

GMI EXECUTIVE PAY SCORECARDSM

Data & analysis provided by GMI-The Independent Leader in Corporate Governance and ESG&A

18 Jan 2012

Jabil Circuit, Inc.





JBL NYSE

Semiconductors

Market Capitalization USD:

\$3,888.85 mm

CONCERN LEVEL: HIGH

- 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: Timothy L. Main

Age: 54

CEO Since: 2000

	2009	2010	2011
Base Salary	\$1,000,000	\$1,000,000	\$1,050,000
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$524,103	\$2,900,000	\$1,966,309
Benefits and Perquisites	\$4,421	\$0	\$0
TOTAL ANNUAL COMPENSATION	\$1,528,524	\$3,900,000	\$3,016,309
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$0	\$0	\$0
Stock Awards	\$2,971,500	\$5,897,000	\$7,277,500
TOTAL COMPENSATION	\$4,134,740	\$9,797,000	\$10,293,809
Median of Other Named Executive Officers Total Compensation	\$2,268,455	\$4,476,239	\$4,505,211
Value Realized on Exercise of Stock Option	\$0	\$0	\$1,002,635
Value Realized on Vesting of Stock	\$0	\$2,015,640	\$3,562,095
TOTAL REALIZED EQUITY COMPENSATION	\$0	\$2,015,640	\$4,564,730

Proxy Date: 15 Dec 2011

Annual Meeting Date: 26 Jan 2012

Equity Reserves: 18.98%

Stock Option Run Rate: 0.00%

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Jabil Circuit, Inc.

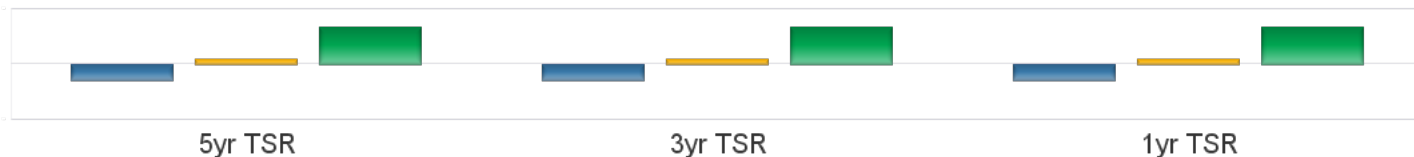
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Performance Comparison

■ vs S&P500 ■ vs Industry ■ JBL



Peer Comparisons (TRBC) =Semiconductors

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
JBL	Jabil Circuit, Inc.	\$4,134,740	\$9,797,000	\$10,293,809	\$3,888,846,803
ALTR	Altera Corporation	\$4,737,527	\$7,826,195		\$10,215,739,485
ADI	Analog Devices, Inc.	\$2,938,218	\$13,929,455	\$8,943,893	\$9,357,435,000
NVDA	NVIDIA Corporation	\$4,010,370	\$3,482,145		\$7,552,629,336
XLNX	Xilinx, Inc.	\$2,104,313	\$3,232,717		\$7,275,956,292
MXIM	Maxim Integrated Products, Inc.	\$2,774,291	\$4,003,086		\$6,833,767,024
LLTC	Linear Technology Corporation	\$3,404,384	\$5,143,823		\$6,407,843,342

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

Advanced Micro Devices, Arrow Electronics, Inc, Applied Materials, Inc., Celestica, Inc. (Canada), Avnet, Inc., EMC Corporation, Danaher Corporation, Flextronics International, Emerson Electric Company, Sanmina-SCI Corporation, Qualcomm, Inc., SYNNEX Corporation, Seagate Technology, Tech Data Corporation, Texas Instruments, Inc., Western Digital Corporation, Tyco Electronics, Ltd.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
David M. Stout	Chairman	57	Male	3	Outside
Lawrence J. Murphv	Member	69	Male	23	Outside
Mel S. Lavitt	Member	74	Male	21	Outside