


**Jones Lang LaSalle Incorporated**

JLL NYSE

Real Estate Operations

Market Capitalization USD:

\$2,250.35 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: Colin Dyer**Age: 59****CEO Since: 2004**

	2009	2010	2011
Base Salary	\$750,000	\$750,000	\$750,000
Discretionary Bonus	\$187,500	\$0	\$0
Annual Cash Incentive	\$975,000	\$3,375,000	\$3,731,250
Benefits and Perquisites	\$29,657	\$26,397	\$30,736
TOTAL ANNUAL COMPENSATION	\$1,942,157	\$4,151,397	\$4,511,986
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$0	\$0	\$0
Stock Awards	\$387,500	\$2,315,000	\$2,610,000
TOTAL COMPENSATION	\$2,329,657	\$6,466,397	\$7,121,986
Median of Other Named Executive Officers Total Compensation	\$1,901,654	\$3,737,591	\$3,800,404
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$1,109,547	\$2,244,409	\$812,866
TOTAL REALIZED EQUITY COMPENSATION	\$1,109,547	\$2,244,409	\$812,866

Proxy Date: 20 Apr 2012

Annual Meeting Date: 31 May 2012

Equity Reserves: 10.05%

Stock Option Run Rate: 0.29%

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Performance Comparison

■ S&P500 ■ Industry ■ JLL



Peer Comparisons (TRBC) = Financials

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
JLL	Jones Lang LaSalle Incorporated	\$2,329,657	\$6,466,397	\$7,121,986	\$2,250,348,905
NTRS	Northern Trust Corporation	\$11,891,070	\$12,760,081	\$14,305,400	\$8,469,182,385
ONB	Old National Bancorp	\$1,229,372	\$1,015,646	\$1,423,515	\$882,921,355
ORI	Old Republic International Corporation	\$1,022,600	\$1,231,097	\$1,360,352	\$2,146,023,944
BOH	Bank of Hawaii Corporation	\$1,368,723	\$2,210,188	\$2,055,209	\$1,715,146,742
MFA	MFA Financial, Inc.	\$3,807,794	\$3,606,624		\$2,500,341,746
MAA	Mid-America Apartment Communities, Inc.	\$1,226,112	\$1,420,687	\$1,571,931	\$2,236,677,991

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

Real Estate Peer Group: Annaly Capital Management Inc., Boston Properties Inc., Brookfield Properties Corp., CB Richard Ellis Group, Inc., First Service Corp., Forest City Enterprises Inc., General Growth Properties Inc., Host Hotels & Resorts, Inc., Icahn Enterprises L.P., Prologis Inc., Vornado Realty Trust.

Business Services Peer Group: AECOM Technology Corp., Alliance Bernstein Holding LP, CGI Group Inc., CH2M HILL Companies Ltd., Convergys Corp., Dun & Bradstreet Corporation, Emcor Group Inc., Equifax Inc., Fidelity National Information Services, Inc., Gartner Inc., Robert Half International Inc., Trueblue, Inc.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Thomas C. Theobald	Chairman	74	Male	15	Outside Related
DeAnne S. Julius	Member	63	Female	4	Outside
Huao Baqu�	Member	51	Male	1	Outside
Ming Lu	Member	53	Male	3	Outside
Sheila A. Penrose	Member	66	Female	10	Outside Related

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