



Gilead Sciences, Inc.



GILD NASDAQ

Biotechnology

Market Capitalization USD:

\$29,932.46 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: John C. Martin

Age: 60

CEO Since: 1996

	2009	2010	2011
Base Salary	\$1,242,095	\$1,341,679	\$1,423,354
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$2,187,500	\$2,325,375	\$2,788,500
Benefits and Perquisites	\$5,300	\$5,000	\$5,000
TOTAL ANNUAL COMPENSATION	\$3,434,895	\$3,672,054	\$4,216,854
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$5,050,980	\$4,821,834	\$5,863,222
Stock Awards	\$6,189,356	\$5,750,500	\$5,535,569
TOTAL COMPENSATION	\$14,675,231	\$14,244,388	\$15,615,645
Median of Other Named Executive Officers Total Compensation	\$6,896,592	\$4,553,150	\$5,179,811
Value Realized on Exercise of Stock Option	\$55,427,651	\$35,756,762	\$36,027,981
Value Realized on Vesting of Stock	\$1,541,400	\$3,290,700	\$2,941,277
TOTAL REALIZED EQUITY COMPENSATION	\$56,969,051	\$39,047,462	\$38,969,258

Proxy Date: 20 Mar 2012

Annual Meeting Date: 10 May 2012

Equity Reserves: 14.63%

Stock Option Run Rate: 0.64%

Gilead Sciences, Inc.

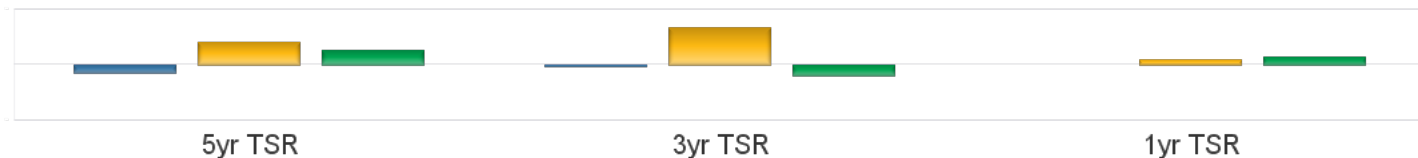
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Performance Comparison

■ S&P500 ■ Industry ■ GILD



Peer Comparisons (TRBC) = Healthcare

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
GILD	Gilead Sciences, Inc.	\$14,675,231	\$14,244,388	\$15,615,645	\$29,932,459,664
HCP	HCP, Inc.	\$7,973,566	\$7,973,819	\$13,762,652	\$14,275,703,593
STJ	St. Jude Medical, Inc.	\$7,938,920	\$9,437,470	\$6,573,283	\$11,924,724,318
SYK	Stryker Corporation	\$3,911,994	\$4,706,532	\$9,542,856	\$18,327,807,886
CELG	Celgene Corporation	\$8,704,106	\$7,408,783		\$28,404,676,735
ABC	AmerisourceBergen Corporation	\$7,641,062	\$7,428,824	\$4,405,976	\$10,035,194,041
ZMH	Zimmer Holdings, Inc.	\$7,083,152	\$9,555,210	\$9,227,882	\$10,186,564,815

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

Abbott Laboratories, Inc., Eli Lilly Company, Allergan, Inc., Forest Laboratories, Amgen, Inc., Genzyme, Biogen-Idec, Inc., Johnson & Johnson, Bristol-Myers Squibb Company, King Pharmaceuticals, Celgene Corporation, Cephalon, Inc., Merck & Co., Inc., Pfizer, Inc.

Performance Peer Group

NYSE Arca Biotech Index and the NYSE Arca Pharmaceutical Index

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
John W. Madiqan	Chairman	74	Male	7	Outside
Gordon E. Moore	Member	83	Male	16	Outside Related
Kevin E. Lofton	Member	57	Male	3	Outside
Nicholas G. Moore	Member	70	Male	8	Outside

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