

IDEX CORP /DE/  
Form DEF 14A  
February 26, 2013

**UNITED STATES**  
**SECURITIES AND EXCHANGE COMMISSION**

Washington, D.C. 20549

**SCHEDULE 14A INFORMATION**

**Proxy Statement Pursuant to Section 14(a) of the**

**Securities Exchange Act of 1934**

**(Amendment No. )**

Filed by the Registrant

Filed by a Party other than the Registrant

Check the appropriate box:

- Preliminary Proxy Statement
- Confidential, for Use of the Commission Only (as permitted by Rule 14a-6(e)(2))**
- Definitive Proxy Statement
- Definitive Additional Materials
- Soliciting Material under Rule 14a-12

**IDEX CORPORATION**

**(Name of registrant as specified in its charter)**

**(Name of person(s) filing proxy statement, if other than the registrant)**

Payment of Filing Fee (Check the appropriate box):

- No fee required.
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(1) Title of each class of securities to which transaction applies:

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(3) Per unit price or other underlying value of transaction computed pursuant to Exchange Act Rule 0-11 (set forth the amount on which the filing fee is calculated and state how it was determined):

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(1) Amount Previously Paid:

(2) Form, Schedule or Registration Statement No.:

(3) Filing Party:

(4) Date Filed:

1925 West Field Court, Suite 200

Lake Forest, IL 60045

March 5, 2013

**Dear Stockholder:**

You are cordially invited to attend the Annual Meeting of Stockholders of IDEX Corporation which will be held on Tuesday, April 9, 2013, at 9:00 a.m. Central Time, at the Lake Forest Graduate School of Business, 1905 West Field Court, Lake Forest, Illinois 60045.

Details of the business to be conducted at the Annual Meeting are given in the attached Notice of Annual Meeting and Proxy Statement. Included with the Proxy Statement is a copy of the Company's 2012 Annual Report. We encourage you to read the Annual Report. It includes information on the Company's operations, markets, products and services, as well as the Company's audited financial statements.

Whether or not you attend the Annual Meeting, it is important that your shares be represented and voted. Therefore, we urge you to sign, date, and promptly return the accompanying proxy card in the enclosed envelope. Alternatively, you can vote over the telephone or the Internet as described on the proxy card. If you decide to attend the Annual Meeting, you will be able to vote in person, even if you have previously submitted your proxy card, or voted by telephone or over the Internet.

On behalf of the Board of Directors, I would like to express our appreciation for your continued interest in the affairs of the Company. We look forward to seeing you at the Annual Meeting.

Sincerely,

ANDREW K. SILVERNAIL

*Chairman of the Board, President and*

*Chief Executive Officer*

**IDEX CORPORATION**

**NOTICE OF ANNUAL MEETING OF STOCKHOLDERS**

**APRIL 9, 2013**

**To the Stockholders:**

The Annual Meeting of Stockholders of IDEX Corporation (the Company) will be held on Tuesday, April 9, 2013, at 9:00 a.m. Central Time, at the Lake Forest Graduate School of Business, 1905 West Field Court, Lake Forest, Illinois 60045, for the following purposes:

1. To elect three directors for a term of three years.
2. To vote on a non-binding resolution to approve the compensation of the Company's named executive officers.
3. To ratify the appointment of Deloitte & Touche LLP as the Company's independent registered public accounting firm for 2013.
4. To transact such other business as may properly come before the meeting.

The Board of Directors fixed the close of business on February 15, 2013, as the record date for the determination of stockholders entitled to notice of, and to vote at, the Annual Meeting.

You may obtain directions to the location of the Annual Meeting by visiting our website at [www.idexcorp.com](http://www.idexcorp.com).

By Order of the Board of Directors

FRANK J. NOTARO

*Vice President General Counsel*

*and Secretary*

March 5, 2013

Lake Forest, Illinois

**IMPORTANT NOTICE REGARDING THE AVAILABILITY OF PROXY MATERIALS FOR THE  
ANNUAL MEETING OF STOCKHOLDERS TO BE HELD ON APRIL 9, 2013**

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The Proxy Statement and 2012 Annual Report of IDEX Corporation are available at:

**<http://phx.corporate-ir.net/phoenix.zhtml?c=83305&p=irol-reportsAnnual>**

## PROXY STATEMENT

IDEX Corporation (the Company or IDEX) has prepared this Proxy Statement in connection with the solicitation by the Company's Board of Directors of proxies for the Annual Meeting of Stockholders to be held on Tuesday, April 9, 2013, at 9:00 a.m. Central Time, at the Lake Forest Graduate School of Business, 1905 West Field Court, Lake Forest, Illinois 60045. The Company commenced distribution of this Proxy Statement and the accompanying materials on March 5, 2013.

The Company will bear the costs of preparing and mailing this Proxy Statement and other costs of the proxy solicitation made by the Board of Directors. Certain of the Company's officers and employees may solicit the submission of proxies authorizing the voting of shares in accordance with the Board of Directors' recommendations, but no additional remuneration will be paid by the Company for the solicitation of those proxies. These solicitations may be made by personal interview, telephone, email or facsimile transmission. The Company has made arrangements with brokerage firms and other record holders of the Company's Common Stock for the forwarding of proxy solicitation materials to the beneficial owners of that stock. The Company will reimburse those brokerage firms and others for their reasonable out-of-pocket expenses in connection with this work. In addition, the Company has engaged Morrow & Co., LLC, 470 West Ave., Stamford, Connecticut to assist in proxy solicitation and collection at a cost of \$6,000, plus out-of-pocket expenses.

### VOTING AT THE MEETING

The record of stockholders entitled to notice of, and to vote at, the Annual Meeting was taken as of the close of business on February 15, 2013, and each stockholder will be entitled to vote at the meeting any shares of the Company's Common Stock held of record on that date. 82,523,658 shares of the Company's Common Stock were outstanding at the close of business on February 15, 2013. Each share entitles its holder of record to one vote on each matter upon which votes are taken at the Annual Meeting. No other securities are entitled to be voted at the Annual Meeting.

A quorum of stockholders is necessary to take action at the Annual Meeting. A majority of outstanding shares of the Company's Common Stock present in person or represented by proxy will constitute a quorum. The Company will appoint election inspectors for the meeting to determine whether or not a quorum is present, and to tabulate votes cast by proxy or in person. Under certain circumstances, a broker or other nominee may have discretionary authority to vote shares of Common Stock if instructions have not been received from the beneficial owner or other person entitled to vote. The election inspectors will treat directions to withhold authority, abstentions and broker non-votes (which occur when a broker or other nominee holding shares for a beneficial owner does not vote on a particular proposal because such broker or other nominee does not have discretionary voting power with respect to that item and has not received instructions from the beneficial owner) as present and entitled to vote for purposes of determining the presence of a quorum for the transaction of business at the Annual Meeting. The following sets forth the voting procedures for each proposal at the Annual Meeting:

**Proposal 1 Election of Directors.** Directors are elected by a plurality of the votes cast at the Annual Meeting. Directions to withhold authority, abstentions and broker non-votes will have no effect on the election of directors.

**Proposal 2 Advisory Vote on Executive Compensation.** Approval of the compensation of the Company's named executive officers will require the affirmative vote of a majority of shares present in person or represented by proxy and entitled to vote on the matter. Abstentions will have the effect of a vote against approval and broker non-votes will have no effect on the vote.

**Proposal 3 Ratification of Auditors.** Approval of ratification of the auditors will require the affirmative vote of a majority of shares present in person or represented by proxy and entitled to vote on the matter. Abstentions will have the effect of a vote against approval and broker non-votes will have no effect on the vote.

The Company requests that you mark the accompanying proxy card to indicate your votes, sign and date it, and return it to the Company in the enclosed envelope, or vote by telephone or over the Internet as described on the proxy card. If you vote by telephone or over the Internet, you should not mail your proxy card. If your completed proxy card or telephone or Internet voting instructions are received prior to the meeting, your shares will be voted in accordance with your voting instructions. If you sign and return your proxy card but do not give voting instructions, your shares will be voted FOR the election of the Company's nominees as directors, FOR approval of the compensation of the Company's named executive officers, FOR approval of the ratification of the appointment of Deloitte & Touche LLP as the Company's independent registered public accounting firm for 2013, and in the discretion of the proxy holders as to any other business which may properly come before the meeting. Any proxy solicited hereby may be revoked by the person or persons giving it at any time before it has been exercised at the Annual Meeting by giving notice of revocation to the Company in writing prior to the meeting. If you decide to attend the Annual Meeting, you will be able to vote in person, even if you have previously submitted your proxy card, or voted by telephone or over the Internet. The Company requests that all such written notices of revocation to the Company be addressed to Frank J. Notaro, Vice President - General Counsel and Secretary, IDEX Corporation, 1925 West Field Court, Suite 200, Lake Forest, IL 60045.

**PROPOSAL 1 ELECTION OF DIRECTORS**

The Company's Restated Certificate of Incorporation, as amended, provides for a three-class Board, with one class being elected each year for a term of three years. The Board of Directors currently consists of ten members, four of whom are Class III directors whose terms will expire at this year's Annual Meeting, three of whom are Class I directors whose terms will expire at the Annual Meeting to be held in 2014, and three of whom are Class II directors whose terms will expire at the Annual Meeting to be held in 2015. Ms. Chandy who is currently serving as a Class III director will not stand for election this year. As a result, the Board of Directors will be reduced to nine members at this year's Annual Meeting.

The Board of Directors has nominated three individuals for election as Class III directors to serve for a three-year term expiring at the Annual Meeting to be held in 2016, or upon the election and qualification of their successors. The nominees of the Board of Directors are Ernest J. Mrozek, David C. Parry and Livingston L. Satterthwaite, each of whom is currently serving as a director of the Company. The nominees and the directors serving in Class I and Class II whose terms expire in future years and who will serve or continue to serve after the Annual Meeting are listed below with brief statements setting forth their present principal occupations and other information, including any directorships in other public companies, and their particular experiences, qualifications, attributes and skills that lead to the conclusion they should serve as a director.

If for any reason any of the nominees are unavailable to serve, proxies solicited hereby may be voted for a substitute. The Board, however, expects the nominees to be available.



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**The Company's Board of Directors Recommends a Vote FOR**

**the Nominees in Class III Identified Below.**

**Nominees for Election**

**Class III: Nominees for Three-Year Term**

ERNEST J. MROZEK

*Retired Vice Chairman and Chief Financial Officer*  
The ServiceMaster Company

Director since July 2010  
Age 59

Mr. Mrozek served as Vice Chairman and Chief Financial Officer of The ServiceMaster Company from prior to 2007 until his retirement in March 2008. Mr. Mrozek is a director of G&K Services, Inc.

Mr. Mrozek's strategic and operating leadership skills, his extensive experience and expertise in the business services industry and his financial reporting expertise led to the conclusion that he should serve on the Board of Directors. Through over 20 years of executive experience in various senior positions in general management, operations and finance at ServiceMaster, a residential and commercial service company, Mr. Mrozek developed extensive knowledge of the business services industry and gained valuable financial expertise and experience in mergers and acquisitions. Prior to joining ServiceMaster in 1987, Mr. Mrozek spent 12 years in public accounting with Arthur Andersen & Co. Mr. Mrozek has also acquired substantial experience in corporate governance as a director on the boards of several public and private companies. Mr. Mrozek received a bachelor of science degree in accountancy with honors from the University of Illinois and is a certified public accountant.

Mr. Mrozek is a member, and effective April 9, 2013 will become Chairman of the Audit Committee of the Board of Directors.

DAVID C. PARRY

*Vice Chairman*  
Illinois Tool Works Inc.

