



Gartner, Inc.




IT NYSE

IT Services / Consulting

Market Capitalization USD:

\$3,365.94 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: Eugene A. Hall

Age: 55

CEO Since: 2004

	2009	2010	2011
Base Salary	\$724,065	\$745,982	\$770,236
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$724,065	\$1,407,140	\$961,322
Benefits and Perquisites	\$102,756	\$90,360	\$126,647
TOTAL ANNUAL COMPENSATION	\$1,550,886	\$2,243,482	\$1,858,205
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$1,728,600	\$1,780,457	\$1,833,872
Stock Awards	\$4,033,400	\$4,154,405	\$4,279,034
TOTAL COMPENSATION	\$7,312,886	\$8,178,344	\$7,971,111
Median of Other Named Executive Officers Total Compensation	\$1,701,714	\$1,888,328	\$1,827,210
Value Realized on Exercise of Stock Option	\$0	\$6,744,137	\$18,312,354
Value Realized on Vesting of Stock	\$2,258,161	\$13,189,025	\$10,963,152
TOTAL REALIZED EQUITY COMPENSATION	\$2,258,161	\$19,933,162	\$29,275,506

Proxy Date: 30 Apr 2012

Annual Meeting Date: 7 Jun 2012

Equity Reserves: 15.64%

Stock Option Run Rate: 0.43%

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Performance Comparison

■ S&P500 ■ Industry ■ IT



Peer Comparisons (TRBC) =IT Services / Consulting

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
IT	Gartner, Inc.	\$7,312,886	\$8,178,344	\$7,971,111	\$3,365,942,936
TDC	Teradata Corp.	\$3,525,119	\$7,334,099	\$6,809,521	\$9,009,099,000
FISV	Fiserv, Inc.	\$5,757,685	\$5,886,908	\$6,716,226	\$7,186,617,328
FFIV	F5 Networks, Inc.	\$7,892,855	\$8,884,962	\$7,707,496	\$5,735,643,331
VRSN	VeriSign, Inc.	\$2,755,739	\$4,564,800	\$5,154,481	\$4,760,684,945
ADS	Alliance Data Systems Corporation	\$3,321,044	\$5,920,509	\$6,332,706	\$4,720,071,624
RAX	Rackspace Hosting, Inc.	\$6,729,521	\$2,238,560	\$4,151,656	\$4,452,426,684

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

Adobe Systems Incorporated, Intuit Inc., Autodesk, Inc., McAfee Inc., BMC Software Inc., Moody's Corporation, Cadence Design Systems, Inc., Novell, Inc., Citrix Systems, Inc., Nuance Communications, Inc., Compuware Corporation, Parametric Technology Corporation, Dun & Bradstreet Corporation, Salesforce.com, Inc., Equifax Inc., Sybase, Inc., IHS Inc., VeriSign, Inc.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Anne Sutherland Fuchs	Chairman	64	Female	13	Outside Related
Michael J. Binle	Member	40	Male	8	Outside