



Ingram Micro Inc.




IM NYSE

Computer Hardware

Market Capitalization USD:

\$2,597.37 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: Alain Monie

Age: 61

CEO Since: 2012

	2009	2010	2011
Base Salary	\$850,000	\$850,000	\$850,000
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$1,807,950	\$2,171,325	\$1,554,075
Benefits and Perquisites	\$15,203	\$12,577	\$22,350
TOTAL ANNUAL COMPENSATION	\$2,673,153	\$3,033,902	\$2,426,425
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$0	\$0	\$0
Stock Awards	\$5,244,120	\$3,364,966	\$4,577,935
TOTAL COMPENSATION	\$7,917,273	\$6,398,868	\$7,004,360
Median of Other Named Executive Officers Total Compensation	\$2,919,071	\$2,083,996	\$2,389,862
Value Realized on Exercise of Stock Option	\$177,565	\$411,033	\$71,295
Value Realized on Vesting of Stock	\$0	\$841,610	\$916,130
TOTAL REALIZED EQUITY COMPENSATION	\$177,565	\$1,252,643	\$987,425

Proxy Date: 20 Apr 2012

Annual Meeting Date: 6 Jun 2012

Equity Reserves: 15.52%

Stock Option Run Rate: 0.05%

Ingram Micro Inc.

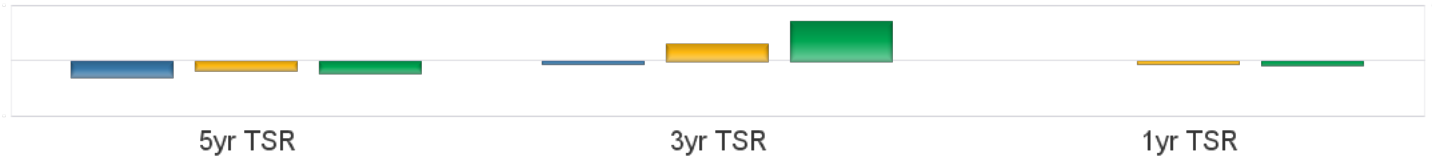
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Performance Comparison

■ S&P500 ■ Industry ■ IM



Peer Comparisons (TRBC) =Computer Hardware

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
IM	Ingram Micro Inc.	\$7,917,273	\$6,398,868	\$7,004,360	\$2,597,374,639
WDC	Western Digital Corporation	\$11,590,374	\$7,025,551		\$6,008,437,625
PANL	Universal Display Corporation	\$1,187,749	\$6,362,757		\$2,184,001,860
LXK	Lexmark International, Inc.	\$2,449,277	\$9,647,724	\$5,017,251	\$2,142,197,048
DBD	Diebold, Incorporated	\$4,594,850	\$5,531,245	\$7,047,263	\$1,766,314,377
CATM	Cardtronics, Inc.	\$250,000	\$4,875,822	\$2,043,389	\$998,253,027
SNX	SYNNEX Corporation	\$2,216,450	\$2,996,412	\$3,802,443	\$956,000,429

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

Technology Group: Tech Data, Avnet, Arrow Electronics, SYNNEX, Anixter Int'l, BrightPoint, Insight Enterprises, ScanSource.

Electronic Equipment Manufacturers Group: Flextronics Int'l, Jabil Circuit, Celestica, Agilent Technologies, Molex, Vishay Intertech, Mettler-Toledo, Itron, AVX.

Logistics and Healthcare Group: McKesson, AmerisourceBergen, C.H. Robinson, Owens & Minor, Henry Schein, UTI Worldwide, Patterson Companies, Pacer Int'l, PSS World Medical.

Retailer Group: AutoNation, Office Depot, Ashland, Oshkosh, Family Dollar Stores, Timken, Lexmark, PetSmart, AECOM Tech, Dick's Sporting Goods, Williams-Sonoma, O'Reilly Automotive.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Linda Favne Levinson	Chairman	70	Female	8	Outside
Howard I. Atkins	Member	61	Male	8	Outside
John R. Inaram	Member	50	Male	16	Outside Related
Orrin H. Inaram	Member	51	Male	13	Outside Related
Scott A. McGregor	Member	56	Male	2	Outside

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