Director since December 2012  
Age 59

Mr. Parry has served as Vice Chairman of Illinois Tool Works Inc. (ITW) since 2010. From 2007 to 2010, Mr. Parry was Executive Vice President of ITW with responsibility for the Polymers and Fluids Group.

Mr. Parry's strategic and operating leadership skills and global commercial perspective gained from over 30 years of international business leadership experience, his significant acquisition experience and his extensive expertise in the industrial products manufacturing industry led to the conclusion that he should serve on the Board of Directors. During 18 years of executive and management experience in various senior management positions at ITW, a multinational manufacturer of a diversified range of industrial products and equipment, Mr. Parry has successfully grown the operations and profitability of multiple business units and helped ITW complete numerous acquisitions. Prior to joining ITW in 1994, Mr. Parry spent 17 years in various executive and management positions at Imperial Chemical Industries, which at the time was one of the largest chemical producers in the world. Mr. Parry received a bachelor of science degree in chemistry, a master of science degree in chemistry and a Ph.D. in polymer chemistry from Victoria University of Manchester, Manchester, England.

Mr. Parry is a member of the Audit Committee of the Board of Directors.

LIVINGSTON L. SATTERTHWAITE

*President*  
Cummins Power Generation Division

Director since April 2011  
Age 52

Mr. Satterthwaite has served as President of Cummins Power Generation, a unit of Cummins, Inc. (Cummins), since June 2008. From prior to 2007 to 2008, Mr. Satterthwaite was Vice President, Generator Set Business at Cummins Power Generation.

Mr. Satterthwaite's business leadership and sales skills, international experience and extensive experience in industrial manufacturing led to the conclusion that he should serve on the Board of



Directors. Since joining Cummins in 1988, Mr. Satterthwaite has held various positions at Cummins Power Generation and other divisions of Cummins, including 14 years in managerial and sales positions in the United Kingdom and Singapore. Prior to joining Cummins, Mr. Satterthwaite spent four years at Schlumberger Limited, an oilfield services provider, as a General Field Engineer. Mr. Satterthwaite received a bachelor of science degree in civil engineering from Cornell University and a masters in business administration degree from Stanford University.

Mr. Satterthwaite is a member of the Audit Committee of the Board of Directors.

#### Other Incumbent Directors

#### Class I: Three-Year Term Expires in 2014

BRADLEY J. BELL

Director since June 2001

*Retired Executive Vice President and Chief Financial Officer*

Age 60

Nalco Company

Mr. Bell served as Executive Vice President and Chief Financial Officer of Nalco Company (Nalco) from prior to 2007 until his retirement in 2010. Mr. Bell is a director of Compass Minerals International, Inc.

Mr. Bell's business leadership skills, his knowledge of technology and manufacturing industries, his financial reporting expertise and his corporate governance and executive compensation experience led to the conclusion that he should serve on the Board of Directors. For over seven years, Mr. Bell served as executive vice president and chief financial officer of Nalco. In addition, Mr. Bell has over 30 years combined experience as an executive in the technology and manufacturing industries, including positions at Rohm and Haas Company, Whirlpool Corporation and Bundy Corporation. Through his experience, Mr. Bell has developed valuable financial expertise and experience in mergers and acquisitions, private equity and capital markets transactions. Mr. Bell has a long career in corporate finance, including more than 12 years of experience as chief financial officer of a publicly traded company, during which he obtained significant financial management and reporting expertise. He has held directorships at publicly traded companies for over 20 years, during which he chaired governance, audit and compensation committees. Through his executive experience and board memberships, Mr. Bell has acquired substantial training and experience in corporate governance and executive compensation. Mr. Bell received a bachelor of science degree in finance with high honors from the University of Illinois and a master of business administration degree with distinction from Harvard University.

Mr. Bell is Chairman of the Nominating and Corporate Governance Committee and a member of the Compensation Committee of the Board of Directors.

ANDREW K. SILVERNAIL

Director since August 2011

*Chairman, President and Chief Executive Officer*

Age 42

IDEX Corporation

Mr. Silvernail was appointed Chairman of the Board effective January 1, 2012. Mr. Silvernail has served as President and Chief Executive Officer and a director of the Company since August 10, 2011. Prior to his appointment as President and Chief Executive Officer, Mr. Silvernail served since January 2011 as Vice President Group Executive of Health & Science Technologies, Global Dispensing and Fire & Safety/Diversified Products. From February 2010 to December 2010, Mr. Silvernail was Vice President Group Executive of Health & Sciences Technologies and Global Dispensing. Mr. Silvernail joined IDEX in January 2009 as Vice President Group Executive of Health & Science Technologies. Prior to joining IDEX, Mr. Silvernail served as Group President at Rexnord Industries, Inc. from April 2007 to August 2008. Mr. Silvernail's relevant experience with engineering and technology industries in general, together with his extensive management experience led to the conclusion that he should serve on the Board of Directors. Mr. Silvernail received his bachelor of science degree from Dartmouth College and his masters of business administration degree from Harvard University.

GREGORY F. MILZCIK  
*President and Chief Executive Officer*  
Barnes Group Inc.

Director since April 2008  
Age 53

Mr. Milzcik has served as President and Chief Executive Officer of Barnes Group Inc. (Barnes) since prior to 2007. Mr. Milzcik is a director of Barnes.

Mr. Milzcik's business leadership skills, his relevant experience in industrial manufacturing, his corporate governance and executive compensation training and his extensive technical and management education led to the conclusion that he should serve on the Board of Directors. Through his executive experience at Barnes, Mr. Milzcik has obtained a unique understanding of the industrial manufacturing business environment and gained exposure to and familiarity with IDEX's customer base. In addition, Mr. Milzcik gained experience with international commerce, government contracting, complex project management, intellectual property management and industry cyclicality, which enrich his perspective as a director of the Company. Mr. Milzcik has acquired substantial training in corporate governance and executive compensation through his executive experience, board memberships and attendance at the Harvard Directors College, Stanford Directors College and ODX/Columbia Director Education Program, and has been named a Board Leadership Fellow by the National Association of Corporate Directors. Mr. Milzcik received a bachelor of science degree in applied science and technology from Thomas Edison State College, a master's degree in management and administration from Cambridge College, a certificate of graduate studies in administration and management from Harvard University and a doctorate from Case Western Reserve University, with research focusing on management systems in cyclical markets. Mr. Milzcik is a Certified Manufacturing Engineer through the Society of Manufacturing Engineers, and has a FAA Airframe and Power Plant License.

Mr. Milzcik is a member of the Compensation Committee of the Board of Directors.

**Class II: Three-Year Term Expires in 2015**

WILLIAM M. COOK  
*Chairman, President and Chief Executive Officer*  
Donaldson Company, Inc.

Director since April 2008  
Age 59

Mr. Cook has served as Chairman, President and Chief Executive Officer of Donaldson Company, Inc. (Donaldson) since prior to 2007. Mr. Cook is a director of Donaldson and Valspar Corporation.

Mr. Cook's strong business and organizational leadership skills and his relevant experience in technological industries led to the conclusion that he should serve on the Board of Directors. Mr. Cook is a 32-year veteran of Donaldson, a technology-driven global company that manufactures filtration systems designed to remove contaminants from air and liquids. Throughout his career at Donaldson, Mr. Cook has served in several senior executive positions, and was elected as a director in 2004. Mr. Cook received a bachelor of science degree in business administration and a master of business administration degree from Virginia Polytechnic Institute and State University.

Mr. Cook is Chairman of the Audit Committee of the Board of Directors.

MICHAEL T. TOKARZ  
*Member*  
The Tokarz Group L.L.C.

Director since September 1987  
Age 63

Mr. Tokarz has been a member of The Tokarz Group L.L.C. since prior to 2007. Mr. Tokarz is a director of CNO Financial Group, MVC Capital, Inc., Walter Investment Management Corp., Walter Energy, Inc., and Mueller Water Products, Inc.

Mr. Tokarz's knowledge and experience in banking and finance, his entrepreneurial and business leadership skills, his extensive board experience, his corporate governance training and his prominent position in the business community led to the conclusion that he should serve on the Board of

Directors. Mr. Tokarz is a senior investment professional with over 30 years of lending and investment experience. He has extensive experience in leveraged buyouts, financings, restructurings and dispositions. He is currently the Chairman of The Tokarz Group L.L.C., a private, New York-based merchant bank founded by Mr. Tokarz in 2002, and Chairman and Portfolio Manager of MVC Capital, Inc., a registered investment company advised by The Tokarz Group. Mr. Tokarz has served on the boards of publicly traded companies for over 20 years. Through his executive experience and board memberships, Mr. Tokarz has acquired substantial experience in corporate governance. Mr. Tokarz chairs the board of directors of the Illinois Emerging Technologies Fund and is a member of the Illinois VENTURES board of managers. Mr. Tokarz received a bachelor of arts degree in economics, with high distinction, and a master of business administration degree from the University of Illinois at Urbana-Champaign. Mr. Tokarz is a certified public accountant.

Mr. Tokarz is Lead Director of the Board of Directors, Chairman of the Compensation Committee of the Board of Directors and a member of the Nominating and Corporate Governance Committee of the Board of Directors.

CYNTHIA J. WARNER  
*Chairman and CEO*  
Sapphire Energy, Inc.

Director since February 2013  
Age 55

Ms. Warner has been Chairman and CEO of Sapphire Energy, Inc. since 2012. From 2009 to 2011, Ms. Warner was Chairman and President of Sapphire Energy. From 2007 to 2008, Ms. Warner was Group Vice President, Global Refining, BP plc.

Ms. Warner's operating leadership skills, international experience and extensive experience in the energy, refining and transportation industries led to the conclusion that she should serve on the Board of Directors. During her 25 years at BP and Amoco, Inc., Ms. Warner gained significant knowledge of the global energy industry and served in numerous leadership roles, including overseeing BP's Global Refining business and its Health Safety Security Environment, with a consistent record of success in coordinating the operations of thousands of employees across BP's global facilities. In her current role as CEO of Sapphire Energy, an alternative energy venture, Ms. Warner has overseen the raising of substantial investment capital and the successful completion of a new demonstration facility for the company. Ms. Warner received a bachelor of engineering degree in chemical engineering from Vanderbilt University and a masters of business administration degree from Illinois Institute of Technology.

Ms. Warner is a member of the Nominating and Corporate Governance Committee of the Board of Directors.

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**CORPORATE GOVERNANCE**

**Information Regarding the Board of Directors and Committees**

The Board of Directors has the ultimate authority for the management of the Company's business. In February 2013, the Board affirmed the Company's Corporate Governance Guidelines which, along with the charters of the Board committees, the Code of Business Conduct and Ethics, and the Standards for Director Independence, provide the framework for the governance of the Company. The Corporate Governance Guidelines address matters such as composition, size and retirement age of the Board, Board membership criteria, the role and responsibilities of the Board, director compensation, share ownership guidelines, and the frequency of Board meetings (including meetings to be held without the presence of management). The Code of Business Conduct and Ethics sets forth the guiding principles of business ethics and certain legal requirements applicable to all of the Company's employees and directors. Copies of the current Corporate Governance Guidelines, the charters of the Board committees, the Code of Business Conduct and Ethics, and Standards for Director Independence are available under the Investor Relations links on the Company's website at [www.idexcorp.com](http://www.idexcorp.com).

