



Biogen Idec Inc.

BIIB NASDAQ

Biotechnology

Market Capitalization USD: **\$22,593.14 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: George A. Scangos

Age: 64 CEO Since: 2010

	2009	2010	2011
Base Salary	\$1,204,615	\$793,846	\$1,242,308
Discretionary Bonus	\$0	\$653,400	\$0
Annual Cash Incentive	\$1,440,000	\$0	\$2,700,000
Benefits and Perquisites	\$253,077	\$122,405	\$147,918
TOTAL ANNUAL COMPENSATION	\$2,897,692	\$1,569,651	\$4,090,226
Increase in Post-Retirement Benefits	\$163,340	\$122,955	\$6,016
Stock Option Awards	\$2,379,233	\$14,529,029	\$0
Stock Awards	\$4,999,901	\$4,114,424	\$7,235,199
TOTAL COMPENSATION	\$10,440,166	\$20,336,059	\$11,331,441
Median of Other Named Executive Officers Total Compensation	\$3,131,604	\$5,274,803	\$3,177,945
Value Realized on Exercise of Stock Option	\$0	\$14,729,440	\$0
Value Realized on Vesting of Stock	\$3,658,734	\$8,180,138	\$4,409,184
TOTAL REALIZED EQUITY COMPENSATION	\$3,658,734	\$22,909,578	\$4,409,184

Proxy Date: 27 Apr 2012

Annual Meeting Date: 8 Jun 2012

Equity Reserves: 8.65%

Stock Option Run Rate: 0.00%

Biogen Idec Inc.

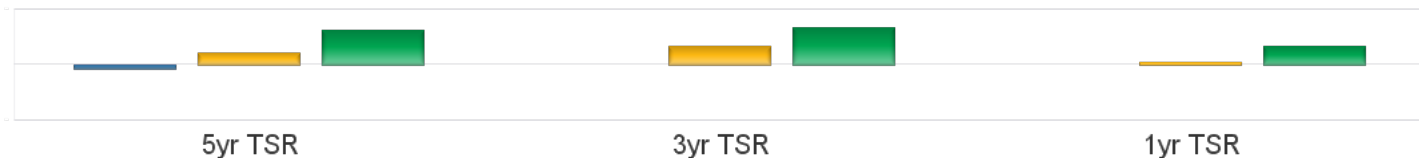
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Performance Comparison

■ S&P500 ■ Industry ■ BIIB



Peer Comparisons (TRBC) = Healthcare

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
BIIB	Biogen Idec Inc.	\$10,440,166	\$20,336,059	\$11,331,441	\$22,593,138,568
HCP	HCP, Inc.	\$7,973,566	\$7,973,819	\$13,762,652	\$14,275,703,593
LH	Laboratory Corporation of America Holdings	\$8,938,814	\$9,672,746	\$11,058,998	\$8,015,670,000
STJ	St. Jude Medical, Inc.	\$7,938,920	\$9,437,470	\$6,573,283	\$11,924,724,318
SYK	Stryker Corporation	\$3,911,994	\$4,706,532	\$9,542,856	\$18,327,807,886
CELG	Celgene Corporation	\$8,704,106	\$7,408,783		\$28,404,676,735
ABC	AmerisourceBergen Corporation	\$7,641,062	\$7,428,824	\$4,405,976	\$10,035,194,041

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

Biotechnology Peers: Amgen, Celgene, Cephalon, Genzyme, Gilead Sciences.

Pharmaceutical Peers: Allergan, Bristol-Myers Squibb, Eli Lilly, Endo Pharmaceuticals, Forest Laboratories, Mylan, Watson Pharmaceuticals.

Life Sciences Tools & Services: Life Technologies.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Robert W. Panqia	Chairman	60	Male	15	Outside
Alexander J. Denner	Member	42	Male	3	Outside Related
Eric K. Rowinsky	Member	55	Male	2	Outside
Lvnn Schenk	Member	67	Female	17	Outside

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