

# GMI EXECUTIVE PAY SCORECARD<sup>SM</sup>

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

30 Jan 2012

## AmerisourceBergen Corporation



ABC NYSE

Pharmaceuticals - Generic / Specialty

Market Capitalization USD:

\$10,035.19 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: Steven H. Collis**

**Age: 50**

**CEO Since: 2011**

	2009	2010	2011
<b>Base Salary</b>	\$1,233,235	\$1,255,514	\$1,032,230
<b>Discretionary Bonus</b>	\$0	\$0	\$0
<b>Annual Cash Incentive</b>	\$3,027,461	\$3,518,510	\$1,781,430
<b>Benefits and Perquisites</b>	\$133,659	\$155,464	\$180,540
<b>TOTAL ANNUAL COMPENSATION</b>	<b>\$4,394,355</b>	<b>\$4,929,488</b>	<b>\$2,994,200</b>
<b>Increase in Post-Retirement Benefits</b>	\$1,311,501	\$837,887	\$1,411,776
<b>Stock Option Awards</b>	\$778,125	\$1,078,125	\$0
<b>Stock Awards</b>	\$370,324	\$583,324	\$0
<b>TOTAL COMPENSATION</b>	<b>\$7,641,062</b>	<b>\$7,428,824</b>	<b>\$4,405,976</b>
<b>Median of Other Named Executive Officers Total Compensation</b>	\$1,950,986	\$2,780,377	\$2,928,902
<b>Value Realized on Exercise of Stock Option</b>	\$0	\$10,800,938	\$22,205,187
<b>Value Realized on Vesting of Stock</b>	\$419,887	\$638,185	\$778,983
<b>TOTAL REALIZED EQUITY COMPENSATION</b>	<b>\$419,887</b>	<b>\$11,439,123</b>	<b>\$22,984,170</b>

Proxy Date: 20 Jan 2012

Annual Meeting Date: 1 Mar 2012

Equity Reserves: 16.33%

Stock Option Run Rate: 1.27%

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# AmerisourceBergen Corporation

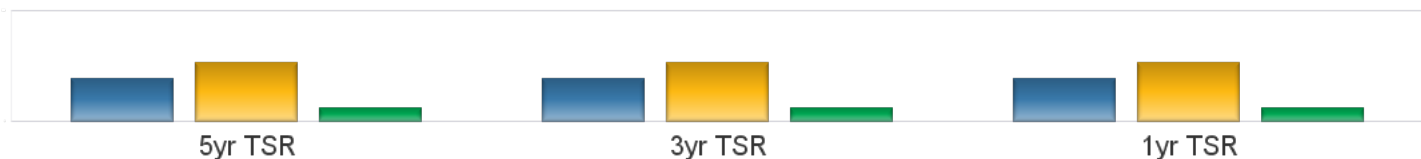
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## Performance Comparison

■ vs S&P500   ■ vs Industry   ■ ABC



## Peer Comparisons (TRBC) =Pharmaceuticals - Generic / Specialty

### Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
ABC	AmerisourceBergen Corporation	\$7,641,062	\$7,428,824	\$4,405,976	\$10,035,194,041
AGN	Allergan, Inc.	\$11,994,315	\$12,648,021		\$25,332,829,333
MCK	McKesson Corporation	\$34,218,965	\$54,584,021		\$17,889,654,971
PRGO	Perrigo Company	\$3,674,023	\$5,264,683		\$9,047,090,490
FRX	Forest Laboratories, Inc.	\$5,117,999	\$8,267,236		\$8,453,577,084
HSP	Hospira, Inc.	\$7,566,017	\$7,839,219		\$6,100,167,689
IDXX	IDEXX Laboratories, Inc.	\$2,642,417	\$3,364,960		\$3,920,533,231

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

Cardinal Health, Inc., Ingram Micro Inc., Supervalu Inc., Costco Wholesale Corporation, The Kroger Co., Sysco Corporation, CVS Caremark Corporation, McKesson Corporation, Target Corporation, Federal Express Corporation, Medco Health Solutions, Inc., United Parcel Service, Inc., The Home Depot, Inc., Safeway Inc., Walgreen Co.

### Performance Peer Group

NA

## COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Charles H. Cotros	Chairman	74	Male	10	Outside
Edward E. Haenlocker	Member	72	Male	11	Outside
Jane E. Hennev	Member	64	Female	10	Outside
Michael J. Long	Member	53	Male	6	Outside
Richard C. Gozon	Member	73	Male	11	Outside