The Board selects the Company's executive officers, delegates responsibilities for the conduct of the Company's operations to those officers, and monitors their performance. Without limiting the generality of the foregoing, the Board of Directors oversees an annual assessment of enterprise risk exposure, and the management of such risk, conducted by the Company's executives. When assessing enterprise risk, the Board focuses on the achievement of organizational objectives, including strategic objectives, to improve long-term performance and enhance stockholder value. Direct oversight allows the Board to assess management's inclination for risk, to determine what constitutes an appropriate level of risk for the Company and to discuss with management the means by which to control risk. In addition, while the Board of Directors has the ultimate oversight responsibility for the risk management process, the Audit Committee focuses on financial risk management and exposure. The Audit Committee receives an annual risk assessment report from the Company's internal auditors and reviews and discusses the Company's financial risk exposures and the steps management has taken to monitor, control and report those exposures.

The Company's By-laws permit the Board to select its Chairman in the manner it determines to be most appropriate. The Corporate Governance Guidelines provide that, if the Chairman of the Board is not the Chief Executive Officer, and is an independent director, there shall be no Lead Director. If the Chairman of the Board is the Chief Executive Officer or is not an independent director, the independent directors shall elect an independent Lead Director. In connection with Mr. Silvernail's appointment as Chairman, the Board appointed Michael T. Tokarz as Lead Director. The responsibilities of the Lead Director include:

Coordinating the activities of the independent directors;

Reviewing the Board meeting agendas and providing the Chairman with input on the agendas;

Preparing the agendas for executive session of the independent directors and chairing those sessions;

Facilitating communications between the Chairman and other members of the Board; and

Coordinating the performance evaluation of the Chief Executive Officer.

The independent non-management directors of the Board meet separately as a group at every regularly scheduled Board meeting. The Chairman (if independent) or Lead Director (if the Chairman is not independent) generally presides at these non-management executive sessions. During 2012, the Board held seven meetings.

The Board believes that its current leadership structure provides independent board leadership and engagement while deriving the benefit of having the CEO also serve as Chairman of the Board.

The Chief Executive Officer, as the individual with primary responsibility for managing the Company's day-to-day operations, is best positioned to chair regular Board meetings and to oversee discussion on business and strategic issues. Coupled with the existence of a Lead Director and regular executive sessions of the non-management directors, this structure provides independent oversight, including risk oversight, while facilitating the exercise of the Board's responsibilities.

The Board has adopted standards for determining whether a director is independent. These standards are based upon the listing standards of the New York Stock Exchange and applicable laws and regulations, and are available on the Company's website as described above. The Board has affirmatively determined, based on these standards, that the following directors, three of whom are standing for election to the Board, are independent: Mr. Bell, Ms. Chandy, Messrs. Cook, Milzick, Mrozek, Parry, Satterthwaite and Tokarz, and Ms. Warner. Ms. Chandy who is currently serving as a Class III director is not standing for election. The Board has determined that Mr. Silvernail is not independent. The Board has also determined that all Board standing committees are composed entirely of independent directors.

Important functions of the Board are performed by committees comprised of members of the Board. Subject to applicable provisions of the Company's By-laws and based on the recommendations of the Nominating and Corporate Governance Committee, the Board as a whole appoints the members of each committee each year at its first meeting. The Board may, at any time, appoint or remove committee members or change the authority or responsibility delegated to any committee, subject to applicable law and listing standards. There are three standing committees of the Board: the Nominating and Corporate Governance Committee, the Audit Committee, and the Compensation Committee. Each committee has a written charter that is available on the Company's website as described above.

The Nominating and Corporate Governance Committee's primary purpose and responsibilities are to: develop and recommend to the Board corporate governance principles and a code of business conduct and ethics; develop and recommend criteria for selecting new directors; identify individuals qualified to become directors consistent with criteria approved by the Board, and recommend to the Board such individuals as nominees to the Board for its approval; screen and recommend to the Board individuals qualified to become Chief Executive Officer and any other senior officer whom the committee may wish to approve; and oversee evaluations of the Board, individual Board members and Board committees. The members of the Nominating and Corporate Governance Committee are Mr. Bell, Ms. Chandy, Mr. Tokarz and Ms. Warner. During 2012, the Nominating and Corporate Governance Committee held two meetings.

It is the policy of the Nominating and Corporate Governance Committee to consider nominees for the Board recommended by the Company's stockholders in accordance with the procedures described under STOCKHOLDER PROPOSALS AND DIRECTOR NOMINATIONS FOR 2014 ANNUAL MEETING. Stockholder nominees who are nominated in accordance with these procedures will be given the same consideration as nominees for director from other sources.

The Nominating and Corporate Governance Committee selects nominees for the Board who demonstrate the following qualities:

*Experience* (in one or more of the following):

high-level leadership experience in business or administrative activities;

specialized expertise in the industries in which the Company competes;

financial expertise;

breadth of knowledge about issues affecting the Company; and

ability and willingness to contribute special competencies to Board activities.

*Personal attributes:*

personal integrity;

loyalty to the Company and concern for its success and welfare, and willingness to apply sound independent business judgment;

awareness of a director's vital part in the Company's good corporate citizenship and corporate image;

time available for meetings and consultation on Company matters; and

willingness to assume fiduciary responsibilities.

Qualified candidates for membership on the Board are identified and considered based on the qualities described above, without regard to race, color, religion, sex, ancestry, national origin or disability. In the past, the Company has engaged executive search firms to help identify and facilitate the screening and interviewing of director candidates. After conducting an initial evaluation of a candidate, the Nominating and Corporate Governance Committee will interview that candidate if it believes the candidate suitable to be a director. The Committee may also ask the candidate to meet with other members of the Board. If the Committee believes a candidate would be a valuable addition to the Board, it will recommend to the full Board appointment or election of that candidate. Annually, the Nominating and Corporate Governance Committee reviews the qualifications and backgrounds of the directors, as well as the overall composition of the Board, and recommends to the full Board the slate of directors for nomination for election at the annual meeting of stockholders.

The Audit Committee's primary duties and responsibilities are to: monitor the integrity of the Company's financial reporting process and systems of internal control regarding finance, accounting and legal compliance; monitor the independence and performance of the Company's independent registered public accounting firm and monitor the performance of the Company's internal audit and compliance functions; hire and fire the Company's independent registered public accounting firm and approve any audit and non-audit work performed by the independent registered public accounting firm; provide an avenue of communication among the independent registered public accounting firm, management and the Board; prepare the report that the rules of the Securities and Exchange Commission (SEC) require to be included in the Company's annual proxy statement; and administer the Company's Related Person Transactions Policy (see Transactions With Related Persons below). The members of the Audit Committee are Ms. Chandy and Messrs. Cook, Mrozek, Parry and Satterthwaite. The Board has determined that each of Messrs. Cook and Mrozek is an audit committee financial expert, as defined by the rules of the SEC. During 2012, the Audit Committee held 10 meetings.

The Compensation Committee's primary duties and responsibilities are to: establish the Company's compensation philosophy and structure the Company's compensation programs to be consistent with that philosophy; establish the compensation of the Chief Executive Officer and other senior officers; develop and recommend to the Board compensation for the directors; and prepare the compensation committee report the rules of the SEC require to be included in the Company's annual proxy statement. The members of the Compensation Committee are Messrs. Bell, Milzcik and Tokarz. During 2012, the Compensation Committee held six meetings.

During 2012, each director attended more than 75% of the aggregate number of meetings of the Board and of committees of the Board of which he or she was a member. The Company encourages its directors to attend the annual meeting of stockholders but has no formal policy with respect to that attendance. All of the directors attended the 2012 Annual Meeting of Stockholders.



### Compensation Committee Interlocks and Insider Participation

During 2012, Messrs. Bell, Milzcek and Tokarz served as the members of the Compensation Committee. Neither Mr. Bell, Mr. Milzcek nor Mr. Tokarz (i) was an officer or employee of the Company or any of its subsidiaries during 2012, (ii) was formerly an officer of the Company or any of its subsidiaries, or (iii) had any relationship requiring disclosure by the Company under Item 404 of Regulation S-K under the Securities Act of 1933, as amended. There were no relationships between the Company's executive officers and the members of the Compensation Committee that require disclosure under Item 407(e)(4) of Regulation S-K.

### Transactions with Related Persons

The Board has adopted a written Related Person Transactions Policy regarding the review, approval and ratification of transactions with related persons. All related person transactions are approved by the Audit Committee. If the transaction involves a related person who is a director or immediate family member of a director, that director will not be included in the deliberations. In approving the transaction, the Audit Committee must determine that the transaction is fair and reasonable to the Company.

### Compensation of Directors

The objectives of our director compensation program are to attract highly-qualified individuals to serve on our Board of Directors and align our directors' interests with the interests of our stockholders. The Compensation Committee reviews the program at least annually to ensure that it continues to meet these objectives.

The Company believes that to attract and retain qualified directors, pay levels should be targeted at the 50th percentile (or median) of pay levels for directors at comparable companies. From time to time, the Compensation Committee, with the assistance of Towers Watson, evaluates the competitiveness of director compensation. The primary reference point for the determination of market pay is the peer group of companies used to benchmark executive compensation. See Market Benchmarking under EXECUTIVE COMPENSATION. Market composite data derived from pay surveys available to Towers Watson and to the Company is also used.

Our director compensation for 2012 was based on the following:

<b>Annual Retainer and Meeting Fees</b>	\$ 65,000
<b>Committee Chair Retainer</b>	
Audit Committee	15,000
Compensation Committee	10,000
Nominating and Corporate Governance Committee	8,000
<b>Lead Director Fees</b>	
Annual Retainer	15,000
Annual Equity Grant	15,000
Stock Options	50% of Value
Restricted Stock	50% of Value
<b>Value of Equity Grants Upon Initial Election to the Board</b>	127,500
Stock Options	50% of Value
Restricted Stock	50% of Value
<b>Value of Annual Equity Grants</b>	85,000
Stock Options	50% of Value
Restricted Stock	50% of Value

Equity grants upon initial election to the Board are made on the date of appointment. Annual equity grants are made on the first regularly scheduled meeting of the Board held each year. All grants are structured to provide approximately 50% of the expected value in the form of stock options and 50% of the expected value in the form of restricted stock awards, and are made under the IDEX Corporation Incentive Award Plan (Incentive Award Plan). The exercise price of each option is equal to the closing price of the Company's Common Stock on the trading day the option is granted. The options become exercisable one year following their date of grant. The restricted stock vests in full on the earlier of the third anniversary of the grant, failure of the director to be re-elected to the Board, or a change in control. The restricted stock is non-transferable until the recipient is no longer serving as a director, and is subject to forfeiture if the director terminates service as a director for reasons other than death, disability or retirement prior to vesting.

Under the Directors Deferred Compensation Plan, directors are permitted to defer their cash compensation, as of the date their compensation would otherwise be payable. In general, directors must make elections to defer fees payable during a calendar year by the end of the preceding calendar year. Newly elected directors have up to 30 days to elect to defer future fees. All amounts deferred are recorded in a memorandum account for each director and are credited or debited with earnings or losses as if such amounts had been invested in an interest-bearing account or receive an investment return as if the funds were invested in certain mutual funds, at the option of the director. The deferred compensation credited to the interest-bearing account is adjusted on at least a quarterly basis with hypothetical earnings equal to the lesser of the Barclays Capital Long Term Bond AAA Corporate Bond Index as of first business day in November of the calendar year preceding the year for which the earnings are to be credited or 120% of the long-term applicable Federal rate (AFR) as of the first business day of November. In accordance with SEC rules, no earnings on deferred compensation are shown in the Director Compensation table below because no above market rates were earned on deferred amounts in 2012. Directors must elect irrevocably to receive the deferred funds either in a lump sum or in equal annual installments of up to 10 years, and to begin receiving distributions either at termination of Board service or at a future specified date. If a director should die before all amounts credited under the Directors Deferred Compensation Plan have been paid, the unpaid balance in the participating director's account will be paid to the director's beneficiary. The memorandum accounts are not funded, and the right to receive future payments of amounts recorded in these accounts is an unsecured claim against the Company's general assets. Messrs. Satterthwaite and Tokarz currently defer all of their director fees into the Directors Deferred Compensation Plan.

