



Informatica Corporation


INFA NASDAQ

IT Services / Consulting

Market Capitalization USD:

\$4,368.59 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: Sohaib Abbasi

Age: 55

CEO Since: 2004

	2009	2010	2011
Base Salary	\$585,000	\$625,000	\$675,000
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$643,500	\$918,750	\$641,250
Benefits and Perquisites	\$0	\$0	\$0
TOTAL ANNUAL COMPENSATION	\$1,228,500	\$1,543,750	\$1,316,250
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$0	\$2,168,580	\$3,059,798
Stock Awards	\$1,550,400	\$812,659	\$777,182
TOTAL COMPENSATION	\$2,778,900	\$4,524,989	\$5,153,230
Median of Other Named Executive Officers Total Compensation	\$1,079,645	\$1,867,586	\$2,073,332
Value Realized on Exercise of Stock Option	\$168,600	\$8,694,900	\$20,396,888
Value Realized on Vesting of Stock	\$0	\$731,400	\$1,787,514
TOTAL REALIZED EQUITY COMPENSATION	\$168,600	\$9,426,300	\$22,184,402

Proxy Date: 12 Apr 2012

Annual Meeting Date: 31 May 2012

Equity Reserves: 26.78%

Stock Option Run Rate: 1.32%

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Performance Comparison

■ S&P500 ■ Industry ■ INFA



Peer Comparisons (TRBC) =IT Services / Consulting

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
INFA	Informatica Corporation	\$2,778,900	\$4,524,989	\$5,153,230	\$4,368,586,950
NTAP	NetApp, Inc.	\$4,693,512	\$12,494,250		\$12,500,472,684
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

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, Inc., Ariba, Inc., Concur Technologies, Inc., Fair Isaac Corporation, JDA Software Group, Inc., MicroStrategy Incorporated, NetSuite Inc., NeuStar, Inc., Nuance Communications, Inc., Open Text Corporation, Parametric Technology Corporation, Progress Software Corporation, Quest Software, Inc., Red Hat, Inc., salesforce.com, inc., Tibco Software Inc., VeriSign, Inc.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Godfrey R. Sullivan	Chairman	58	Male	4	Outside
Gerald Held	Member	64	Male	4	Outside