

SALESFORCE COM INC  
Form 8-K  
March 30, 2012

**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**

**March 30, 2012**

**Date of Report (date of earliest event reported)**

**SALESFORCE.COM, INC.**

**(Exact name of Registrant as specified in charter)**

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

**001-32224**  
**(Commission)**

**94-3320693**  
**(I. R. S. Employer)**

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of incorporation)

File Number)

Identification No.)

**The Landmark @ One Market, Suite 300**

**San Francisco CA 94105**

(Address of principal executive offices)

**Registrant's telephone number, including area code: (415) 901-7000**

**N/A**

(Former name or former address, if changed since last report)

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 (see General Instruction A.2. below):

- .. 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))

**Item 5.02 Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.**

On March 30, 2012, salesforce.com, inc. (the Company) awarded cash bonuses to its named executive officers for fiscal year 2012 performance pursuant to the Company's Mahalo Bonus Plan. As discussed in the Company's Proxy Statement on Schedule 14A filed with the Securities and Exchange Commission on May 4, 2011, the bonus amounts were based primarily on the achievement of specific corporate and individual goals during the Company's fiscal year 2012, from February 1, 2011 to January 31, 2012, net of mid-year bonus payouts made on September 30, 2011. The following table sets forth the bonus amounts paid on March 30, 2012 to the Company's named executive officers as approved by the Compensation Committee of the Company's Board of Directors:

Named Executive Officer	Position	Bonus Amount
Marc Benioff (1)	Chairman of the Board and Chief Executive Officer	\$1,155,000
Graham Smith (2)	Executive Vice President and Chief Financial Officer	277,200
Parker Harris (3)	Executive Vice President, Technology	259,875
George Hu (4)	Chief Operating Officer	259,875
Frank van Veenendaal (5)	Vice Chairman	323,400

- (1) Mr. Benioff was paid a mid-year bonus on September 30, 2011 of \$375,000.
- (2) Mr. Smith was paid a mid-year bonus on September 30, 2011 of \$90,000.
- (3) Mr. Harris was paid a mid-year bonus on September 30, 2011 of \$84,375.
- (4) Mr. Hu was paid a mid-year bonus on September 30, 2011 of \$84,375.
- (5) Mr. van Veenendaal was paid a mid-year bonus on September 30, 2011 of \$105,000.

**Signature**

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

Dated: March 30, 2012

salesforce.com, inc.

/s/ Burke F. Norton  
Burke F. Norton

Executive Vice President and Chief Legal Officer