

CEO

Information

Version 1.1

(2010)

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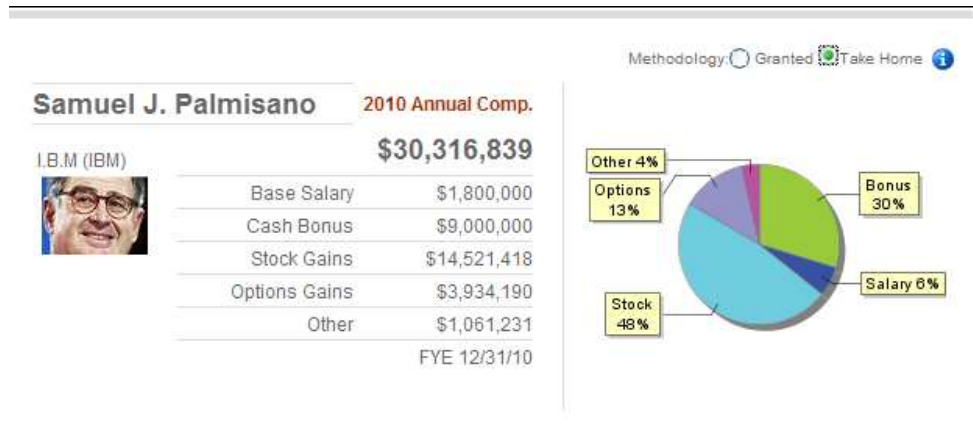
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Summary 2010

Granted



Take Home



Expensed

(not available)

Summary 2009

Granted

Methodology: Granted Take Home [i](#)

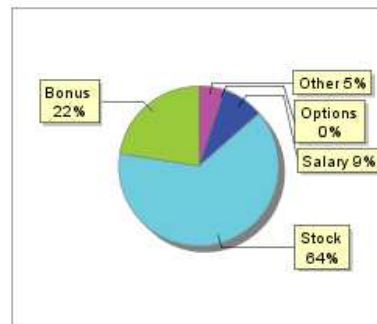
Samuel J. Palmisano 2009 Annual Comp.

I.B.M (IBM)



	\$21,159,289
Base Salary	\$1,800,000
Cash Bonus	\$4,750,000
Stock Granted	\$13,517,401
Options Granted	\$0
Other	\$1,091,888

FYE 12/31/09



Take Home

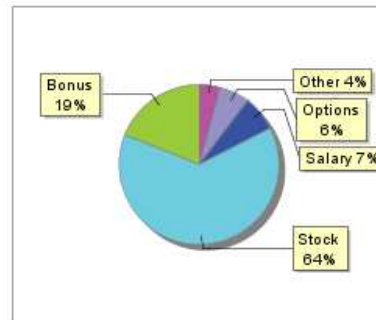
Samuel J. Palmisano 2009 Annual Comp.

I.B.M (IBM)



	\$25,204,096
Base Salary	\$1,800,000
Cash Bonus	\$4,750,000
Stock Gains	\$16,044,219
Options Gains	\$1,517,989
Other	\$1,091,888

FYE 12/31/09



Expensed

(not available)

Summary 2008

Granted

Methodology: Granted Take Home Expensed (SEC)

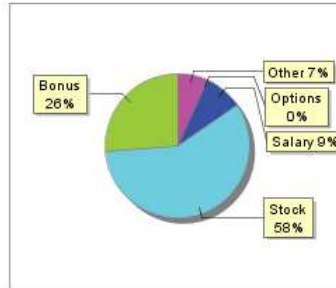
Samuel J. Palmisano **2008 Annual Comp.**

I.B.M. (IBM) **\$20,965,883**



Base Salary	\$1,800,000
Cash Bonus	\$5,500,000
Stock Granted	\$12,220,311
Options Granted	\$0
Other	\$1,445,572

FYE 12/31/2008



Take Home

Methodology: Granted Take Home Expensed (SEC)

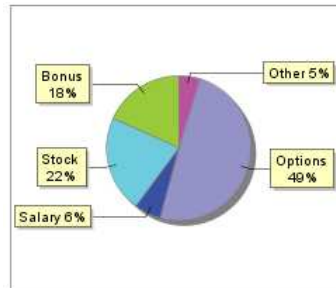
Samuel J. Palmisano **2008 Annual Comp.**

I.B.M. (IBM) **\$30,329,757**



Base Salary	\$1,800,000
Cash Bonus	\$5,500,000
Stock Gains	\$6,610,537
Options Gains	\$14,973,648
Other	\$1,445,572

FYE 12/31/2008



Expensed

Methodology: Granted Take Home Expensed (SEC)

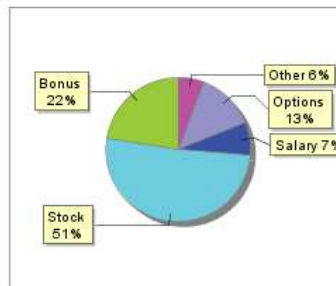
Samuel J. Palmisano **2008 Annual Comp.**

I.B.M. (IBM) **\$24,542,728**



Base Salary	\$1,800,000
Cash Bonus	\$5,500,000
Stock Expense	\$12,578,433
Options Expense	\$3,218,723
Other	\$1,445,572

FYE 12/31/2008



Accumulated Wealth

Accumulated Wealth 2010

Board Memberships



IBM
Chair of the Board



Exxon Mobil
Lead Independent Director

Former Named Executive Positions



N/A

Former Board Affiliations



Gannett
Member of the Board of Directors

Accumulated Wealth

Total	\$250,210,002
Equity Holdings	\$144,127,376
Pension Balance	\$50,012,190
Deferred Comp. Balance	\$56,070,436

