



Juniper Networks, Inc.




JNPR NYSE

Communications Equipment

Market Capitalization USD:

\$9,199.17 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: Kevin R. Johnson

Age: 51

CEO Since: 2008

	2009	2010	2011
Base Salary	\$740,000	\$820,000	\$960,000
Discretionary Bonus	\$1,500,000	\$2,000,000	\$0
Annual Cash Incentive	\$574,425	\$1,599,000	\$754,320
Benefits and Perquisites	\$102,291	\$61,442	\$13,233
TOTAL ANNUAL COMPENSATION	\$2,916,716	\$4,480,442	\$1,727,553
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$1,893,210	\$2,789,130	\$4,565,850
Stock Awards	\$2,936,000	\$2,744,000	\$4,400,000
TOTAL COMPENSATION	\$7,745,926	\$10,013,572	\$10,693,403
Median of Other Named Executive Officers Total Compensation	\$2,623,690	\$2,790,457	\$4,499,291
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$493,248	\$3,643,358	\$6,049,500
TOTAL REALIZED EQUITY COMPENSATION	\$493,248	\$3,643,358	\$6,049,500

Proxy Date: 11 Apr 2012

Annual Meeting Date: 22 May 2012

Equity Reserves: 22.05%

Stock Option Run Rate: 1.37%

Juniper Networks, Inc.

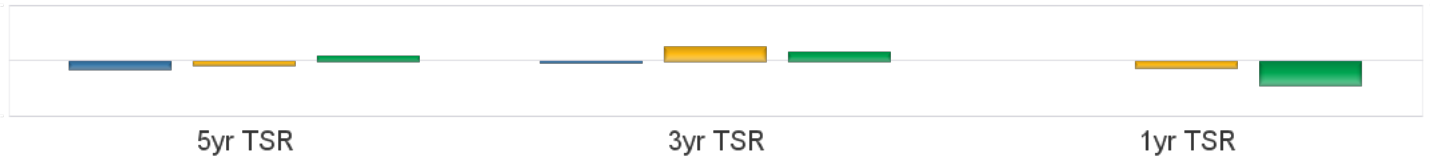
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Performance Comparison

■ S&P500 ■ Industry ■ JNPR



Peer Comparisons (TRBC) =Communications Equipment

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
JNPR	Juniper Networks, Inc.	\$7,745,926	\$10,013,572	\$10,693,403	\$9,199,165,760
MSI	Motorola Solutions, Inc.	\$8,462,544	\$13,738,910	\$29,329,052	\$14,143,362,095
MMI	Motorola Mobility Holdings, Inc.		\$13,016,126		\$11,143,472,588
TRMB	Trimble Navigation Limited	\$3,655,538	\$6,348,794	\$6,637,941	\$4,119,912,455
HRS	Harris Corporation	\$8,598,322	\$10,707,385		\$4,052,632,014
PLCM	Polycom, Inc.	\$2,944,633	\$4,341,868	\$5,016,646	\$3,249,092,751
RVBD	Riverbed Technology, Inc.	\$3,875,651	\$5,185,183		\$3,101,856,734

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

EMC Corp., Qualcomm Inc., Western Digital Corp., Ebay Inc., Corning Inc., Symantec Corp., Harris Corp., SanDisk Corp., CA Inc., Network Appliance Inc., Adobe Systems Inc., Intuit Inc., Commscope Inc., Autodesk Inc.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
William R. Stensrud	Chairman	61	Male	16	Outside Related
David L. Schlotterbeck	Member	64	Male	2	Outside
J. Michael Lawrie	Member	58	Male	5	Outside

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