



Abbott Laboratories






ABT NYSE

Pharmaceuticals - Diversified

Market Capitalization USD:

\$79,143.33 mm

CONCERN LEVEL: HIGH

- 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: Miles D. White

Age: 57

CEO Since: 1999

	2009	2010	2011
Base Salary	\$1,852,319	\$1,893,371	\$1,900,000
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$3,900,000	\$3,700,000	\$4,200,000
Benefits and Perquisites	\$709,770	\$807,728	\$896,283
TOTAL ANNUAL COMPENSATION	\$6,462,089	\$6,401,099	\$6,996,283
Increase in Post-Retirement Benefits	\$4,286,007	\$5,540,384	\$5,419,080
Stock Option Awards	\$3,016,000	\$2,725,800	\$1,835,981
Stock Awards	\$12,449,900	\$10,897,000	\$9,759,558
TOTAL COMPENSATION	\$26,213,996	\$25,564,283	\$24,010,902
Median of Other Named Executive Officers Total Compensation	\$7,727,990	\$8,887,918	\$6,098,268
Value Realized on Exercise of Stock Option	\$1,576,328	\$0	\$1,204,131
Value Realized on Vesting of Stock	\$7,182,052	\$9,110,290	\$8,972,136
TOTAL REALIZED EQUITY COMPENSATION	\$8,758,380	\$9,110,290	\$10,176,267

Proxy Date: 15 Mar 2012

Annual Meeting Date: 27 Apr 2012

Equity Reserves: 17.51%

Stock Option Run Rate: 0.17%

Abbott Laboratories

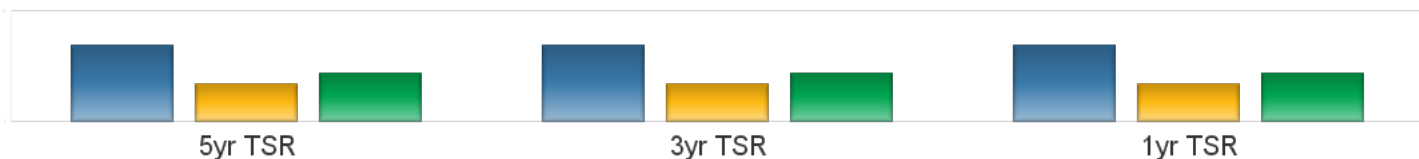
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Performance Comparison

■ vs S&P500 ■ vs Industry ■ ABT



Peer Comparisons (TRBC) =Pharmaceuticals - Diversified

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
ABT	Abbott Laboratories	\$26,213,996	\$25,564,283	\$24,010,902	\$79,143,333,507
JNJ	Johnson & Johnson	\$30,813,844	\$28,720,491	\$26,797,939	\$174,533,153,520
PFE	Pfizer Inc.	\$14,898,038	\$24,688,849	\$25,013,348	\$137,941,598,570
MRK	Merck & Co., Inc.	\$49,653,063	\$24,572,871		\$100,742,061,638
BMJ	Bristol-Myers Squibb Company	\$18,221,434	\$11,770,880		\$53,492,901,767
LLY	Eli Lilly and Company	\$20,927,649	\$16,504,545	\$16,370,094	\$42,799,750,684

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

Direct health care competitors: Amgen, Bristol-Myers Squibb Company, Eli Lilly and Company, Glaxo SmithKline plc, Johnson & Johnson, Merck & Company, Inc., Novartis and Pfizer, Inc.

Diversified high performing companies with a five-year average return on equity of 18 percent or higher and similar to Abbott in terms of size and/or scope of operations: 3M Company, Bristol-Myers Squibb Company, Caterpillar, The Coca-Cola Company, Colgate-Palmolive Company, General Dynamics Corporation, General Mills, Inc., H.J. Heinz Company, Kellogg Company, Kimberly-Clark Corporation, McDonald's Corporation, Merck & Company, Inc., PepsiCo, Inc. and Procter & Gamble.

Performance Peer Group

Diversified high performing companies with a five-year average return on equity of 18 percent or higher and similar to Abbott in terms of size and/or scope of operations: 3M Company, Bristol-Myers Squibb Company, Caterpillar, The Coca-Cola Company, Colgate-Palmolive Company, General Dynamics Corporation, General Mills, Inc., H.J. Heinz Company, Kellogg Company, Kimberly-Clark Corporation, McDonald's Corporation, Merck & Company, Inc., PepsiCo, Inc. and Procter & Gamble.

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
W. James Farrell	Chairman	69	Male	6	Outside
Edward M. Liddv	Member	66	Male	2	Outside
William A. Osborn	Member	64	Male	4	Outside

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