

SALESFORCE COM INC  
Form 8-K  
March 31, 2008

**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 31, 2008

Date of Report (date of earliest event reported)

**SALESFORCE.COM, INC.**

(Exact name of Registrant as specified in charter)

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

**001-32224**  
(Commission File Number)

**94-3320693**  
(I. R. S. Employer  
Identification No.)

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

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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))

**Section 5 Corporate Governance and Management****Item 5.02 Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.**

On March 31, 2008, salesforce.com, inc. (the Company) awarded cash bonuses to its named executive officers. The bonus amounts were based primarily on the achievement of specific corporate and individual goals during its fiscal year 2008, from February 1, 2007 to January 31, 2008, net of mid-year bonus payouts made on September 28, 2007. The following table sets forth the bonus amounts paid on March 31, 2008 to the Company's named executive officers as approved by the Compensation Committee of the Company's Board of Directors and the Company's Chief Executive Officer:

Named Executive Officer	Position	Bonus Amount
Marc Benioff	Chairman of the Board and Chief Executive Officer	\$ 0
Steve Cakebread (1)	President and Chief Strategy Officer (2)	\$ 262,500
Kenneth Juster (3)	Executive Vice President of Law, Policy, and Corporate Strategy	\$ 175,000
Jim Steele (4)	Chief Customer Officer and President of International Operations (5)	\$ 262,500

- (1) Mr. Cakebread was paid a mid-year bonus on September 28, 2007 of \$67,500.
- (2) Mr. Cakebread currently serves as President and Chief Strategy Officer. He previously served as Chief Financial Officer during fiscal year 2008 and until March 2008.
- (3) Mr. Juster was paid a mid-year bonus on September 28, 2007 of \$45,000.
- (4) Mr. Steele was paid a mid-year bonus on September 28, 2007 of \$67,500.
- (5) Mr. Steele currently serves as Chief Customer Officer and President of International Operations. He previously served as President, Worldwide Sales and Distribution during fiscal year 2008.

**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 31, 2008

salesforce.com, inc.

/s/ David Schellhase

David Schellhase, Senior Vice President and General Counsel