

## The Standard for Equity Plan Analysis

Stock options, restricted stock, and other equity awards are crucial to attracting and maintaining a strong stable of executives and employees. With recent changes in the market, however, equity awards are also attracting the scrutiny of shareholders. EquityInsight provides companies with a trusted, independent source of information that helps them choose equity options that are both attractive to employees and in line with current industry practices. Frequently updated with comprehensive analysis of the latest trends in equity awards, EquityInsight helps firms design unique, alluring, and well-tailored compensation packages that get the right kind of attention.

### With EquityInsight, you can:

- Benchmark your company's burn rate and dilution levels against your peers;
- Rely on an independent and trusted third-party data source to avoid potential conflicts of interest;
- Analyze preferred equity vehicles among companies in specific industries, geographic regions, and other groupings;
- View data on option and restricted stock grant rates for named executive officers versus other employees;
- Examine the characteristics of additional share requests among your peers for the past three years, including voting results and key plan provisions;
- Review additional share requests, their status, and voting statistics;
- View data on the prevalence of options and restricted stock granted;
- Monitor movement in aggregate levels of option and restricted stock activity; and
- Create presentation-ready reports in Excel with custom summary statistics.

### Featuring:

- Real-time SEC data extracted directly from proxy and 10-K filings;
- Custom overhang and dilution ratios;
- One- and three-year burn rate statistics;
- Equity plan proposals over the last three years;
- Detailed voting result summaries for all equity plan proposals;
- FAS 123R assumptions used for stock option expense calculations;
- Presentation-ready, customizable 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 ExecutiveInsight 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.

OPTION OVERHANG REPORT									
Overhang and Run Rates	Additional Share Requests	Equity Plan Activity	FAS 123(R) Assumptions	Company Index	SAVE QUERY		DOWNLOAD		
<b>Overhang</b>									
Company Name	Overhang*				Total Overhang**				
	3 Yr. Avg.	FY-1	FY-2	FY-3	3 Yr. Avg.	FY-1	FY-2	FY-3	FY End
ADTRAN INC	10.3%	11.0%	9.9%	10.1%	28.0%	28.2%	27.9%	26.0%	12/08
ADVANCED ENERGY ...	8.8%	10.3%	8.5%	7.7%	12.3%	10.3%	18.8%	7.7%	12/08
COMTECH TELECOMM...	10.5%	10.9%	10.3%	10.5%	15.6%	13.9%	15.9%	17.2%	07/09
DUCOMMUN INC /DE/	6.7%	6.5%	5.5%	8.0%	9.2%	9.8%	9.4%	8.3%	12/08
EMS TECHNOLOGIES...	6.3%	6.3%	5.6%	7.0%	15.6%	18.7%	18.6%	5.6%	12/08
EXTREME NETWORKS...	18.8%	20.7%	16.5%	19.2%	33.4%	34.9%	30.8%	34.5%	06/09
GENERAL STEEL HO...	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	12/08
II-VI INC	6.8%	7.3%	6.3%	6.9%	10.3%	9.4%	9.8%	11.8%	06/09
ITRON INC /W/A/	6.2%	4.6%	5.2%	8.7%	9.4%	6.9%	9.4%	12.1%	12/08
LOJACK CORP	10.8%	12.1%	9.2%	11.1%	16.5%	21.6%	12.1%	15.9%	12/08
MERCURY COMPUTER...	18.2%	15.5%	20.2%	18.9%	22.8%	21.6%	21.7%	24.9%	06/09
MRV COMMUNICATIO...	9.3%	9.3%	9.4%	9.3%	14.0%	14.5%	16.6%	10.9%	12/08
NETGEAR, INC	11.3%	12.1%	10.1%	11.8%	16.8%	19.9%	13.2%	17.4%	12/08
NEWPORT CORP	12.7%	13.6%	12.6%	12.1%	24.5%	23.2%	25.3%	25.1%	12/08
OCLARO, INC.	8.1%	9.8%	6.7%	7.7%	15.6%	16.7%	19.7%	10.4%	06/09
PARK ELECTROCHEM...	5.1%	4.8%	5.1%	5.3%	7.7%	9.9%	6.2%	7.0%	02/09
RADISYS CORP	16.2%	16.5%	16.3%	15.7%	32.1%	36.5%	32.6%	27.0%	12/08
TEKELEC	19.3%	14.1%	16.2%	27.6%	27.2%	23.9%	25.6%	33.1%	12/08
VIASAT INC	19.9%	20.1%	19.5%	20.2%	27.0%	27.5%	25.5%	26.0%	03/09
<b>Median</b>	10.4%	10.9%	9.6%	10.3%	16.1%	19.3%	18.7%	16.5%	
<b>Mean</b>	11.4%	11.4%	10.7%	12.1%	18.8%	19.2%	18.8%	18.3%	
<b>25th Percentile</b>	6.8%	7.3%	6.3%	7.7%	12.3%	10.3%	12.1%	10.4%	
<b>75th Percentile</b>	16.2%	14.1%	16.2%	15.7%	27.0%	23.2%	25.5%	27.0%	
<b>Minimum</b>	5.1%	4.6%	5.1%	5.3%	7.7%	6.9%	6.2%	7.0%	
<b>Maximum</b>	19.9%	20.7%	20.2%	27.6%	33.4%	36.5%	32.6%	34.5%	
<b>Run Rates</b>									
Company Name	Run Rate***				Net Run Rate****				
	3 Yr. Avg.	FY-1	FY-2	FY-3	3 Yr. Avg.	FY-1	FY-2	FY-3	FY End
ADTRAN INC	1.5%	1.6%	1.6%	1.4%	1.1%	1.3%	0.9%	1.2%	12/08

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