Non-management directors are subject to stock ownership guidelines. Non-management directors must comply with the guidelines within five years of their initial election to the Board. The guidelines dictate that all non-management directors must purchase or acquire shares of the Company's Common Stock having an aggregate value at the time of purchase or acquisition equal to three times the annual retainer in effect upon their election to the Board. As of December 31, 2012, all directors either complied with the ownership guidelines or were proceeding towards meeting the ownership guidelines within the applicable five-year period.

The following table summarizes the total compensation earned in 2012 for the Company's directors. Frank Hermance served as a director from January 1, 2012 until his retirement on April 9, 2012. He earned his annual equity award and \$16,250 for his service as a director. Ms. Warner's service as a director began on February 15, 2013 and as such she does not appear in the tables below. Mr. Silvernail receives no additional compensation for his service as a director.

#### 2012 Director Compensation

Name	Fees Earned or Paid in	Stock	Option	Total
	Cash	Awards(1)(2)	Awards(1)(2)	
Bradley J. Bell	\$ 73,000	\$ 42,860	\$ 43,423	\$ 159,283
Ruby R. Chandy	65,000	42,860	43,423	151,283
William M. Cook	80,000	42,860	43,423	166,283
Gregory F. Milzcik	65,000	42,860	43,423	151,283
Ernest J. Mrozek	65,000	42,860	43,423	151,283
David C. Parry	5,417	63,788	60,009	129,215
Livingston Satterthwaite	65,000	42,860	43,423	151,283
Michael T. Tokarz	90,000	50,146	51,172	191,318

- (1) Reflects the aggregate grant date fair value in accordance with FASB ASC Topic 718 using the assumptions set forth in the footnotes to financial statements in the Company's Annual Report on Form 10-K for the year ended December 31, 2012, assuming no forfeitures.

- (2) The following table provides information on the restricted stock and stock option awards held by the Company's non-management directors and the value of those awards as of December 31, 2012. All outstanding awards are in or exercisable for shares of the Company's Common Stock.

Name	Option Awards				Stock Awards		
	Number of Securities Underlying Unexercised Options		Option Exercise Price	Option Expiration Date	Number of Shares or Units of Stock that Have Not Vested(b)	Market Value of Shares or Units of Stock that Have Not Vested(c)	
Exercisable(a)	Unexercisable(a)						
Bradley J. Bell	6,750	0	\$ 25.70	02/02/2015	3,140	\$ 146,104	
	3,375	0	30.67	02/02/2016			
	3,375	0	33.99	02/12/2017			
	2,250	0	30.85	02/20/2018			
	2,250	0	19.98	02/24/2019			
	4,080	0	30.32	02/23/2020			
	3,190	0	40.89	02/22/2021			
0	3,530	42.86	02/21/2022				
Ruby R. Chandy	5,063	0	34.18	04/04/2016	3,140	146,104	
	3,375	0	33.99	02/12/2017			
	2,250	0	30.85	02/20/2018			
	2,250	0	19.98	02/24/2019			
	4,080	0	30.32	02/23/2020			
	3,190	0	40.89	02/22/2021			
	0	3,530	42.86	02/21/2022			
William M. Cook	3,375	0	32.95	04/08/2018	3,140	146,104	
	2,250	0	19.98	02/24/2019			
	4,080	0	30.82	02/23/2020			
	3,190	0	40.89	02/22/2021			
	0	3,530	42.86	02/21/2022			
Gregory F. Milzcik	3,375	0	32.95	04/08/2018	3,140	146,104	
	2,250	0	19.98	02/24/2019			
	4,080	0	30.82	02/23/2020			
	3,190	0	40.89	02/22/2021			
	0	3,530	42.86	02/21/2022			
Ernest J. Mrozek	6,650	0	28.20	07/01/2020	3,920	182,398	
	3,190	0	40.89	02/22/2021			
	0	3,530	42.86	02/21/2022			
David C. Parry	0	4,930	45.08	12/06/2022	1,415	65,840	
Livingston Satterthwaite	4,800	0	45.16	04/05/2021	2,250	104,693	
	0	3,530	42.86	02/21/2022			
Michael T. Tokarz	10,125	0	18.78	01/30/2014	3,310	154,014	
	6,750	0	25.70	02/02/2015			
	3,375	0	30.67	02/02/2016			
	3,375	0	33.99	02/12/2017			
	2,250	0	30.85	02/20/2018			
	2,250	0	19.98	02/24/2019			
	4,080	0	30.82	02/23/2020			
	3,190	0	40.89	02/22/2021			
	0	4,160	42.86	02/21/2012			

- (a) All options expire on the 10th anniversary of the grant date. Options granted prior to 2006 (with expiration dates prior to 2016) vest 100% on the second anniversary of the grant date. Options granted during and after 2006 (with expiration dates during and after 2016) vest 100% on the first anniversary of the grant date. All options vest 100% upon a change in control of the Company.

- (b) See footnote 1 to table under SECURITY OWNERSHIP for vesting provisions.

- (c) Determined based upon the closing price of the Company's Common Stock on December 31, 2012.



**Communications with the Board of Directors**

Stockholders and other interested parties may contact the Board, the non-management directors as a group or any of the individual directors, including the Lead Director, by writing to Frank J. Notaro, Vice President - General Counsel and Secretary, IDEX Corporation, 1925 West Field Court, Suite 200, Lake Forest, Illinois 60045. Inquiries sent by mail will be reviewed, sorted and summarized by Mr. Notaro before they are forwarded to any director.

## SECURITY OWNERSHIP

The following table furnishes information as of February 15, 2013, except as otherwise noted, with respect to shares of the Company's Common Stock beneficially owned by (i) each director and nominee for director, (ii) each officer named in the Summary Compensation Table, (iii) directors, nominees and executive officers of the Company as a group, and (iv) any person who is known by the Company to be a beneficial owner of more than five percent of the outstanding shares of Common Stock. Except as indicated by the notes to the following table, the holders listed below have sole voting power and investment power over the shares beneficially held by them. Under SEC rules, the number of shares shown as beneficially owned includes shares of Common Stock subject to options that are exercisable currently or will be exercisable within 60 days of February 15, 2013. Shares of Common Stock subject to options that are exercisable within 60 days of February 15, 2013, are considered to be outstanding for the purpose of determining the percentage of the shares held by a holder, but not for the purpose of computing the percentage held by others. An \* indicates ownership of less than one percent of the outstanding Common Stock.

Name and Address of Beneficial Owner	Shares Beneficially Owned	Percent of Class
<b>Directors and Nominees (other than Named Executive Officers):</b>		
Bradley J. Bell(1)	71,036	*
Ruby R. Chandy(1)	30,764	*
William M. Cook(1)	24,100	*
Gregory F. Milzcik(1)	22,100	*
Ernest J. Mrozek(1)	18,135	*
David C. Parry(1)	2,260	*
Livingston L. Satterthwaite(1)	12,142	*
Michael T. Tokarz(1)	364,417	*
Cynthia J. Warner(1)	1,265	*
<b>Named Executive Officers:</b>		
Andrew K. Silvernail(2)(3)	213,517	*
Heath A. Mitts(2)(3)	174,899	*
Frank J. Notaro(2)(3)	134,765	*
Michael J. Yates(2)(3)	122,127	*
Daniel J. Salliotte(2)(3)	127,459	*
Directors, Nominees and All Executive Officers as a Group: (14 persons)(4)	1,317,721	1.6
<b>Other Beneficial Owners:</b>		
T. Rowe Price Associates, Inc.(5) 100 East Pratt Street Baltimore, Maryland 21202	7,930,580	9.5
BlackRock Inc.(6) 40 East 52nd Street New York, New York 10022	5,292,803	6.4

- (1) Includes 28,800, 23,738, 16,425, 16,425, 13,370, 8,960 and 38,925 shares under exercisable options for Mr. Bell, Ms. Chandy, and Messrs. Cook, Milzcik, Mrozek, Satterthwaite and Tokarz, respectively. Includes 1,220 shares of restricted stock issued to each Mr. Bell, Ms. Chandy, and Messrs. Cook, Milzcik and Tokarz on February 23, 2010, which vest on February 23, 2013; 2,000 shares of restricted stock issued to Mr. Mrozek on July 1, 2010, which vest on July 1, 2013; 920 shares of restricted stock issued to each Messrs. Bell, Cook, Milzcik, Mrozek and Tokarz on February 22, 2011, which vest on February 22, 2014; 1,250 shares of restricted stock issued to Mr. Satterthwaite on April 5, 2011, which vest on April 5, 2014; 1,000 shares of restricted stock issued to each Messrs. Bell, Cook, Milzcik, Mrozek and Satterthwaite on February 21, 2012, which vest on February 21, 2015; 1,170 shares of restricted stock issued to Mr. Tokarz on February 21,

2012, which vest on February 21, 2015; 1,415 shares of restricted stock issued to Mr. Parry on December 6, 2012, which vest on December 6, 2015; 845 shares of restricted stock issued to Messrs. Bell, Cook, Milzcik, Mrozek, Parry and Satterthwaite on February 15, 2013, which vest on February 15, 2016; 995 shares of restricted stock issued to Mr. Tokarz on February 15, 2013, which vest on February 15, 2013; and 1,265 shares of restricted stock issued to Ms. Warner on February 15, 2013, which vest on February 15, 2016. Also includes 920 shares of restricted stock issued to Ms. Chandy on February 22, 2011, and 1,000 shares of restricted stock issued to Ms. Chandy on February 21, 2012, which vest on April 9, 2013. The restricted shares held by Mr. Bell, Ms. Chandy, Messrs. Cook, Milzcik, Mrozek, Parry, Satterthwaite and Tokarz, and Ms. Warner may vest earlier than the dates indicated above upon a change in control of the Company or failure to be re-elected to the Board. All shares of restricted stock are eligible for dividends.

(2) Includes 113,126, 132,322, 94,952, 96,404 and 94,018 shares under exercisable options for Messrs. Silvernail, Mitts, Notaro, Yates and Salliotte, respectively.

(3) Includes shares of restricted stock awarded by the Company as follows:

Mr. Silvernail was awarded 5,670 shares of restricted stock under the Incentive Award Plan on March 2, 2010, which vest on March 2, 2013; 4,540 shares of restricted stock under the Incentive Award Plan on February 22, 2011, which vest on February 22, 2014; 43,441 shares of restricted stock under the Incentive Award Plan on August 10, 2011, which vest on August 10, 2014; 18,670 shares of restricted stock under the Incentive Award Plan on February 21, 2012, which vest on February 21, 2015; and 18,505 shares of restricted stock under the Incentive Award Plan on February 15, 2013, which vest on February 15, 2016; provided he is employed by the Company on such vesting dates.

Mr. Mitts was awarded 2,920 shares of restricted stock under the Incentive Award Plan on March 2, 2010, which vest on March 2, 2013; 17,130 shares of restricted stock under the Incentive Award Plan on February 22, 2011, which vest on February 22, 2014; 5,840 shares of restricted stock under the Incentive Award Plan on February 21, 2012, which vest on February 21, 2015; and 4,560 shares of restricted stock under the Incentive Award Plan on February 15, 2013, which vest on February 15, 2016; provided he is employed by the Company on such vesting dates.

