



Arrow Electronics, Inc.

ARW NYSE

Electrical Components / Equipment

Market Capitalization USD:

\$3,192.43 mm

CONCERN LEVEL: LOW

- 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: Michael J. Long

Age: 53

CEO Since: 2009

	2009	2010	2011
Base Salary	\$666,186	\$800,000	\$900,000
Discretionary Bonus	\$326,813	\$0	\$0
Annual Cash Incentive	\$871,500	\$1,500,000	\$1,200,000
Benefits and Perquisites	\$39,715	\$44,581	\$48,745
TOTAL ANNUAL COMPENSATION	\$1,904,214	\$2,344,581	\$2,148,745
Increase in Post-Retirement Benefits	\$554,737	\$1,216,322	\$2,147,569
Stock Option Awards	\$579,474	\$693,722	\$775,002
Stock Awards	\$2,025,028	\$2,100,022	\$2,325,037
TOTAL COMPENSATION	\$5,063,453	\$6,354,647	\$7,396,353
Median of Other Named Executive Officers Total Compensation	\$2,539,334	\$2,594,033	\$2,436,256
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$158,202	\$994,459	\$4,441,105
TOTAL REALIZED EQUITY COMPENSATION	\$158,202	\$994,459	\$4,441,105

Proxy Date: 23 Mar 2012

Annual Meeting Date: 4 May 2012

Equity Reserves: 12.19%

Stock Option Run Rate: 0.37%

Arrow Electronics, Inc.

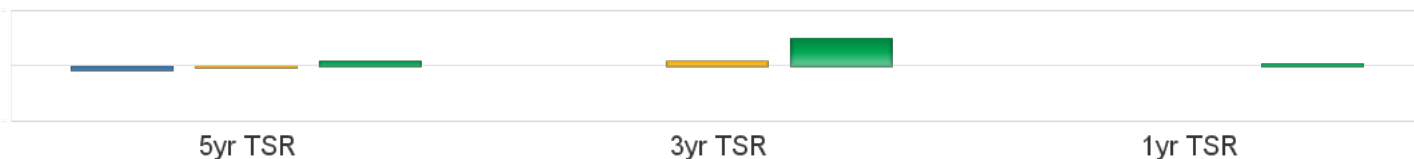
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Performance Comparison

■ S&P500 ■ Industry ■ ARW



Peer Comparisons (TRBC) =Electrical Components / Equipment

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
ARW	Arrow Electronics, Inc.	\$5,063,453	\$6,354,647	\$7,396,353	\$3,192,432,651
CBE	Cooper Industries plc	\$10,756,244	\$25,076,513	\$21,128,672	\$7,604,003,961
APH	Amphenol Corporation	\$6,101,279	\$6,932,325		\$6,927,559,510
ENR	Energizer Holdings, Inc.	\$8,526,945	\$6,916,433	\$6,513,176	\$4,568,700,291
HUBB	Hubbell Incorporated	\$7,461,689	\$5,722,486		\$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

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

Anixter International Inc., Avnet, Inc., Celestica Inc., Flextronics International Ltd., Ingram Micro Inc., Jabil Circuit, Inc., Tech Data Corporation, WESCO International, Inc.

Performance Peer Group

Anixter International Inc., Avnet, Inc., Celestica Inc., Flextronics International Ltd., Ingram Micro Inc., Jabil Circuit, Inc., Tech Data Corporation, WESCO International, Inc.

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Barrv W. Perrv	Chairman	65	Male	13	Outside Related
John Nils Hanson	Member	70	Male	15	Outside Related
Philip K. Asherman	Member	61	Male	2	Outside
Richard S. Hill	Member	60	Male	6	Outside

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