



Ixia


XXIA NASDAQ

Communications Equipment

Market Capitalization USD:

\$533.28 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: Atul Bhatnagar

Age: 54

CEO Since: 2008

	2009	2010	2011
Base Salary	\$390,000	\$410,000	\$460,000
Discretionary Bonus	\$44,000	\$0	\$0
Annual Cash Incentive	\$0	\$612,950	\$339,766
Benefits and Perquisites	\$10,195	\$8,946	\$19,200
TOTAL ANNUAL COMPENSATION	\$444,195	\$1,031,896	\$818,966
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$275,725	\$1,262,705	\$1,808,394
Stock Awards	\$125,000	\$0	\$484,812
TOTAL COMPENSATION	\$844,920	\$2,294,601	\$3,112,172
Median of Other Named Executive Officers Total Compensation	\$498,459	\$1,092,853	\$1,428,323
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$62,881	\$69,379	\$148,589
TOTAL REALIZED EQUITY COMPENSATION	\$62,881	\$69,379	\$148,589

Proxy Date: 13 Apr 2012

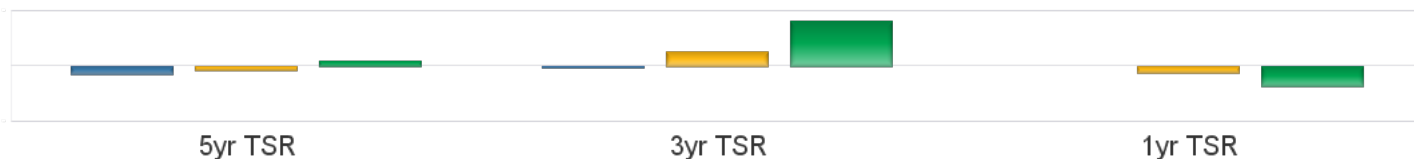
Annual Meeting Date: 10 May 2012

Equity Reserves: 24.95%

Stock Option Run Rate: 1.62%

Performance Comparison

■ S&P500 ■ Industry ■ XXIA



Peer Comparisons (TRBC) =Communications Equipment

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
XXIA	Ixia	\$844,920	\$2,294,601	\$3,112,172	\$533,275,878
FNSR	Finisar Corporation	\$1,065,482	\$1,174,788		\$1,589,164,570
TLAB	Tellabs, Inc.	\$2,600,264	\$3,289,032	\$3,224,009	\$1,565,354,942
LORL	Loral Space & Communications Inc.	\$7,100,305	\$3,162,602		\$1,538,435,629
VSAT	ViaSat, Inc.	\$2,036,080	\$4,626,430	\$4,474,539	\$1,403,312,459
PLT	Plantronics, Inc.	\$1,982,054	\$2,853,971		\$1,328,585,668
ARRS	ARRIS Group, Inc.	\$4,735,764	\$3,556,171	\$3,020,269	\$1,229,397,009

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

Acme Packet, Emulex, Oplink Communications, ADTRAN, F5 Networks, Riverbed Technology, Aruba Networks, Harmonic, Shore Tel, Blue Coat Systems, Interdigital, Sonus Networks, Cohu, JDS Uniphase, Tekelec, Digi International, NetScout Systems.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Gail E. Hamilton	Chairman	62	Female	7	Outside
Jonathan Fram	Member	55	Male	7	Outside
Laurent Asscher	Member	42	Male	4	Outside Related