Mr. Notaro was awarded 6,300 shares of restricted stock under the Incentive Award Plan on March 2, 2010, which vest on March 2, 2013; 9,340 shares of restricted stock under the Incentive Award Plan on February 22, 2011, which vest on February 22, 2014; 5,840 shares of restricted stock under the Incentive Award Plan on February 21, 2012, which vest on February 21, 2015; and 2,600 shares of restricted stock under the Incentive Award Plan on February 15, 2013, which vest on February 15, 2016; provided he is employed by the Company on such vesting dates.

Mr. Yates was awarded 2,680 shares of restricted stock under the Incentive Award Plan on March 2, 2010, which vest on March 2, 2013; 9,790 shares of restricted stock under the Incentive Award Plan on February 22, 2011, which vest on February 22, 2014; 3,500 shares of restricted stock under the Incentive Award Plan on February 21, 2012, which vest on February 21, 2015; and 1,590 shares of restricted stock under the Incentive Award Plan on February 15, 2013, which vest on February 15, 2016; provided he is employed by the Company on such vesting dates.

Mr. Salliotte was awarded 4,250 shares of restricted stock under the Incentive Award Plan on March 2, 2010, which vest on March 2, 2013; 2,380 shares of restricted stock under the Incentive Award Plan on February 22, 2011, which vest on February 22, 2014; 3,500 shares of restricted stock under the Incentive Award Plan on February 21, 2012, which vest on February 21, 2015; and 1,820 shares of restricted stock under the Incentive Award Plan on February 15, 2013, which vest on February 15, 2016; provided he is employed by the Company on such vesting dates.

The restricted shares held by Messrs. Silvernail, Mitts, Notaro, Yates and Salliotte may vest earlier than the dates indicated above upon a change in control of the Company and certain other events. See Outstanding Equity Awards at 2012 Fiscal Year End under EXECUTIVE COMPENSATION.

All shares of restricted stock are eligible for dividends.



- (4) Includes 677,465 shares under options that are exercisable currently or will be exercisable within 60 days of February 15, 2013, and 169,246 unvested shares of restricted stock.
  
- (5) Based solely on information in Schedule 13G, as of December 31, 2012, filed by T. Rowe Price Associates, Inc. (Price Associates) with respect to Common Stock owned by Price Associates and certain other entities which Price Associates directly or indirectly controls or for which Price Associates is an investment advisor on a discretionary basis.
  
- (6) Based solely on information in Schedule 13G, as of December 31, 2012, filed by BlackRock Inc. (BlackRock) with respect to Common Stock owned by BlackRock and certain other entities which BlackRock directly or indirectly controls or for which BlackRock is an investment advisor on a discretionary basis.

## EXECUTIVE COMPENSATION

### Risk Assessment

At the Compensation Committee's direction, management conducted a risk assessment of the Company's compensation policies and practices for its executive compensation program design for 2012 and beyond. The Committee reviewed and discussed the findings of the assessment and concluded that the Company's compensation policies and practices are designed with the appropriate balance of risk and reward in relation to the Company's overall business strategy, do not incent executives to take unnecessary or excessive risks, and that any risks arising from the Company's policies and practices are not reasonably likely to have a material adverse effect on the Company. In the review, management considered the attributes of the Company's policies and practices, including:

The mix of fixed and variable compensation opportunities;

The balance between annual cash and long-term, stock-based performance opportunities;

The alignment of annual and long-term incentive award objectives to ensure that both types of awards encourage consistent behaviors and sustainable performance results;

Performance factors tied to key measures of short-term and long-term performance that motivate sustained performance and are based on financial and non-financial measures;

Caps on the maximum payout for cash incentives;

Stock ownership requirements for executives that encourage a long-term focus on performance;

A clawback policy that applies to performance-based compensation, including stock-based awards, for directors and officers; and

The Committee's ability to consider non-financial and other qualitative performance factors in determining actual compensation payouts.

### Compensation Committee Report

The Compensation Committee has reviewed the following Compensation Discussion and Analysis and discussed its contents with management. Based on this review and discussion, the Compensation Committee recommended to the Board that the Compensation Discussion and Analysis be included in this Proxy Statement.

Michael T. Tokarz, Chairman

Bradley J. Bell

Gregory F. Milzcik

## Compensation Discussion and Analysis

### Executive Summary of Fiscal Year 2012

IDEX is a performance-driven, financially focused company that has a long track record of consistently delivering increased value to our stockholders. We delivered solid operating results for the fiscal year ended December 31, 2012.

Our orders increased 7 percent compared to the prior year.

Our sales increased 6 percent compared to the prior year.

Excluding a \$198 million non-cash goodwill and intangible asset impairment charge and restructuring charges, adjusted diluted EPS of \$2.68 was 12 cents, or 5 percent, higher than the prior-year adjusted EPS of \$2.56.

Our free cash flow of \$295 million was a record and represented 132% of adjusted net income. Beyond our strong financial performance, IDEX executed well on a number of initiatives for 2012 that were established to position IDEX for long-term growth and success.

**Leadership Development.** We launched our leadership excellence program and talent development cycle to facilitate the filling of leadership positions with internal candidates.

**Restructuring.** We completed a multi-year restructuring program to align and position the Company's cost structure with market opportunities.

**Capital Deployment.** We deployed \$70 million of capital on acquisitions and completed the repurchase of 2.2 million shares of common stock for \$90 million.

**Acquisition Integration.** We integrated three acquisitions — ERC, PPC and Matcon.

Under the terms of the Company's Management Incentive Compensation Plan and Incentive Award Plan, the Compensation Committee may, in its discretion, exclude the impact of non-cash asset impairment charges on the Company's results in its determination of annual incentive payments (see Short-Term Incentives — Annual Bonus — below). For 2012, the Compensation Committee exercised its discretion to exclude the impact of the 4<sup>th</sup> quarter \$198 million non-cash goodwill and intangible asset impairment charge in its calculation of adjusted EPS for purposes of determining eligibility for MICP and IAP payments. However, on account of the impairment charge, it reduced Messrs. Silvernail's and Mitts' annual incentive awards by 30%, and Messrs. Notaro's, Yates' and Salliotte's annual incentive awards by 25%, from the amounts which would otherwise have been payable.

### Say on Pay; 2013 Compensation Program Redesign

At the Company's 2012 annual meeting of stockholders, the Company held an advisory vote on executive compensation (*say-on-pay*), thereby affording stockholders the opportunity to cast an advisory vote on the compensation programs for our Named Executive Officers (NEOs). The say-on-pay proposal received support from over 93% of the shares voting at the annual meeting. The Compensation Committee believes this affirms stockholders' support of the Company's approach to executive compensation. Key elements of that approach include the following:

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Pay for performance is the foundation of our executive compensation program, with the majority of executive pay tied to Company performance;

We assess the market competitiveness of our programs by assessing the practices of our peer group and through review of market survey data;

We target base salary, annual incentives and long-term incentives at median, while allowing high performers to exceed median based on their performance;

We reduce the risk of improper or short-sighted decisions by maintaining programs that vest over multiple years, actively engaging the Compensation Committee in executive and senior management compensation, and aligning programs with business supporting measures;

We incorporate clawback provisions into our annual and long-term incentive awards to protect the Company and stockholders;

We do not enter into new agreements that include excise tax gross-up provisions;

We prohibit transactions in which executives may profit from short-term speculative swings in the value of the Company's share price;

With the exception of the Chief Executive Officer, we do not enter into employment contracts with executive officers;

We maintain a consistent severance policy for our executive officers, with no payments for termination for cause;

We work to reduce earnings dilution by limiting participation in our equity-based programs; and

We target ISS-recommended share overhang and burn-rate levels.

In 2012, we redesigned our long-term incentive award program to more tightly align pay and performance. Beginning in 2013, our long-term incentive awards will be equally weighted in value between options, restricted stock and performance-based restricted stock units (PSUs). The PSUs will vest at the end of three years based on our relative total shareholder return as compared to companies in the S&P Midcap 400 Industrials Only index for that period against threshold, target and maximum goals. If the threshold goal is not achieved at the end of the three-year performance period, then the PSUs will be forfeited and will not vest. PSUs will vest and be paid out in shares at 33% at threshold, 100% at target and 200% at maximum, with payouts interpolated between performance levels.

The Compensation Committee will continue to consider the outcome of the Company's say-on-pay votes when making future compensation decisions for the NEOs.

### **Philosophy and Overview of Compensation**

The Company's executive compensation philosophy is that its compensation program should (1) align the interests of management and stockholders, (2) motivate and retain the management team, and (3) result in executives holding meaningful amounts of the Company's Common Stock.

The Company carries out its compensation philosophy by:

Compensating executives at the median of the market in which the Company competes for management talent, if the Company performs at target;

Providing executives with additional compensation if the Company performs above target;

Paying executives a significant portion of their compensation in the form of long-term equity awards that vest over time; and

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Requiring executives to hold targeted amounts of the Company's Common Stock.

## Compensation Elements

The material elements of 2012 compensation for the NEOs, including Andrew K. Silvernail, who is our CEO, and Heath A. Mitts, who is our CFO, are outlined below:

Element	Purpose	Characteristics
<i>Total Compensation</i>	Reward each executive for current and future performance through a combination and proportion of base salary, short- and long-term performance-based incentives and benefits.	Non-variable and variable cash, non-cash and equity-based components of compensation, targeted in the aggregate to 50th percentile of market (+/-20%).
<i>Base Salary</i>	Provide a fixed level of current cash compensation consonant with the executive's primary duties and responsibilities.	Targeted to 50th percentile of market (+/-20%) and adjusted annually to reflect market changes, salary budgets and individual performance.
<i>Short-Term Incentives</i> <i>Annual Bonus</i>	Provide performance-based cash compensation in excess of base salary.	Targeted to 50th percentile of market (+/-20%) and adjusted based on Company and individual performance.
<i>Long-Term Incentives</i> <i>Stock Options</i>	Provide long-term compensation tied to increases in the price of the Company's stock, and retention.	Adjusted based on Company and individual performance, priced on grant date, and vested ratably over four years.
<i>Long-Term Incentives</i> <i>Restricted Stock Awards</i>	Provide long-term compensation tied to the value of the Company's stock, and retention.	Adjusted based on Company and individual performance, and cliff vested in three years.
<i>Retirement Benefits</i>	Provide overall wealth accumulation and retention.	Various market-based retirement and welfare benefits and perquisites targeted to the 50th percentile of market (+/-20%).

The Compensation Committee targets the following approximate mix of annual compensation for the CEO and other NEOs:

Executive	Percent of Total Direct Compensation at Target		
	Base Salary	Target Annual Incentive	Target Long Term Incentives
CEO	25%	25%	50%
Other NEOs	40%	25%	35%

Maintaining a balanced perspective is a core part of the Company's business strategy. While short-term performance is vital to the financial well-being of the Company, the long-term health of the Company requires the appropriate emphasis on new products, technologies and investments that will enable future growth and deliver long-term stockholder value. The latter requires that employees take calculated risks to capitalize on anticipated changes in the Company's numerous businesses. The Company believes targeting total direct compensation to within a range of +/- 20% of 50th percentile of market competitively positions the pay of its executives. The Company believes that balancing the proportion of cash and non-cash awards, as well as short-term versus long-term awards, is important to motivate performance while mitigating risk. Cash-based awards are important in motivating executives for the short-term, while long-term incentives focus executives with the greatest ability to

impact business results on managing the business for the long-term, and reinforce the link between their earnings opportunity and the long-term growth of the Company. Actual compensation may fall outside the targeted range based on a variety of factors, including individual performance, additional responsibilities and length of tenure in a particular position.

