



Akamai Technologies, Inc.



AKAM NASDAQ

IT Services / Consulting

Market Capitalization USD:

\$3,665.42 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: Paul Sagan

Age: 53

CEO Since: 2005

	2009	2010	2011
Base Salary	\$536,113	\$602,710	\$756,843
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$1,018,691	\$1,375,430	\$119,988
Benefits and Perquisites	\$50,000	\$0	\$0
TOTAL ANNUAL COMPENSATION	\$1,604,804	\$1,978,140	\$876,831
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$1,346,941	\$986,667	\$1,199,994
Stock Awards	\$4,101,762	\$3,000,020	\$9,799,922
TOTAL COMPENSATION	\$7,053,507	\$5,964,827	\$11,876,747
Median of Other Named Executive Officers Total Compensation	\$2,523,263	\$3,537,245	\$3,829,718
Value Realized on Exercise of Stock Option	\$0	\$0	\$1,181,954
Value Realized on Vesting of Stock	\$2,347,278	\$1,964,193	\$3,193,618
TOTAL REALIZED EQUITY COMPENSATION	\$2,347,278	\$1,964,193	\$4,375,572

Proxy Date: 4 Apr 2012

Annual Meeting Date: 16 May 2012

Equity Reserves: 12.32%

Stock Option Run Rate: 0.63%

Akamai Technologies, Inc.

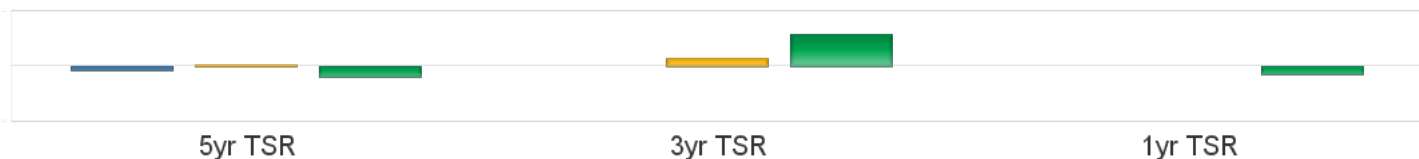
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Performance Comparison

■ S&P500 ■ Industry ■ AKAM



Peer Comparisons (TRBC) =IT Services / Consulting

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
AKAM	Akamai Technologies, Inc.	\$7,053,507	\$5,964,827	\$11,876,747	\$3,665,420,684
CTXS	Citrix Systems, Inc.	\$5,168,534	\$8,243,347		\$10,267,282,312
TDC	Teradata Corp.	\$3,525,119	\$7,334,099	\$6,809,521	\$9,009,099,000
FISV	Fiserv, Inc.	\$5,757,685	\$5,886,908		\$7,186,617,328
FFIV	F5 Networks, Inc.	\$7,892,855	\$8,884,962	\$7,707,496	\$5,735,643,331
VRSN	VeriSign, Inc.	\$2,755,739	\$4,564,800		\$4,760,684,945
ADS	Alliance Data Systems Corporation	\$3,321,044	\$5,920,509		\$4,720,071,624

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

Equinix, Salesforce.com, Rackspace, Parametric Technology, Nuance Communications, Red Hat, F5 Networks, Novell, McAfee, Verisign, Tibco Software, BMC Software, Progress Software, Compuware, ValueClick, Sybase, VMWare, Citrix, Autodesk, Quest Software, GSI Commerce.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
C. Kim Goodwin	Chairman	52	Female	4	Outside
Frederic V. Salerno	Member	68	Male	10	Outside Related
Geoffrey A. Moore	Member	65	Male	6	Outside
Jill A. Greenthal	Member	55	Female	5	Outside
Martin M. Covne	Member	63	Male	11	Outside Related
Peter J. Kieht	Member	55	Male	8	Outside

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