




**Anixter International Inc.****AXE NYSE****Electrical Components / Equipment**

Market Capitalization USD:

**\$1,655.36 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: Robert J. Eck****Age: 53****CEO Since: 2008**

	2009	2010	2011
<b>Base Salary</b>	\$630,000	\$665,000	\$800,000
<b>Discretionary Bonus</b>	\$0	\$0	\$0
<b>Annual Cash Incentive</b>	\$243,750	\$948,350	\$1,125,000
<b>Benefits and Perquisites</b>	\$5,903	\$4,125	\$5,094
<b>TOTAL ANNUAL COMPENSATION</b>	<b>\$879,653</b>	<b>\$1,617,475</b>	<b>\$1,930,094</b>
<b>Increase in Post-Retirement Benefits</b>	\$302,822	\$359,944	\$933,817
<b>Stock Option Awards</b>	\$750,005	\$999,934	\$1,149,997
<b>Stock Awards</b>	\$750,014	\$1,000,012	\$1,150,008
<b>TOTAL COMPENSATION</b>	<b>\$2,682,494</b>	<b>\$3,977,365</b>	<b>\$5,163,916</b>
<b>Median of Other Named Executive Officers Total Compensation</b>	\$1,326,287	\$1,418,399	\$1,082,872
<b>Value Realized on Exercise of Stock Option</b>	\$0	\$398,134	\$703,324
<b>Value Realized on Vesting of Stock</b>	\$209,172	\$394,880	\$1,181,369
<b>TOTAL REALIZED EQUITY COMPENSATION</b>	<b>\$209,172</b>	<b>\$793,014</b>	<b>\$1,884,693</b>

Proxy Date: 4 Apr 2012

Annual Meeting Date: 10 May 2012

Equity Reserves: 11.95%

Stock Option Run Rate: 8.00%

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## Performance Comparison

■ S&P500 ■ Industry ■ AXE



## Peer Comparisons (TRBC) =Electrical Components / Equipment

### Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
<b>AXE</b>	<b>Anixter International Inc.</b>	<b>\$2,682,494</b>	<b>\$3,977,365</b>	<b>\$5,163,916</b>	<b>\$1,655,356,226</b>
ENR	Energizer Holdings, Inc.	\$8,526,945	\$6,916,433	\$6,513,176	\$4,568,700,291
ARW	Arrow Electronics, Inc.	\$5,063,453	\$6,354,647	\$7,396,353	\$3,192,432,651
HUBB	Hubbell Incorporated	\$7,461,689	\$5,722,486	\$8,784,837	\$2,614,480,633
TNB	Thomas & Betts Corporation	\$9,106,706	\$5,508,214		\$2,096,817,002
IPGP	IPG Photonics Corporation	\$451,604	\$922,296		\$2,062,269,126
AVX	AVX Corporation	\$1,374,658	\$1,097,570		\$2,018,807,900

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

Acuity Brands, Inc., Fastenal Company Owens & Minor, Inc., Airgas, Inc., Genuine Parts Company, Patterson Companies, Inc., Arrow Electronics, Inc., W.W., Grainger, Inc., United Stationers Inc., Avnet, Inc., Henry Schein, Inc., Watsco, Inc., Brightpoint, Inc., Interline Brands, Inc., Wesco International, Inc., R.R. Donnelley & Sons Company, MSC Industrial Direct Co., Inc.

### Performance Peer Group

NA

## COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
F. Philip Handv	Chairman	67	Male	26	Outside Related
Frederic F. Brace	Member	54	Male	3	Outside
Georae Muñoz	Member	60	Male	8	Outside
James Blvth of Rowinatn	Member	71	Male	17	Outside Related
Linda Walker Bvnoe	Member	59	Female	6	Outside
Melvvn N. Klein	Member	70	Male	27	Outside Related

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