### **Role of Compensation Committee and Data Used**

The Compensation Committee establishes the Company's compensation philosophy, structures the Company's compensation programs to be consistent with that philosophy, and approves each element of NEO compensation. In the case of the CEO, the Board ratifies compensation determinations made by the Compensation Committee.

The Compensation Committee performs periodic reviews of executive pay tally sheets. The tally sheets outline each executive's annual pay target and actual and total accumulated wealth under various performance and employment scenarios. Data from the tally sheets is considered by the Compensation Committee when setting target total compensation. Generally, the Compensation Committee reviews and adjusts target total compensation levels annually. Actual total compensation may vary from target based on Company and individual performance, and changes in stock price over time.

Generally, the amount of compensation realized historically, or potentially realizable in the future, from past equity awards does not directly impact the level at which future pay opportunities are set. When granting equity awards, the Compensation Committee reviews both individual performance and the positioning of previously granted equity awards within established grant ranges.

To assist the Compensation Committee in discharging its responsibilities, the Compensation Committee retained Towers Watson to act as an outside consultant. Towers Watson is engaged by, and reports directly to, the Compensation Committee. The Compensation Committee has reviewed the nature of the relationship between itself and Towers Watson, including all personal and business relationships between the committee members, Towers Watson and the individual compensation consultants who provide advice to the Compensation Committee. Based on its review the Compensation Committee did not identify any actual or potential conflicts of interest in Towers Watson's engagement as an independent consultant. Towers Watson works with the Compensation Committee and management to structure the Company's compensation programs and evaluate the competitiveness of its executive compensation levels. Towers Watson's primary areas of assistance to the Compensation Committee are:

Analyzing market compensation data for all executive positions;

Advising on the structure of the Company's compensation programs;

Advising on the terms of equity awards; and

Reviewing materials to be used in the Company's proxy statement.

Towers Watson periodically provides the Compensation Committee and management market data on a variety of compensation-related topics. The Compensation Committee authorized Towers Watson to interact with the Company's management, as needed, on behalf of the Compensation Committee, to obtain or confirm information.

### **Market Benchmarking**

The Compensation Committee reviews data from various sources (as discussed below) as one input in determining appropriate target compensation levels. Individual pay decisions are made on the basis of individual performance, years of experience, skill set, perceived value of the position (or the individual) to the organization, as well as the market data. The Compensation Committee believes that, to attract and retain qualified management, total direct compensation should be targeted within a range of +/- 20% of 50th percentile (Targeted Range) of market for comparable positions at comparable



companies. However, cases may exist where these target compensation levels fall outside this range based on the individual factors listed above. Actual compensation should and does vary from target based on Company and individual performance. For 2012, compensation levels for the NEOs were within the Targeted Range.

The Compensation Committee undertook a review and analysis to ensure that its 2012 executive compensation programs appropriately reflected its market for talent. The Committee considered relevant market pay practices to ensure the Company's ability to recruit and retain high performing talent across its diversified markets and global footprint. Two main sources of market data were selected for the 2012 executive compensation analysis for the NEOs:

Companies that participate in the Towers Watson executive compensation database survey (excluding energy and financial service companies) matched by job content, with data regressed based on the Company's revenue size. Data for this group was presented on an aggregate basis. Individual company data was not reviewed, and the identities of the companies in the database was not revealed; and

The peer group of companies identified below, which consists of companies that are similar to the Company in terms of their size (i.e., revenue, net income, and market capitalization), diversified industry profile (ranging from customized manufacturing solutions to emerging markets in highly specialized health science technology), research and development investment, or global presence, and have executive officer positions that are comparable to the Company's in terms of breadth, complexity and scope of responsibilities.

A O Smith	Colfax	Millpore	Robbins & Myers
Actuant	Donaldson Co	Nordson	Roper Industries
Ametek	Dover	Pall	SPX
Barnes Group	Flowserve	Pentair	Waters
Circor International	Gardner Denver	PerkinElmer	Watts Water Technologies

The Compensation Committee believes that multiple data sources provide for a clearer perspective of the market. As such, they developed an aggregate composite, with the assistance of Towers Watson, of the market data to establish target compensation levels for the executives weighted as follows:

Position(s)	Survey Weighting	Peer Group Weighting	Rationale
CEO and CFO	20%	80%	Positions are required to be represented in all of the proxy peer group companies; closest representation of the corporate profile; balance of peer and survey data.
General Counsel	70%	30%	Limited number of position matches in the proxy group; pool for talent would include the broader industry representation in the survey data.
Chief Accounting Officer and VP Mergers, Acquisitions and Treasury	100%	0%	Very limited number of position matches in the proxy group; pool for talent would include the broader industry representation in the survey data.

### **Process of Setting Compensation**

The CEO's pay package is set by the Compensation Committee during executive session based on the financial and operating performance of the Company and the Committee's assessment of his individual performance and experience. The pay packages for the other NEOs are set by the Compensation Committee based on the recommendations of the CEO. The Compensation Committee considers the CEO's recommendations, taking into account each NEO's individual responsibility, experience and overall performance, as well as internal comparisons of pay within the executive group.

In setting compensation, the Compensation Committee reviews the estimated accounting and tax impact of all elements of the executive compensation program. Generally, an accounting expense is accrued over the requisite service period of the particular pay element (generally equal to the performance period) and the Company realizes a tax deduction upon payment to, or realization by, the executive. The Compensation Committee has been advised that cash awards and stock options granted under the Incentive Award Plan should satisfy the requirements for performance-based compensation under Internal Revenue Code (IRC) Section 162(m). The Compensation Committee has been advised that restricted stock awards (which vest based on continued employment with the Company) do not qualify as performance-based compensation and, therefore, may not be tax-deductible under IRC Section 162(m).

A goal of the Compensation Committee is to comply with the requirements of IRC Section 162(m). IRC Section 162(m) limits the tax deductibility by the Company of annual compensation in excess of \$1,000,000 paid to the CEO and any of the three other most highly compensated executive officers, other than the CFO. While the tax impact of any compensation arrangement is one factor to be considered, that impact is evaluated in light of the Compensation Committee's overall compensation philosophy and objectives. The Compensation Committee considers ways to maximize the deductibility of executive compensation, while retaining the discretion it deems necessary to compensate officers in a manner commensurate with performance and the competitive environment for executive talent. The Compensation Committee may award compensation to the executive officers that is not fully deductible if it determines the compensation is consistent with its philosophy and is in the Company's and stockholders' best interests.

### **Base Salary**

Base salaries are reviewed annually and may be adjusted to reflect market data, as well as individual responsibility, experience and tenure. Base salary is targeted to within a range of +/- 20% of the 50th percentile of the market. For 2012, base salaries were within the Targeted Range for each NEO.

### **Short-Term Incentives Annual Bonus**

#### ***Management Incentive Compensation Plan***

All NEOs, other than Messrs. Silvernail and Notaro, participated in the Company's Management Incentive Compensation Plan (MICP). The MICP provides participants with the opportunity to earn annual cash bonuses. Annual cash bonuses under the MICP are targeted to within +/- 20% of the 50th percentile of the market, with higher payouts for over-performance and lower payouts for under-performance. For 2012, annual bonus amounts were within the Targeted Range for each NEO who participated in the MICP.

The amount of the annual cash bonus paid to each participant under the MICP is determined under the following formula:

Annual Bonus = Individual Target Bonus x Business Performance Factor x Personal Performance Multiplier

Individual Target Bonus for the year is a percentage of the participant's base salary and is based on the participant's position. For the NEOs eligible to receive a bonus under the MICP for 2012, the Individual Target Bonus ranged from 55% to 75% of base salary.

The Business Performance Factor (discussed in more detail below) is calculated based on measurable corporate quantitative objectives, which are given a combined 65% weighting, and up to five subjectively assessed corporate qualitative objectives, which are given a combined 35% weighting.

A Personal Performance Multiplier ranging from 0.75 to 1.30 is assigned to each participant based on a subjective assessment of an individual's performance against individual and business strategic and operational objectives. The Personal Performance Multipliers are recommended by the CEO to the Compensation Committee. The top 10% of all MICP participants receive a Personal Performance Multiplier ranging from 1.15 to 1.30, the bottom 5% of all MICP participants receive a Personal Performance Multiplier ranging from 0.75 to 0.90, and the middle 85% of all MICP participants receive a Personal Performance Multiplier ranging from 0.90 to 1.15.

Personal Performance Multipliers above 1.30 or below 0.75 may be assigned to reflect unusually positive or negative individual performance. The Personal Performance Multiplier for the NEOs who earned a bonus under the MICP in 2012 ranged from 1.1 to 1.2. For 2012, the measurable quantitative objectives within the Business Performance Factor were adjusted earnings per share (EPS) and adjusted cash flow conversion. Adjusted EPS excludes from reported earnings per share the impact of acquisition-related income and charges, restructuring charges and, at the Compensation Committee's discretion, non-cash asset impairment charges (EPS Adjustments). Adjusted cash flow conversion is cash flow as a percent of net income excluding the impact of the EPS Adjustments and catch-up pension contributions. The payout of each quantitative objective is a function of the amount by which actual performance exceeds or falls short of goal, with a maximum payout of 200% of target for each objective. The MICP provides that no bonus is payable unless the minimum threshold for adjusted EPS is met. The threshold adjusted EPS for 2012 was established to be \$2.44.

For 2012, the subjectively assessed qualitative objectives within the Business Performance Factor were: leadership excellence program and talent development cycle implementation, operational excellence, capital deployment and acquisition integration. These measures were targeted to business priorities or initiatives determined by the Compensation Committee and management to address current or future business needs. These measures and goals were established at the beginning of the fiscal year.

The Compensation Committee may, in its discretion, further adjust the Business Performance Factor and/or individual awards to account for environmental conditions and factors (such as performance in a challenging economic environment, and acquisition consummation and integration), not fully reflected in the quantitative and qualitative objectives. For 2012, excluding the impact of the Company's 4<sup>th</sup> quarter \$198 million non-cash goodwill and intangible asset impairment charge, the relative weightings and the performance against the quantitative and qualitative factors resulted in a recommended Business Performance Factor of 109.0%, as shown in the table below.

MICP Objective	Goal	Actual	Payout	MICP Weighting	Business Performance Factor
Adjusted EPS	\$ 2.71	\$ 2.68	94%	50%	47%
Adjusted Cash Flow Conversion	100%	140%	167%	15%	25%
Qualitative Measures	N/A	105%	105%	35%	37%
Total				100%	109%

After application of Personal Performance Multiplier, the Compensation Committee adjusted Mr. Mitts' MICP award downward by 30%, and Messrs. Yates' and Salliotte's awards downward by 25%, on account of the Company's 4<sup>th</sup> quarter \$198 million non-cash goodwill and intangible asset impairment charge.

#### *Incentive Award Plan*

Messrs. Silvernail's and Notaro's annual incentive bonus took the form of a cash performance award under the Incentive Award Plan. Under the terms of the Incentive Award Plan, the Compensation Committee may grant selected participants the right to receive a cash payment contingent upon achieving performance goals established by the Compensation Committee. The Compensation Committee designates the participants, selects the performance criteria and period, and establishes the performance goals and awards which may be earned. Following the completion of the performance period, the Compensation Committee determines whether the performance goals have been achieved. In determining the amount earned by a participant, the Compensation Committee has the right to reduce or eliminate (but not to increase) the amount payable at a given level of performance to take into account additional factors that the Compensation Committee may deem relevant to the assessment of the individual or corporate performance for the period. Messrs. Silvernail and Notaro were granted cash performance awards rather than an annual cash bonus under the MICP to permit their deduction under IRC Section 162(m). If Messrs. Silvernail and Notaro were participants in the MICP (which permits upward adjustments based on qualitative factors instead of only downward adjustments as permitted under the Company's Incentive Award Plan), their annual cash bonuses under the MICP would not be deductible under IRC Section 162(m).

