



**Actuate Corporation**



**BIRT NASDAQ**

**Software**

Market Capitalization USD:

**\$253.95 mm**

**CONCERN LEVEL: AVERAGE**

- 1 The CEO's total remuneration is within the typical market range for the relevant industry and market cap.
- 2 The ratio between the CEO's pay and the median pay of the other named executive officers is 3X or less.
- 3 The CEO's annual cash incentives rose or fell in line with annual performance.
- 4 The CEO received no more than one annual cash bonus this fiscal year.
- 5 The CEO's equity remuneration reflected the company's share price movement over the last five years.
- 6 The company only pays long-term incentives to the CEO for above median performance against a peer group.
- 7 The company's dilution from equity incentives is 10 percent or less. 
- 8 Unvested equity lapses when the CEO's employment is terminated. 
- 9 The CEO's potential cash severance payment is capped at two times annual cash remuneration.
- 10 The accrued benefits of the CEO's post-retirement income are within the typical market range for the relevant market cap bracket.

**CEO: Peter I. Cittadini**

**Age: 57**

**CEO Since: 2000**

	2009	2010	2011
<b>Base Salary</b>	\$450,000	\$450,000	\$465,750
<b>Discretionary Bonus</b>	\$0	\$0	\$0
<b>Annual Cash Incentive</b>	\$479,579	\$452,311	\$712,494
<b>Benefits and Perquisites</b>	\$41,300	\$41,084	\$42,084
<b>TOTAL ANNUAL COMPENSATION</b>	<b>\$970,879</b>	<b>\$943,395</b>	<b>\$1,220,328</b>
<b>Increase in Post-Retirement Benefits</b>	\$0	\$0	\$0
<b>Stock Option Awards</b>	\$1,152,740	\$370,440	\$420,906
<b>Stock Awards</b>	\$0	\$360,000	\$411,000
<b>TOTAL COMPENSATION</b>	<b>\$2,123,619</b>	<b>\$1,673,835</b>	<b>\$2,052,234</b>
<b>Median of Other Named Executive Officers Total Compensation</b>	\$654,976	\$1,051,652	\$702,059
<b>Value Realized on Exercise of Stock Option</b>	\$840,468	\$98,938	\$5,666,728
<b>Value Realized on Vesting of Stock</b>	\$0	\$0	\$89,438
<b>TOTAL REALIZED EQUITY COMPENSATION</b>	<b>\$840,468</b>	<b>\$98,938</b>	<b>\$5,756,166</b>

**Proxy Date:** 12 Apr 2012

**Annual Meeting Date:** 23 May 2012

**Equity Reserves:** 61.14%

**Stock Option Run Rate:** 4.83%

# Actuate Corporation

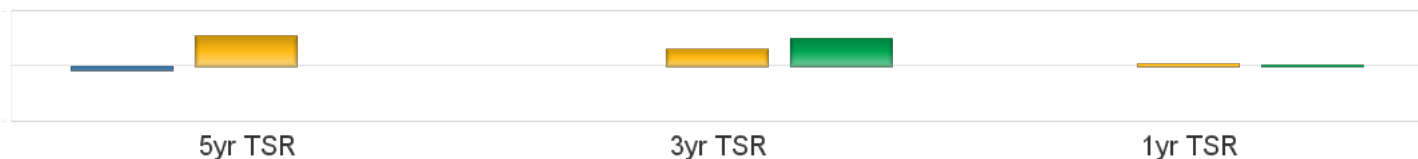
BIRT NASDAQ

Software

Market Capitalization USD: **\$253.95 mm**

## Performance Comparison

■ S&P500 ■ Industry ■ BIRT



## Peer Comparisons (TRBC) =Software

### Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
<b>BIRT</b>	<b>Actuate Corporation</b>	<b>\$2,123,619</b>	<b>\$1,673,835</b>	<b>\$2,052,234</b>	<b>\$253,950,895</b>
EPAY	Bottomline Technologies (de), Inc.	\$1,774,515	\$1,630,218		\$723,957,595
WBSN	Websense, Inc.	\$2,548,026	\$2,982,992		\$688,494,985
EBIX	Ebix, Inc.	\$2,467,996	\$2,934,675		\$550,194,892
MRGE	Merge Healthcare Incorporated	\$317,453	\$994,192		\$545,948,920
CTCT	Constant Contact, Inc	\$2,148,725	\$2,999,951		\$513,067,298
ININ	Interactive Intelligence, Inc.	\$1,032,052	\$1,367,073		\$509,717,632

To insure consistency, peer comparisons are based on a combination of TRBC Industry and Sector classifications and company market caps. Missing peer pay figures for 2011 are due to differences in company filing schedules.

### Pay Peer Group

ArcSight, Art Technology Group, Aruba Networks, Callidus Software, Constant Contact, Demand Tech, Echelon Company, Guidance Software, Monotype Imaging Holdings, NetSuite, Openwave Systems, S1, Solar Winds, Sonic Solutions, Taleo.

### Performance Peer Group

NA

## COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Kenneth E. Marshall	Chairman	59	Male	11	Outside Related
Ravmond L. Ocampo	Member	59	Male	2	Outside
Steven D. Whiteman	Member	61	Male	14	Outside Related
Timothy B. Yeaton	Member	53	Male	1	Outside

This report is for informational purposes only, and should not be considered a solicitation to buy or sell any security. Thomson Reuters Business Classification (TRBC) is a global industry classification system that is owned and operated by Thomson Reuters and has been licensed for use by GMI Ratings.

COPYRIGHT 2012 | GMI Ratings | ALL RIGHTS RESERVED