

**SUMMARY ANNUAL REPORT FOR  
TABLEAU SOFTWARE, INC EMPLOYEE BENEFIT PLAN**

This is a summary of the annual report of the Tableau Software, Inc. Employee Benefit Plan (Employer Identification Number 47-0945740, Plan Number 501) for the plan year 01/01/2019 through 12/31/2019. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Tableau Software, Inc. has committed itself to pay certain health, flexible spending account, vision, prescription drug, and business travel accident claims incurred under the terms of the plan.

**Insurance Information**

The plan has insurance contracts with Unum Life Insurance Company of America, Delta Dental of Washington, Compsych, and Four Ever Life Insurance Company to pay certain life insurance, temporary disability, long-term disability, accidental death and dismemberment, dental, employee assistance program, and health claims incurred under the terms of the plan. The total premiums paid for the plan year ending 12/31/2019 were \$5,577,215.

Because they are so called "experience-rated" contracts, the premium costs are affected by, among other things, the number and size of claims. Of the total insurance premiums paid for the plan year ending 12/31/2019, the premiums paid under such "experience-rated" contracts were \$3,680,690 and the total of all benefit claims paid under these experience-rated contracts during the plan year was \$3,418,452.

**Your Rights to Additional Information**

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. Insurance information, including sales commissions paid by insurance carriers.

To obtain a copy of the full annual report, or any part thereof, write or call Tableau Software, Inc., the plan administrator, at 1621 North 34th Street, Seattle, WA 98103 and phone number, 206-633-3400.

You also have the legally protected right to examine the annual report at the main office of the plan: 1621 North 34th Street, Seattle, WA 98103, and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.