



Insight Enterprises, Inc.

NSIT NASDAQ

Computer Hardware

Market Capitalization USD:

\$685.79 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: Kenneth T. Lamneck

Age: 57

CEO Since: 2010

	2009	2010	2011
Base Salary	\$513,461	\$600,000	\$618,000
Discretionary Bonus	\$0	\$500,000	\$0
Annual Cash Incentive	\$829,963	\$1,200,000	\$913,950
Benefits and Perquisites	\$4,504,151	\$114,217	\$12,730
TOTAL ANNUAL COMPENSATION	\$5,847,575	\$2,414,217	\$1,544,680
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$0	\$0	\$0
Stock Awards	\$360,261	\$3,240,375	\$1,500,005
TOTAL COMPENSATION	\$6,207,836	\$5,654,592	\$3,044,685
Median of Other Named Executive Officers Total Compensation	\$1,046,452	\$1,382,878	\$1,297,105
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$132,794	\$0	\$1,859,555
TOTAL REALIZED EQUITY COMPENSATION	\$132,794	\$0	\$1,859,555

Proxy Date: 2 Apr 2012

Annual Meeting Date: 16 May 2012

Equity Reserves: 10.99%

Stock Option Run Rate:

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Performance Comparison

■ S&P500 ■ Industry ■ NSIT



Peer Comparisons (TRBC) =Computer Hardware

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
NSIT	Insight Enterprises, Inc.	\$6,207,836	\$5,654,592	\$3,044,685	\$685,785,815
DBD	Diebold, Incorporated	\$4,594,850	\$5,531,245	\$7,047,263	\$1,766,314,377
CATM	Cardtronics, Inc.	\$250,000	\$4,875,822	\$2,043,389	\$998,253,027
SNX	SYNNEX Corporation	\$2,216,450	\$2,996,412	\$3,802,443	\$956,000,429
SCSC	ScanSource, Inc.	\$3,623,024	\$3,529,900		\$802,023,604
SYNA	Synaptics Incorporated	\$3,352,891	\$3,707,845		\$768,536,119
DDD	3D Systems Corporation	\$1,225,732	\$2,847,699	\$2,728,038	\$706,046,536

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

Primary Group; Agilysys, Inc., Office Depot, Inc., Anixter International, Inc., PC Connection, Inc., Arrow Electronics, Inc., PC Mall, Inc., Avnet, Inc., SYNNEX Corp., Brightpoint, Inc., Tech Data Corp., Ingram Micro, Inc., Unisys Corp.
 Secondary Group; Adobe Systems, Inc., International Business Machines Corp., Apple, Inc., Lexmark International, Inc., Cisco Systems, Inc., Microsoft Corp., Dell Inc., Seagate Technology, EMC Corp. (Mass), Symantec Corp., Hewlett-Packard Co., Xerox Corp.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Kathleen S. Pushor	Chairman	54	Female	7	Outside
Bennett Dorrance	Member	66	Male	8	Outside
Richard E. Allen	Member	55	Male	0	Outside
Robertson C. Jones	Member	67	Male	17	Outside Related