



**ARIAD Pharmaceuticals, Inc.**





**ARIA NASDAQ**

Pharmaceuticals - Diversified

Market Capitalization USD:

**\$1,165.09 mm**

**CONCERN LEVEL: AVERAGE**

- 1 The CEO's total remuneration is within the typical market range for the relevant industry and market cap.
- 2 The ratio between the CEO's pay and the median pay of the other named executive officers is 3X or less.
- 3 The CEO's annual cash incentives rose or fell in line with annual performance. 
- 4 The CEO received no more than one annual cash bonus this fiscal year.
- 5 The CEO's equity remuneration reflected the company's share price movement over the last five years.
- 6 The company only pays long-term incentives to the CEO for above median performance against a peer group.
- 7 The company's dilution from equity incentives is 10 percent or less. 
- 8 Unvested equity lapses when the CEO's employment is terminated. 
- 9 The CEO's potential cash severance payment is capped at two times annual cash remuneration. 
- 10 The accrued benefits of the CEO's post-retirement income are within the typical market range for the relevant market cap bracket.

**CEO: Harvey J. Berger**

**Age: 62**

**CEO Since: 1991**

	2009	2010	2011
<b>Base Salary</b>	\$607,500	\$631,152	\$663,923
<b>Discretionary Bonus</b>	\$0	\$0	\$372,000
<b>Annual Cash Incentive</b>	\$0	\$0	\$0
<b>Benefits and Perquisites</b>	\$80,590	\$53,101	\$28,234
<b>TOTAL ANNUAL COMPENSATION</b>	<b>\$688,090</b>	<b>\$684,253</b>	<b>\$1,064,157</b>
<b>Increase in Post-Retirement Benefits</b>	\$0	\$0	\$0
<b>Stock Option Awards</b>	\$0	\$0	\$1,264,736
<b>Stock Awards</b>	\$513,500	\$1,446,840	\$1,530,765
<b>TOTAL COMPENSATION</b>	<b>\$1,201,590</b>	<b>\$2,131,093</b>	<b>\$3,859,658</b>
<b>Median of Other Named Executive Officers Total Compensation</b>	\$668,337	\$885,053	\$1,232,489
<b>Value Realized on Exercise of Stock Option</b>	\$0	\$0	\$165,446
<b>Value Realized on Vesting of Stock</b>	\$115,500	\$1,197,490	\$1,431,132
<b>TOTAL REALIZED EQUITY COMPENSATION</b>	<b>\$115,500</b>	<b>\$1,197,490</b>	<b>\$1,596,578</b>

Proxy Date: 30 Apr 2012

Annual Meeting Date: 21 Jun 2012

Equity Reserves: 16.64%

Stock Option Run Rate: 0.97%

# ARIAD Pharmaceuticals, Inc.

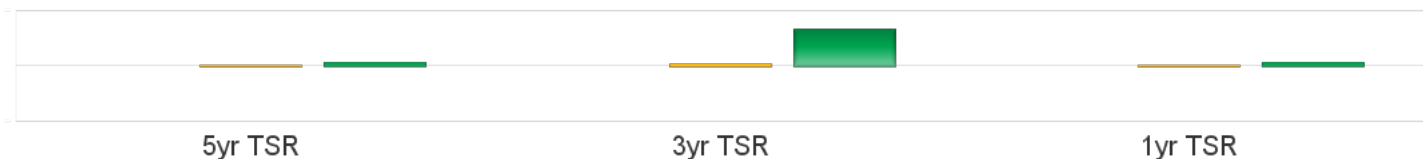
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## Performance Comparison

■ S&P500 ■ Industry ■ ARIA



## Peer Comparisons (TRBC) =Pharmaceuticals - Diversified

### Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
ARIA	ARIAD Pharmaceuticals, Inc.	\$1,201,590	\$2,131,093	\$3,859,658	\$1,165,089,677
ENDP	Endo Pharmaceuticals Holdings Inc.	\$5,684,367	\$6,602,458		\$3,263,293,473
CBST	Cubist Pharmaceuticals, Inc.	\$2,321,405	\$2,873,491	\$4,733,432	\$2,158,172,123
THRX	Theravance, Inc.	\$2,300,609	\$1,946,398	\$6,840,942	\$1,707,207,118
AMLN	Amylin Pharmaceuticals, Inc.	\$3,710,755	\$4,756,844	\$4,409,332	\$1,346,595,842
PRX	Par Pharmaceutical Companies, Inc.	\$3,667,258	\$3,647,097	\$4,373,950	\$971,700,117
AKRX	Akorn, Inc.	\$2,073,241	\$4,021,109	\$4,462,720	\$738,205,977

To insure consistency, peer comparisons are based on a combination of TRBC Industry and Sector classifications and company market caps. Missing peer pay figures for 2011 are due to differences in company filing schedules.

### Pay Peer Group

Accorda Therapeutics, Inc., Pharmasset Inc., Alkermes plc, Questcor Pharmaceuticals, Inc., Auxilium Pharmaceuticals, Inc., Regeneron Pharmaceuticals, Inc., Cubist Pharmaceuticals, Inc., Salix Pharmaceuticals, Ltd., Incyte Corporation, Seattle Genetics, Inc., InterMune, Inc., The Medicines Company, Ironwood Pharmaceuticals, Inc., Theravance, Inc., Jazz Pharmaceuticals plc, United Therapeutics, Inc., Momenta Pharmaceuticals, Inc., Vertex Pharmaceuticals, Inc., Onyx Pharmaceuticals, Inc., Viropharma Incorporated.

### Performance Peer Group

NA

## COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Massimo Radaelli	Chairman	54	Male	4	Outside
Athanase Lavidas	Member	64	Male	9	Outside
Norbert G. Riedel	Member	54	Male	1	Outside
Robert M. Whelan	Member	60	Male	2	Outside