Accumulated Wealth 2009

Board Memberships



IBM
Chair of the Board



Exxon Mobil
Lead Independent Director

Former Named Executive Positions



N/A

Former Board Affiliations



N/A

Accumulated Wealth

Total	\$206,168,011
Equity Holdings	\$113,818,170
Pension Balance	\$43,474,263
Deferred Comp. Balance	\$48,875,578

Accumulated Wealth 2008

Board Memberships



Exxon Mobil
Member of the Board of Directors



I. B. M.
Chair of the Board

Former Named Executive Positions



N/A

Former Board Affiliations



N/A

Accumulated Wealth

Total	\$115,772,747
Equity Holdings	\$44,775,514
Pension Balance	\$40,319,757
Deferred Comp. Balance	\$30,677,476

Methodology Explanations

Granted Compensation

Annual compensation for each chief executive includes base salary, cash bonuses, the grant-date fair value of new stock awards, the grant-date fair value of new stock option awards, and other compensation. Base salaries, which are annualized for new hires, represent yearly pay that is not tied to company performance. Cash bonuses include discretionary cash awards and payouts from annual and multi-year performance-based incentive plans. Stock and option award figures include the value of all service-based and performance-based equity awards on the day they were granted. When grant-date equity award values are not provided by the company, they are calculated by Equilar using a standardized set of assumptions. Other compensation typically includes benefits and perquisites.

Readers should note that grant-date fair values represent the estimated value of new equity awards. Although these values are typically disclosed by companies, there is no guarantee that these values will actually be realized. Executives may eventually realize more or less in compensation from these awards. Equilar's analysis counts equity awards in the fiscal year they were granted. In some cases, especially in the financial sector, companies grant equity awards at the beginning of each fiscal year based on performance in the prior fiscal year. As such, the equity awards granted in a fiscal year should not necessarily be viewed as indicative of corporate performance in that year.

Take-Home Compensation

Annual compensation for each chief executive includes base salary, cash bonuses, the value of stock awards which vested during the year, the value of option awards exercised during the year, and other compensation. Base salaries, which are annualized for new hires, represent yearly pay that is not tied to company performance. Cash bonuses include discretionary cash awards and payouts from annual and multi-year performance-based incentive plans. Stock and option award figures include the value of all service-based and performance-based equity awards on the day they vested or were exercised. Equity awards which are counted as earned, vested or exercised were not necessarily sold by the executive. Other compensation typically includes benefits and perquisites.

S.E.C. Value for Compensation

Annual compensation for each chief executive includes base salary, cash bonuses, the expenses incurred by the company as a result of stock and option awards, and other compensation. Base salaries, which are annualized for new hires, represent yearly pay

that is not tied to company performance. Cash bonuses include discretionary cash awards and payouts from annual and multi-year performance-based incentive plans. Stock and option award figures represent the compensation cost recognized or expensed by the company during this fiscal year as a result of equity awards vesting. Companies can recognize a negative stock or option expense when awards are forfeited, cancelled or revalued. Other compensation typically includes benefits and perquisites.

Accumulated Wealth

Total accumulated wealth is calculated as the sum of an executive's equity holdings and pension and deferred compensation plan balances. All values are measured as of the end of the fiscal year (fiscal 2007 for most companies). Equity holdings include the value of shares owned plus the value of previously awarded options that have not yet been exercised. Pension plan balances represent the lump-sum present value of an executive's accumulated pension benefits. Deferred compensation plan balances represent the aggregate value of an executive's nonqualified deferred compensation accounts.

Other

Biography

Samuel J. Palmisano, 57, is chairman of the Board, president and chief executive officer of IBM and chair of IBM's Executive Committee. Mr. Palmisano joined IBM in 1973. He was elected senior vice president and group executive of the Personal Systems Group in 1997, senior vice president and group executive of IBM Global Services in 1998, senior vice president and group executive of Enterprise Systems in 1999, president and chief operating officer in 2000, chief executive officer in 2002 and chairman of the Board in 2003. Mr. Palmisano is a director of Exxon Mobil Corporation. Mr. Palmisano became an IBM director in 2000.

2010: 59

2011: 60

Connections

Samuel J. Palmisano

I.B.M. (IBM)



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Exxon Mobil

Executives

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Board Members

Subscribers only.

I.B.M.

Executives

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Board Members

Subscribers only.

Board Compensation

Samuel J. Palmisano

I.B.M. (IBM)



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Exxon Mobil

General Information

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Annual Board Compensation

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I.B.M.

General Information

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Annual Board Compensation

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Recent Equity Awards

Samuel J. Palmisano

I.B.M. (IBM)



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Exxon Mobil

Title	Securities	Date	Price	Grant Date Stock Price	Date Exercisable
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I.B.M.

Title	Securities	Date	Price	Grant Date Stock Price	Date Exercisable
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Material Update

Samuel J. Palmisano

I.B.M. (IBM)



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Exxon Mobil

Title	Individual Specific	Date
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I.B.M.

Title	Individual Specific	Date
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Source

[http://www.equilar.com/CEO_Compensation/I.B.M. Samuel J. Palmisano.php](http://www.equilar.com/CEO_Compensation/I.B.M._Samuel_J._Palmisano.php)

http://www.equilar.com/ceo-compensation/2011/i.b.m_samuel_j._palmisano.php

Index of all 200 CEO's

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