

Summary of Executive Compensation

The following table sets forth certain information with respect to compensation for the years ended December 31, 2017, 2016 and 2015 earned by or paid to our President and Chief Executive Officer, former President and Chief Executive Officer, former Interim Chief Financial Officer, our three other most highly-compensated executive officers, and one additional individual who would have been listed as one of our most highly-compensated executive officers but who was no longer serving as an executive officer at the end of our last fiscal year, collectively referred to as our Named Executive Officers, as determined in accordance with applicable SEC rules.

**SUMMARY COMPENSATION TABLE
FOR THE 2017, 2016 AND 2015 FISCAL YEARS**

Name and Principal Position	Year	Salary (\$)*	Bonus (\$)	Stock Awards (\$)(1)(2)	Non-Equity Incentive Plan Compensation (\$)	All Other Compensation (\$)	Total (\$)
David J. Henshall President and Chief Executive Officer	2017	860,834	—	8,637,185	791,081	32,189(3)	10,321,289
	2016	717,500	—	4,103,145	1,166,525	16,090	6,003,260
	2015	690,000	—	8,523,444	823,158	16,010	10,052,612
Kirill Tatarinov(4) Former President and Chief Executive Officer	2017	525,000	—	11,262,279	—(5)	4,979,307(6)	16,766,586
	2016	937,500	—	18,774,012	1,879,365	683,092	22,273,969
Mark M. Coyle(7) Senior Vice President of Finance and Former Interim Chief Financial Officer	2017	454,597	—	1,805,883	263,735	5,000(8)	2,529,215
Robert M. Calderoni Executive Chairman	2017	659,722	—	7,999,967	—(9)	14,758(10)	8,674,447
	2016	1,000,000	—	—	131,885	12,950	1,144,835
	2015	430,556	—	18,254,249	636,818	309,811	19,631,434
Mark J. Ferrer(11) Executive Vice President and Chief Revenue Officer	2017	137,500	200,000(12)	3,999,963	110,755(13)	6,375(14)	4,454,593
Donna N. Kimmel(15) Senior Vice President and Chief People Officer	2017	432,500	—	4,020,226	262,018	13,100(16)	4,727,844
Carlos E. Sartorius Former Executive Vice President, Worldwide Sales and Services	2017	550,000	—	5,718,477	444,235	19,347(17)	6,732,059
	2016	543,750	—	3,959,175	884,950	393,603	5,781,478
	2015	522,531	—	6,110,608	621,810	439,191	7,694,140

- * Each year, our salary levels are determined during our first fiscal quarter and become effective April 1, except in connection with promotions and new hires. The amounts represented in this table reflect salary actually paid during the fiscal year.
- (1) These amounts represent the aggregate grant date fair value of restricted stock unit and restricted stock awards in the year in which the grant was made. The assumptions we used for calculating the grant date fair value are set forth in Note 8 to our consolidated financial statements included in our Annual Report on Form 10-K for the year ended December 31, 2017, which was filed with the SEC on February 16, 2018. These amounts do not represent the actual amounts paid to or realized by the executive officer for these awards during fiscal years 2017, 2016 or 2015. The value as of the grant date for restricted stock awards is recognized over the number of days of service required for the grant to become vested. In the case of performance-based restricted stock units, the fair value is reported for the probable outcome, which for this purpose is estimated as 100% target achievement. The fair value of awards at the maximum level of achievement for performance-based restricted stock units for 2017 is as follows: Mr. Henshall, \$6,034,900; Mr. Tatarinov, \$10,515,084; Mr. Coyle, \$1,300,625; Ms. Kimmel, \$3,121,500; and Mr. Sartorius, \$5,722,750.
- (2) The 2017 stock award amounts for Mr. Henshall, Mr. Tatarinov, Mr. Coyle, Ms. Kimmel and Mr. Sartorius include the incremental fair value of performance awards granted in March 2015, January 2016 and March 2016 as a result of modifications to such awards in connection with the GoTo separation to preserve the intrinsic value of such awards. The incremental fair value amounts included are as follows: Mr. Henshall, \$708,814; Mr. Tatarinov, \$1,754,742; Mr. Coyle, \$29,861; Ms. Kimmel, \$47,780; and Mr. Sartorius, \$544,077.
- (3) Includes reimbursement of legal fees incurred by Mr. Henshall in connection with the negotiation of his employment agreement upon his promotion to President and Chief Executive Officer in July 2017 (\$15,840), 401(k) matches made by our company (\$8,100), the value of a company-covered physical examination available to each executive officer (\$5,000), and premiums for split-dollar life insurance and disability policies (\$3,249).
- (4) Mr. Tatarinov was not a Named Executive Officer for the fiscal year ended December 31, 2015.

- (5) Mr. Tatarinov forfeited his right to participate in our variable cash compensation plan in 2017 due to his departure from Citrix in July 2017, which could have resulted in a payout of up to \$2,500,000.
- (6) Includes cash severance payments made to Mr. Tatarinov pursuant to his Employment Agreement dated January 19, 2016, filed as Exhibit 10.1 to the Form 8-K filed on January 20, 2016 with the Securities and Exchange Commission (\$4,500,000), relocation benefits (\$344,322), paid time-off payout (\$30,277), reimbursement of fees for professional services incurred by Mr. Tatarinov in connection with his separation from the Company (\$50,000), reimbursements for spousal travel (\$13,200) plus an additional amount to cover the estimated taxes that Mr. Tatarinov would incur as a result of his receipt of such reimbursement payment (\$9,539), the value of health benefits continuation (\$21,719), 401(k) matches made by the company (\$5,250) and the value of a company-covered physical examination available to each executive officer (\$5,000).
- (7) Mr. Coyle was not a Named Executive Officer for the fiscal years ended December 31, 2015 and 2016.
- (8) Includes the value of a company-covered physical examination available to each executive officer (\$5,000).
- (9) Mr. Calderoni was not eligible to participate in the non-equity incentive plan during 2017.
- (10) Includes 401(k) matches made by our company (\$6,750), reimbursement of certain legal fees (\$3,008) in connection with the negotiation of Mr. Calderoni's amended and restated employment agreement in July 2017, and the value of a company-covered physical examination available to each executive officer (\$5,000).
- (11) Mr. Ferrer was not a Named Executive Officer for the fiscal years ended December 31, 2015 and 2016.
- (12) Reflects \$200,000 cash bonus award to Mr. Ferrer upon joining Citrix.
- (13) Mr. Ferrer's non-equity incentive award is pro-rated to reflect less than one year of service as Executive Vice President and Chief Revenue Officer in 2017.
- (14) Includes 401(k) matches made by our company (\$1,375), and the value of a company-covered physical examination available to each executive officer (\$5,000).
- (15) Ms. Kimmel was not a Named Executive Officer for the fiscal years ended December 31, 2015 and 2016.
- (16) Includes 401(k) matches made by our company (\$8,100) and the value of a company-covered physical examination available to each executive officer (\$5,000).
- (17) Includes reimbursement of travel expenses for Mr. Sartorius' spouse (\$3,626) plus an additional amount to cover the estimated taxes that Mr. Sartorius would incur as a result of his receipt of such reimbursement payment (\$2,621), 401(k) matches made by our company (\$8,100), and the value of a company-covered physical examination available to each executive officer (\$5,000).