023 4:08 PM CDT
Manager	Date	Anjali Arora, EVP Product	Date

<u>Andrew Sharp</u>	04/19/2023 4:37 PM CDT
Participant	Date