



**Equinix, Inc.**




**EQIX NASDAQ**

**IT Services / Consulting**

Market Capitalization USD:

**\$4,160.83 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: Stephen M. Smith**

**Age: 56**

**CEO Since: 2007**

	2009	2010	2011
<b>Base Salary</b>	\$490,000	\$535,897	\$610,577
<b>Discretionary Bonus</b>	\$0	\$0	\$0
<b>Annual Cash Incentive</b>	\$490,000	\$550,000	\$0
<b>Benefits and Perquisites</b>	\$15,562	\$7,350	\$7,350
<b>TOTAL ANNUAL COMPENSATION</b>	<b>\$995,562</b>	<b>\$1,093,247</b>	<b>\$617,927</b>
<b>Increase in Post-Retirement Benefits</b>	\$0	\$0	\$0
<b>Stock Option Awards</b>	\$0	\$0	\$0
<b>Stock Awards</b>	\$2,307,396	\$4,363,065	\$5,873,900
<b>TOTAL COMPENSATION</b>	<b>\$3,302,958</b>	<b>\$5,456,312</b>	<b>\$6,491,827</b>
<b>Median of Other Named Executive Officers Total Compensation</b>	\$1,466,303	\$2,112,502	\$2,277,881
<b>Value Realized on Exercise of Stock Option</b>	\$0	\$0	\$0
<b>Value Realized on Vesting of Stock</b>	\$2,600,515	\$5,770,975	\$4,355,466
<b>TOTAL REALIZED EQUITY COMPENSATION</b>	<b>\$2,600,515</b>	<b>\$5,770,975</b>	<b>\$4,355,466</b>

**Proxy Date:** 30 Apr 2012

**Annual Meeting Date:** 5 Jun 2012

**Equity Reserves:** 25.54%

**Stock Option Run Rate:** 0.33%

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## Performance Comparison

■ S&P500 ■ Industry ■ EQIX



## Peer Comparisons (TRBC) =IT Services / Consulting

### Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
EQIX	Equinix, Inc.	\$3,302,958	\$5,456,312	\$6,491,827	\$4,160,833,353
CTXS	Citrix Systems, Inc.	\$5,168,534	\$8,243,347	\$8,171,364	\$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	\$6,716,226	\$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	\$5,154,481	\$4,760,684,945
ADS	Alliance Data Systems Corporation	\$3,321,044	\$5,920,509	\$6,332,706	\$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

Akamai Technologies, Digital Realty Trust, Level 3 Communications, Polycom, Salesforce.com, SXC Health Solutions, Trimble Navigation, Autodesk, F5 Networks, McAfee, Red Hat, SAVVIS, Synopsys.

### Performance Peer Group

NA

## COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Irving F. Lvons	Chairman	63	Male	5	Outside
Scott G. Kriens	Member	55	Male	12	Outside Related
William Lubv	Member	52	Male	2	Outside