



BOARD COMPENSATION BENCHMARKING

The Standard for Board Compensation Analysis

New SEC guidelines have increased the attention paid to the compensation and responsibilities of board members. How can firms ensure that their directors are well-compensated while assiduously avoiding conflicts of interest? Equilar's benchmarking tool for boards is the answer: detailed, frequently updated information and analysis from an independent source respected throughout the business world. It's an indispensable resource for creating attractive pay packages that satisfy board members and industry regulators alike.

With Board Compensation Benchmarking, you can:

- Benchmark retainers, meeting fees, and additional rewards across customized peer groups;
- Evaluate pay metrics such as cash/equity ratios and member/chairman fee comparisons;
- Rely on an independent and trusted third-party data source to avoid potential conflicts of interest;
- Measure total director compensation expenses and customize summary statistics to match existing Board and committee positions at your company;
- Accurately value and compare equity-based director pay with Equilar's standardized Black-Scholes methodology; and
- Increase analyst efficiency by eliminating hours of manual data entry and document retrieval.

Featuring:

- Real-time SEC data extracted directly from proxy and filings;
- Detailed breakdowns of each fee component, including annual retainers, meeting fees, initial fees, and more;
- Peer group searches across industries, geographic regions, and financial metrics that are easy to create and save;
- Comprehensive datasets with over 700 company, director, and fee information fields;
- Daily updates that provide up-to-the-minute information and analysis;
- Customizable, presentation-ready Excel downloads with charts and summary statistics; and
- Unlimited training and support.

Equilar's online products offer unparalleled speed, accuracy, and value for those charged with setting compensation for key corporate leaders.

"I find my Equilar subscription to be an indispensable aid in analyzing large quantities of executive pay data. Of equal significance is Equilar's total commitment to product quality. The probability of error is so small that it would have to be written in scientific notation."

Graef "Bud" Crystal,
Influential compensation expert, author, former professor and Bloomberg columnist

"After our tutorial session, I created, downloaded and printed a fully-formatted 3-year report for our CEO with an expanded subset of our peers; complete with color charts and graphs, no less. In prior years, we have had to work hundreds of hours sifting through proxies and manually compiling Excel databases in preparation for our annual Board of Directors Compensation Committee meeting. Of course, our CEO was blown away when I told him that I had done it in less than 5 minutes!!!"

EVP & CFO at \$800 million oil field services company

About Equilar

Equilar's award-winning product suite is the gold standard for benchmarking and tracking executive compensation, board compensation, equity grants and award policies and compensation practices.

FEES REPORT								
Board Fees Committee Fees Company Index								
Audit (18/18) Summary Annual Retainers Meeting Fees Initial Fees								
Committee Summary								
Company Name	Ticker	# of Cmte Meetings	# of Cmte Members	# of Insiders on Cmte*	% Insiders on Cmte	Total Cmte Fees**	Cmte Description	Cmte Charter
ADTRAN INC	ADTN	13	5	0	0.0%	\$70,000	Y	N
ADVANCED ENERGY	AEIS	6	4	0	0.0%	\$55,500	Y	N
COMTECH TELECOMM...	CMTL	7	4	0	0.0%	\$12,500	Y	N
DUCOMMUN INC /DE/	DCO	4	3	0	0.0%	\$19,500	Y	N
EMS TECHNOLOGIES...	ELMG	8	4	0	0.0%	\$84,000	Y	N
EXTREME NETWORKS...	EXTR	9	5	0	0.0%	\$90,000	Y	N
GENERAL STEEL HO...	GSI	4	3	0	0.0%	N/A	Y	N
II-VI INC	IIVI	4	4	0	0.0%	\$17,000	Y	N
ITRON INC /WA/	ITRI	9	4	0	0.0%	\$42,000	Y	N
LOJACK CORP	LOJN	10	3	0	0.0%	\$40,000	Y	N
MERCURY COMPUTER...	MRCY	10	5	0	0.0%	\$15,000	Y	N
NETGEAR, INC	NTGR	10	4	0	0.0%	\$60,000	Y	N
NEWPORT CORP	NEWP	7 ¹	4	0	0.0%	\$49,000	Y	N
OCLARO, INC.	OCLR	6 ²	4	0	0.0%	\$61,000	Y	N
PARK ELECTROCHEM...	PKE	10	3	0	0.0%	\$8,000	Y	N
RADISYS CORP	RSYS	9	3	0	0.0%	\$24,500	Y	N
TEKELEC	TKLC	11	6	0	0.0%	\$36,000	Y	N
VIASAT INC	VSAT	6	4	0	0.0%	\$27,000	Y	N

To learn more about Equilar and its online product suite, visit www.equilar.com, call us at (877) 441-6090 or email us at info@equilar.com.