In 2012, the Compensation Committee granted Messrs. Silvernail and Notaro cash performance awards with a maximum aggregate payment amount equal to 2% of the Company's 2012 operating income contingent on the Company achieving an adjusted earnings per share target for 2012 of \$2.44. Adjusted EPS excludes from earnings per share the impact of acquisition-related income and charges, restructuring charges and, at the Compensation Committee's discretion, non-cash asset impairment charges. Under the terms of the awards, no bonus would be paid if the Company did not achieve adjusted EPS of \$2.44. The Compensation Committee set Messrs. Silvernail's and Notaro's actual performance awards for 2012 at \$732,500 and \$269,700, respectively, inclusive of downward adjustments of 30% and 25%, respectively, on account of the Company's 4<sup>th</sup> quarter \$198 million non-cash goodwill and intangible asset impairment charge. In setting the actual awards, the Compensation Committee considered the actual performance of the Company using the metrics in the Business Performance Factor described above, its subjective assessment of Messrs. Silvernail's and Notaro's individual performance, the amounts that Messrs. Silvernail and Notaro would have earned as an annual cash bonus if they participated in the MICP on substantially the same terms as the other NEOs, and the asset impairment charge.

## Long-Term Incentives

Long-term incentive awards are issued under the Incentive Award Plan, which provides that no stock option granted to an NEO may be fully exercisable earlier than three years after its date of grant, and time-based restricted stock awards shall become vested over a period of not less than three years from date of grant. Long-term incentive awards for the NEOs are structured to provide approximately 50% of the expected value in the form of stock options and 50% of the expected value in the form of restricted stock awards. The Compensation Committee believes that stock options and restricted stock incentive management actions that drive the creation of stockholder value and promote executive stock ownership. However, stock options and restricted stock have different characteristics. Stock options provide value only to the extent that the Company's stock price appreciates above the stock price on the date of grant. Restricted stock awards provide value regardless of whether the Company's stock price appreciates, and help retain executives over the course of business and market cycles that may negatively impact the Company's operations and stock price in the short term. Because at the time of grant option shares have a lower expected value than restricted stock awards, relatively more option shares are awarded. Stock option and restricted stock awards are approximately equally weighted for all NEOs to reflect the Compensation Committee's belief that stock price appreciation, retention of executives and executive stock ownership are all important objectives. Stock option and restricted stock awards are generally made on an annual basis, or at the time of a special event (such as upon hiring or promotion). Historically, we have usually made awards on the date of the first Compensation Committee meeting of a year, or the date of the annual meeting of stockholders. However, we have not adopted specific guidelines as to the timing of such awards, but attempt to not make awards during any periods when we have non-public information which could impact our stock price.

Each NEO's award level, other than the CEO's, is based on the CEO's recommendation to the Compensation Committee, which is based on his subjective assessment of the individual's performance and, to a lesser extent, his subjective assessment of the Company's performance. The CEO's award level is determined by the Compensation Committee's subjective determination of his performance and, to a lesser extent, its subjective view of the Company's performance. The actual value delivered may vary above or below the expected value based on the performance of the Company's stock over time, and the timing of the executive's decision to realize such value.

## Stock Ownership

Consistent with its executive pay philosophy, the Company requires that executive officers maintain minimum ownership levels of the Company's Common Stock. The following stock ownership guidelines for NEOs were established by the Board of Directors in 2006.

Executive	Ownership as a Multiple of Base Salary
CEO	5x
CFO	3x
Other NEOs	2x

The CEO, CFO and the other NEOs must comply with these ownership requirements within five years of date of hire or promotion. Counted for purposes of satisfying ownership requirements are shares directly owned and unvested restricted shares. As of December 31, 2012, the CEO, CFO and the other NEOs had met or were proceeding towards meeting the ownership guidelines within the applicable five-year period.

## Hedging

All directors and officers of the Company are prohibited from engaging in any transaction in which they may profit from short-term speculative swings in the value of the Company's securities (hedging). For this purpose, hedging includes short-sales (selling borrowed securities that the seller hopes can be purchased at a lower price in the future) or short sales against the box (selling,

but not delivering, owned securities), put and call options (publicly available rights to sell or buy securities within a certain period of time at a specified price or the like), and other hedging transactions designed to minimize the risk inherent in owning the Company's stock, such as zero-cost collars and forward sales contracts.

### **Clawbacks**

Consistent with Section 954 of the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010, and to the extent not in violation of applicable law, the Company reserves the right to recover, or clawback, from current or former directors and officers any wrongfully earned performance-based compensation, including stock-based awards, upon the determination by the Compensation Committee that:

The Company's financial statements have been restated due to material noncompliance with any financial reporting requirement;

The cash incentive or equity compensation to be recouped was calculated on, or its realized value was affected by, the financial results that were subsequently restated;

The cash incentive or equity compensation would have been less valuable than that actually awarded or paid based upon the application of the correct financial results; and

The pay affected by the calculation was earned or awarded within three years of the restatement.

The Compensation Committee has exclusive authority to modify, interpret and enforce this provision in compliance with applicable law.

### **Tax Gross-Up Provisions**

In February 2011, the Compensation Committee adopted a policy that the Company will not enter into any new agreements that include excise tax gross-up provisions with respect to payments contingent upon a change in control of the Company. There is one legacy agreement that was not affected by this policy.

### **Employee Benefits**

The NEOs participate in group health, welfare and qualified retirement programs available to all of the Company's employees. The NEOs also participate in nonqualified supplemental retirement plans, deferred compensation arrangements and supplemental disability benefits. Participation in these nonqualified plans is intended to provide the NEOs with the opportunity to accumulate benefits and wealth over time. For a more complete explanation of these plans, see the narrative following the 2012 Summary Compensation Table, the Pension Benefits at 2012 Fiscal Year End table, the Nonqualified Deferred Compensation at 2012 Fiscal Year End table, and the discussion under Potential Payments upon Termination or Change in Control.

### **Severance and Change in Control Benefits**

In connection with his promotion to CEO, the Committee determined that it was necessary to enter into an employment agreement with Mr. Silvernail that contained market severance terms.

Messrs. Mitts, Notaro, Yates and Salliotte are entitled to severance benefits under the terms of written agreements in the event that their employment is actually or constructively terminated without cause. The amount of the benefit, which varies with the individual, depends on whether the termination is in connection with a change in control. The level of each of Messrs. Mitts, Notaro, Yates and Salliotte's severance benefits reflects the Company's perception of the market for their positions at the time the agreements were put in place.

## 2012 Summary Compensation Table

The table below summarizes the total compensation earned in 2012, 2011 and 2010 for the Company's CEO, CFO, and each of the three most highly compensated executive officers other than the CEO and CFO. Mr. Silvernail's compensation for 2010 and a portion of 2011 was earned as the Company's Vice President, Group Executive Health & Science Technologies and Global Dispensing.

Name and Principal Position	Year	Salary	Stock Awards(1)	Option Awards(2)	Non-Equity Incentive Compensation Plan(3)	Change in Pension Value and Non-Qualified Deferred Compensation Earnings(4)	All Other Compensation (5)	Total
Andrew K. Silvernail, Chairman, President and Chief Executive Officer	2012	\$ 790,769	\$ 800,196	\$ 818,174	\$ 732,500		\$ 261,083	\$ 3,402,723
	2011	538,615	1,685,658	192,466	767,000		190,945	3,374,684
	2010	383,558	180,136	424,335	548,000		68,099	1,604,128
Heath A. Mitts, Vice President and Chief Financial Officer	2012	431,308	250,302	255,680	298,700		109,508	1,345,497
	2011	392,000	700,446	768,226	461,895		82,921	2,405,489
Frank J. Notaro, Vice President, General Counsel and Secretary	2012	391,692	250,302	255,680	269,700	77,377	103,196	1,347,947
	2011	352,346	381,913	416,781	395,115	68,118	102,731	1,717,003
	2010	335,690	200,151	202,092	450,000	39,934	67,217	1,295,084
Michael J. Yates, Vice President, Chief Accounting Officer	2012	307,339	150,010	153,408	159,800		75,765	846,321
	2011	292,923	400,313	435,954	262,350		71,677	1,463,218
Daniel J. Salliotte, Vice President Mergers, Acquisitions and Treasury	2012	270,600	150,010	153,408	147,300	8,495	69,754	799,567

- (1) Reflects the aggregate grant date fair value in accordance with FASB ASC Topic 718 using the assumptions set forth in the footnotes to financial statements in the Company's annual report on the Form 10-K for the year ended December 31, 2012, for awards granted during the relevant year assuming no forfeitures. All shares of restricted stock are eligible for dividends.
- (2) Reflects the aggregate grant date fair value for the year indicated in accordance with FASB ASC Topic 718 using the assumptions set forth in the footnotes to financial statements in the Company's Annual Report on the Form 10-K for the year ended December 31, 2012, for stock options granted during the relevant year assuming no forfeitures.
- (3) Reflects Messrs. Silvernail's and Notaro's annual performance award under the Incentive Award Plan, and for the other NEOs the annual cash bonus under the MICP, in each case earned in the year reported.
- (4) Represents the aggregate increase in actuarial value under the Pension Plan and SERP (see the narrative to this table below for further details and the narrative to the Pension Benefits at 2012 Fiscal Year End table for descriptions of the Pension Plan and SERP).

(5) Consists of the following for 2012:

Name	Year	Contribution to 401(k) Plan, Defined Contribution Plan and Accrued SERP			Aircraft(b)	Other Payments	Total
		Benefits	Automotive(a)				
Andrew K. Silvernail	2012	\$ 153,415	\$ 26,899	\$ 80,769	\$ 0	\$ 261,083	
Heath A. Mitts	2012	89,244	20,264	0	0	109,508	
Frank J. Notaro	2012	82,442	20,754	0	0	103,196	
Michael J. Yates	2012	56,362	19,404	0	0	75,765	
Daniel J. Salliotte	2012	52,850	16,904	0	0	69,754	

(a) Consists of auto allowance and gas.

(b) The Company's methodology for calculating the value of the personal use of the Company aircraft is to calculate the incremental costs of such usage to the Company, which includes fuel, landing fees, hangar fees, catering, additional expenses related to the crew and other expenses which would not have otherwise been incurred by the Company if the aircraft had not been used for personal travel.

#### Narrative to Summary Compensation Table

#### Perquisites and Supplemental Disability

In addition to benefits generally available to all other U.S.-based non-union employees, the CEO and other NEOs receive an auto allowance and, except as set forth below, participate in a supplemental long-term disability program. The supplemental disability benefit is in addition to the group long-term disability benefit generally available to all U.S.-based non-union employees. The group long-term disability plan provides an annual benefit of 60% of the first \$200,000 of base salary, or an annual maximum benefit of \$120,000 per year. For the NEOs other than the CEO, the supplemental program provides an annual benefit of 60% of their base salary above \$200,000, with a maximum supplemental benefit of \$36,000 per year. For the CEO, the supplemental program provides an annual benefit of 60% of base salary above \$200,000, with a maximum supplemental benefit of \$240,000 per year. The NEOs pay the premiums on all disability insurance. The CEO is also offered the personal use of Company aircraft (limited to 25 hours per year).

