



**8x8, Inc.****EGHT NASDAQ****Integrated Telecommunications Services**

Market Capitalization USD:

**\$253.97 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: Bryan R. Martin****Age: 44****CEO Since: 2002**

	2009	2010	2011
<b>Base Salary</b>			\$275,000
<b>Discretionary Bonus</b>			\$25,000
<b>Annual Cash Incentive</b>			\$100,372
<b>Benefits and Perquisites</b>			\$2,250
<b>TOTAL ANNUAL COMPENSATION</b>			<b>\$402,622</b>
<b>Increase in Post-Retirement Benefits</b>			\$0
<b>Stock Option Awards</b>			\$0
<b>Stock Awards</b>			\$96,272
<b>TOTAL COMPENSATION</b>			<b>\$498,894</b>
<b>Median of Other Named Executive Officers Total Compensation</b>			\$468,417
<b>Value Realized on Exercise of Stock Option</b>			\$318,633
<b>Value Realized on Vesting of Stock</b>			\$93,787
<b>TOTAL REALIZED EQUITY COMPENSATION</b>			<b>\$412,420</b>

Proxy Date: 2 Jul 2012

Annual Meeting Date: 24 Jul 2012

Equity Reserves: 15.06%

Stock Option Run Rate: 1.38%

### Performance Comparison

■ S&amp;P500 ■ Industry ■ EGHT



### Peer Comparisons (TRBC) = Integrated Telecommunications Services

#### Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
<b>EGHT</b>	<b>8x8, Inc.</b>			<b>\$498,894</b>	<b>\$253,965,793</b>
CBB	Cincinnati Bell Inc.	\$4,985,633	\$8,562,462	\$6,064,213	\$614,651,570
VG	Vonage Holdings Corp.	\$4,679,309	\$6,027,597	\$5,598,900	\$585,250,489
CNSL	Consolidated Communications Holdings, Inc.	\$1,825,269	\$1,758,451	\$1,855,864	\$540,053,996
ATNI	Atlantic Tele-Network, Inc.	\$1,947,305	\$1,627,131	\$2,240,402	\$506,363,672
KNOL	Knology, Inc.	\$1,108,820	\$1,751,143		\$488,728,839
TNS	TNS, Inc.	\$2,765,988	\$640,321	\$3,450,039	\$478,742,883

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

Altigen Communications, Inc., Broadsoft, Inc., Cbeyond, Inc., Constant Contact, Inc., Fusion Telecommunications International, Inc., ShoreTel, Inc., Stamps.com, Inc., Vonage Holdings Corp, and Web.com Group, Inc.

#### Performance Peer Group

NA

### COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Guv L. Hecker	Member	80	Male	15	Outside
Mansour Salame	Member	41	Male	0	Outside
Vikram Verma	Member	47	Male	0	Outside