


**IHS Inc.****IHS NYSE****Business Support / Supplies**

Market Capitalization USD:

**\$4,850.60 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: Jerre L. Stead****Age: 69****CEO Since: 2006**

	2009	2010	2011
<b>Base Salary</b>	\$750,000	\$551,934	\$602,154
<b>Discretionary Bonus</b>	\$0	\$0	\$0
<b>Annual Cash Incentive</b>	\$882,750	\$871,500	\$0
<b>Benefits and Perquisites</b>	\$1,200	\$984	\$1,080
<b>TOTAL ANNUAL COMPENSATION</b>	<b>\$1,633,950</b>	<b>\$1,424,418</b>	<b>\$603,234</b>
<b>Increase in Post-Retirement Benefits</b>	\$484,322	\$93,715	\$4,292
<b>Stock Option Awards</b>	\$0	\$0	\$0
<b>Stock Awards</b>	\$4,431,000	\$2,894,250	\$4,084,000
<b>TOTAL COMPENSATION</b>	<b>\$8,032,534</b>	<b>\$4,412,383</b>	<b>\$4,691,526</b>
<b>Median of Other Named Executive Officers Total Compensation</b>	\$2,517,529	\$5,721,915	\$3,459,943
<b>Value Realized on Exercise of Stock Option</b>	\$0	\$0	\$0
<b>Value Realized on Vesting of Stock</b>	\$4,529,000	\$5,121,705	\$4,603,534
<b>TOTAL REALIZED EQUITY COMPENSATION</b>	<b>\$4,529,000</b>	<b>\$5,121,705</b>	<b>\$4,603,534</b>

Proxy Date: 28 Feb 2012

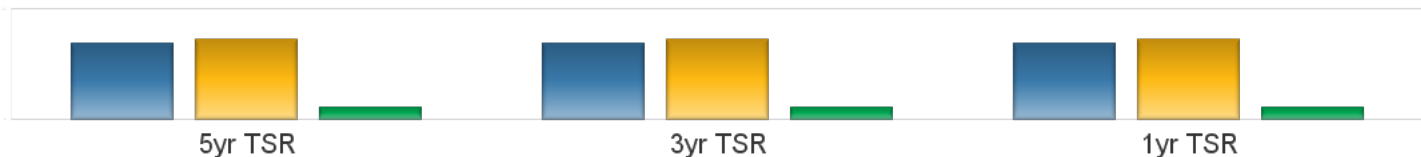
Annual Meeting Date: 12 Apr 2012

Equity Reserves: 13.05%

Stock Option Run Rate: 0.00%

## Performance Comparison

■ vs S&P500   ■ vs Industry   ■ IHS



## Peer Comparisons (TRBC) =Business Support / Supplies

### Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
IHS	IHS Inc.	\$8,032,534	\$4,412,383	\$4,691,526	\$4,850,602,597
ECL	Ecolab Inc.	\$8,774,567	\$9,454,547		\$11,340,434,784
WU	Western Union Company (The)	\$8,138,700	\$7,750,700		\$9,597,571,117
PAYX	Paychex, Inc.	\$3,445,104	\$4,657,403		\$9,564,022,462
MCO	Moody's Corporation	\$5,424,636	\$9,146,844	\$11,917,042	\$6,942,633,647
IRM	Iron Mountain Incorporated	\$1,676,456	\$1,420,217		\$6,350,440,960
TW	Towers Watson & Company		\$3,222,143		\$4,459,106,890

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

CORPORATE EXECUTIVE BOARD CO, DUN & BRADSTREET CORP, EQUIFAX INC, FACTSET RESEARCH SYSTEMS INC, GARTNER INC, MCGRAW-HILL COMPANIES INC, MOODYS CORP, MSCI INC, NIELSEN HOLDINGS N.V.(1)\*, SOLERA HOLDINGS, INC, THOMSON REUTERS CORP, VERISK ANALYTICS INC

### Performance Peer Group

NA

## COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Brian H. Hall	Chairman	64	Male	4	Outside
C. Michael Armstrong	Member	73	Male	9	Outside
Michael Klein	Member	48	Male	9	Outside
Ruann F. Ernst	Member	66	Female	6	Outside