#### Retirement Benefits

The Company maintains three tax-qualified retirement plans for all employees in which the CEO and other NEOs participate: the IDEX Corporation Defined Contribution Plan (Defined Contribution Plan), the IDEX Corporation Savings Plan, which is a 401(k) plan with a prescribed matching contribution (401(k) Plan), and the IDEX Corporation Retirement Plan, which is a defined benefit plan (Pension Plan). Two NEOs have accrued benefits under the Pension Plan. None of the NEOs actively accrued any benefits in under the Pension Plan in 2012.



**Defined Contribution Plan**

The Defined Contribution Plan is an ongoing tax-qualified defined contribution plan that provides an annual contribution based on a participant's compensation for that year and a combination of the participant's age and years of service as shown below:

Age + Years of Service	Company Contribution
Less than 40	3.5% of Eligible Annual Compensation
40 but less than 55	4.0% of Eligible Annual Compensation
55 but less than 70	4.5% of Eligible Annual Compensation
70 or more	5.0% of Eligible Annual Compensation

Under the Defined Contribution Plan, participants are entitled to receive the lump-sum value of their vested account at termination of employment subject to distribution rules under the law.

**401(k) Plan**

The 401(k) Plan is an on-going tax-qualified 401(k) plan that provides a matching contribution based on the employee's contribution up to 8% of eligible compensation. The maximum matching contribution by the Company is 4% of eligible compensation.

**Pension Plan**

During 2005, the Company redesigned its retirement plans to eliminate the Pension Plan for employees hired after 2004. Employees who participated in the Pension Plan as of December 31, 2005 who met certain age and service requirements were given the one-time opportunity to choose:

To stay in the Pension Plan with the then current match in the 401(k) Plan (maximum match of 2.8% of eligible pay); or

To begin participating in the Defined Contribution Plan as of January 1, 2006, with an enhanced match in the 401(k) Plan (maximum match of 4% of eligible pay). Employees who chose this option retain, by law, a frozen benefit in the Pension Plan as of December 31, 2005.

Messrs. Notaro and Salliotte chose to begin participation in the Defined Contribution Plan. Each has a frozen benefit under the Pension Plan as of December 31, 2005. The monthly accrued benefit for Messrs. Notaro and Salliotte under the Pension Plan upon retirement at age 65 will not change, although the present value of such benefit will change from year to year. Messrs. Silvernail, Mitts and Yates never participated in the Pension Plan.

### 2012 Grants of Plan-Based Awards

The following table provides information on plan-based awards for all NEOs for 2012.

Name	Grant Date	Estimated Future Payouts Under Non-Equity Incentive Plan Awards(1)			All Other Stock Awards: Number of Shares of Stock	All Other Option Awards: Number of Underlying Securities	Exercise or Base Price of Option Awards (\$ per Share)(2)	Grant Date Fair Value of Stock and Option Awards
		Threshold	Target	Maximum				
Andrew K. Silvernail	02/21/2012	\$ 0	\$ 800,000	\$ N/A	18,670	71,520	\$ 42.86	\$ 1,618,371
Heath A. Mitts	02/21/2012	0	326,250	848,300	5,840	22,350	42.86	505,982
Frank J. Notaro	02/21/2012	0	300,000	N/A	5,840	22,350	42.86	505,982
Michael J. Yates	02/21/2012	0	169,950	441,900	3,500	13,410	42.86	303,418
Daniel J. Salliotte	02/21/2012	0	163,800	425,900	3,500	13,410	42.86	303,418

(1) For Messrs. Silvernail and Notaro, target amount reflects payment level under the Incentive Award Plan at 100% and 75% respectively, of base salary. The Incentive Award Plan has no individual maximum payment amount. See Short-Term Incentives Annual Bonus under COMPENSATION DISCUSSION AND ANALYSIS. For NEOs other than Messrs. Silvernail and Notaro, amounts reflect payment levels under the MICP based upon 2012 salary levels, applicable Individual Target Bonuses, a Business Performance Factor of 0% for threshold, 100% for target and 200% for maximum, and a Personal Performance Modifier of 0.75 for threshold, 1.00 for target, and 1.30 for maximum. The amounts actually paid to the NEOs are reflected in the Non-Equity Incentive Plan Compensation column in the 2012 Summary Compensation Table.

(2) Reflects closing price of the Company's Common Stock on the grant date, which is the fair market value of the stock under the terms of the Incentive Award Plan.

#### Narrative to 2012 Grants of Plan-Based Awards Table

Stock options awarded to the NEOs in 2012 had the following characteristics:

All are nonqualified stock options;

All have an exercise price equal to the closing price of the Company's stock on the grant date;

All vest annually in equal amounts over a four-year period;

All vest upon retirement if retirement eligible (NEO is at least age 50, with a minimum of five years of service, and the NEO's age plus years of service equals 70); and

All expire 10 years after the date of grant.

Restricted stock awards to the NEOs in 2012 had the following characteristics:

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All annual awards cliff-vest three years after the grant date;

All shares vest upon retirement if retirement eligible (NEO is at least age 50, with a minimum of five years of service, and the NEO's age plus years of service equals 70); and

All shares receive dividends in the same amount as paid on the Company's Common Stock at the time such dividends are paid.

**Outstanding Equity Awards at 2012 Fiscal Year End**

The following table provides information on all restricted stock and stock option awards held by the NEOs and the value of those awards as of December 31, 2012. All outstanding equity awards are in or exercisable for shares of the Company's Common Stock.

Name	Option Awards				Stock Awards	
	Number of Securities Underlying Unexercised Options		Option Exercise Price	Option Expiration Date	Number of Shares of Stock that Have Not Vested(2)	Market Value of Shares of Stock that Have Not Vested(3)
	Exercisable(1)	Unexercisable(1)				
Andrew K. Silvernail	27,570	9,190	\$ 25.14	01/05/2019	72,321	\$ 3,365,096
	13,080	4,360	19.98	02/24/2019		
	22,111	22,109	31.77	03/02/2020		
	3,940	11,820	40.89	02/22/2021		
	0	71,520	42.86	02/21/2022		
Heath A. Mitts	30,000	0	29.89	09/19/2015	25,890	1,204,662
	9,000	0	34.18	04/04/2016		
	9,750	0	34.03	04/03/2017		
	9,000	0	32.95	04/08/2018		
	33,075	11,025	19.98	02/24/2019		
	10,926	10,924	31.77	03/02/2020		
	4,248	12,742	40.89	02/22/2021		
	0	42,460	40.89	02/22/2021		
0	22,350	42.86	02/21/2022			
Frank J. Notaro	3,060	0	26.90	03/22/2015	21,480	999,464
	12,375	0	34.18	04/04/2016		
	13,128	0	34.03	04/03/2017		
	29,565	9,855	19.98	02/24/2019		
	10,530	10,530	31.77	03/02/2020		
	2,793	8,377	40.89	02/22/2021		
	0	21,230	40.89	02/22/2021		
0	22,350	42.86	02/21/2022			
Michael J. Yates	7,500	0	27.71	10/10/2015	15,970	743,084
	9,000	0	34.18	04/04/2016		
	9,750	0	34.03	04/03/2017		
	8,520	0	32.95	04/08/2018		
	27,975	9,325	19.98	02/24/2019		
	9,741	9,739	31.77	03/02/2020		
	3,185	9,555	40.89	02/22/2021		
	0	21,230	40.89	02/22/2021		
0	13,410	42.86	02/21/2022			
Daniel J. Salliotte	6,750	0	26.90	03/22/2015	10,130	471,349
	7,500	0	34.18	04/04/2016		
	11,250	0	34.03	04/03/2017		
	10,520	0	32.95	04/08/2018		
	29,895	9,965	19.98	02/24/2019		
	7,110	7,110	31.77	03/02/2020		
	2,060	6,180	40.89	02/22/2021		
	0	13,410	42.86	02/21/2022		

- (1) All options expire on the 10th anniversary of the grant date. Except as provided in the following sentence, all options vest 25% per year on the anniversary of the grant date, and 100% upon a change in control. The February 22, 2011 option awards of 42,460, 21,230 and 21,230 to Messrs. Mitts, Notaro and Yates, respectively, vest 50% on February 22, 2014 and 50% on February 22, 2015.
- (2) The following table sets forth grant and vesting information for the outstanding restricted stock awards for all NEOs. All shares vest 100% upon a change in control.

	Grant Date	Number of Shares	Market Value Per Share at Grant	Number of Shares of Stock that Have Not Vested	Market Value of Shares of Stock that Have Not Vested	Vesting
Andrew K. Silvernail	03/02/2010	5,670	\$ 31.77	5,670	\$ 263,825	100% vest on 03/02/2013
	02/22/2011	4,540	40.89	4,540	211,246	100% vest on 02/22/2014
	08/10/2011	43,441	34.53	43,441	2,021,310	100% vest on 08/10/2014
	02/21/2012	18,670	42.86	18,670	868,715	100% vest on 02/21/2015
Heath A. Mitts	03/02/2010	2,920	31.77	2,920	135,868	100% vest on 03/02/2013
	02/22/2011	17,130	40.89	17,130	797,059	100% vest on 02/22/2014
	02/21/2012	5,840	42.86	5,840	271,735	100% vest on 02/21/2015
Frank J. Notaro	03/02/2010	6,300	31.77	6,300	293,139	100% vest on 03/02/2013
	02/22/2011	9,340	40.89	9,340	434,591	100% vest on 02/22/2014
	02/21/2012	5,840	42.86	5,840	271,735	100% vest on 02/21/2015
Michael J. Yates	03/02/2010	2,680	31.77	2,680	124,700	100% vest on 03/02/2013
	02/22/2011	9,790	40.89	9,790	455,529	100% vest on 02/22/2014
	02/21/2012	3,500	42.86	3,500	162,855	100% vest on 02/21/2015
Daniel J. Salliotte	03/02/2010	4,250	31.77	4,250	197,753	100% vest on 03/02/2013
	02/22/2011	2,380	40.89	2,380	110,741	100% vest on 02/22/2014
	02/21/2012	3,500	42.86	3,500	162,855	100% vest on 02/21/2015

- (3) Determined based upon the closing price of the Company's Common Stock on December 31, 2012.  
**2012 Option Exercises and Stock Vested**

The following table provides information on stock option exercises and stock vesting for all NEOs in 2012.

Name	Option Awards		Stock Awards	
	Number of Shares Acquired on Exercise	Value Realized Upon Exercise(1)	Number of Shares Acquired on Vesting	Value Realized Upon Vesting(2)
Andrew K. Silvernail	0	\$ 0	15,254	\$ 604,442
Heath A. Mitts	0	0	3,530	150,025
Frank J. Notaro	27,750	664,779	10,140	430,950
Michael J. Yates	0	0	2,980	126,650
Daniel J. Salliotte	9,000	171,210	3,760	159,800

- (1) Calculated as the difference between the closing price of the Company's Common Stock on the date of exercise and the exercise price.

(2) Calculated based upon the closing price of the Company's Common Stock on the vesting date. For Mr. Silvernail, on January 5, 2012, 3,249 shares vested at a price of \$38.09 per share; and on February 24, 2012, 1,670 shares vested at a price of \$42.50 per share. For Mr. Mitts, on February 24, 2012, 1,151 shares vested at a price of \$42.50 per share. For Mr. Notaro, on February 24, 2012, 3,238 shares vested at a price of \$42.50 per share. For Mr. Yates, on February 24, 2012, 997 shares vested at a price of \$42.50 per share. For Mr. Salliotte, on February 24, 2012, 1,249 shares vested at a price of \$42.50.

**Pension Benefits at 2012 Fiscal Year End**

The following table provides information related to the potential pension benefits payable to each NEO determined as described in the footnotes below.

Name	Plan Name	Number of Years Credited Service(1)	Present Value of Accumulated Benefits(2)
Andrew K. Silvernail	Pension Plan	N/A	N/A