



Acura Pharmaceuticals, Inc.





ACUR NASDAQ

Pharmaceuticals - Generic / Specialty

Market Capitalization USD:

\$154.07 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: Robert Jones

Age:

CEO Since: 2011

	2009	2010	2011
Base Salary	\$365,000	\$377,000	\$290,000
Discretionary Bonus	\$140,000	\$124,000	\$112,000
Annual Cash Incentive	\$0	\$0	\$0
Benefits and Perquisites	\$0	\$0	\$0
TOTAL ANNUAL COMPENSATION	\$505,000	\$501,000	\$402,000
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$1,504,725	\$236,999	\$963,024
Stock Awards	\$533,800	\$0	\$431,500
TOTAL COMPENSATION	\$2,543,525	\$737,999	\$1,796,524
Median of Other Named Executive Officers Total Compensation	\$1,216,052	\$554,569	\$1,402,802
Value Realized on Exercise of Stock Option	\$1,258,000	\$0	\$0
Value Realized on Vesting of Stock	\$156,895	\$147,582	\$26,175
TOTAL REALIZED EQUITY COMPENSATION	\$1,414,895	\$147,582	\$26,175

Proxy Date: 5 Mar 2012

Annual Meeting Date: 27 Apr 2012

Equity Reserves: 19.40%

Stock Option Run Rate: 1.78%

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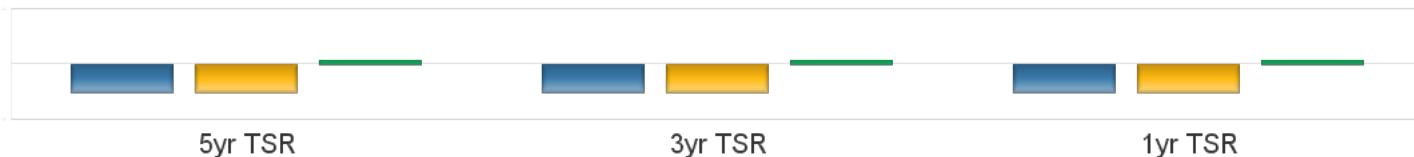
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Performance Comparison

■ vs S&P500 ■ vs Industry ■ ACUR



Peer Comparisons (TRBC) =Pharmaceuticals - Generic / Specialty

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
ACUR	Acura Pharmaceuticals, Inc.	\$2,543,525	\$737,999	\$1,796,524	\$154,071,380
PBH	Prestige Brands Holdings, Inc.	\$1,304,998	\$5,907,347		\$456,176,725
HITK	Hi-Tech Pharmacal Co., Inc.	\$603,000	\$1,204,000		\$428,831,928
AVNR	Avanir Pharmaceuticals, Inc.	\$1,293,328	\$1,323,960		\$354,551,278
ENZN	Enzon Pharmaceuticals, Inc.	\$4,075,426	\$1,234,897		\$342,764,118
WNI	Schiff Nutrition International, Inc.	\$531,649	\$1,970,156		\$322,287,018
AMAG	AMAG Pharmaceuticals, Inc.	\$5,837,447	\$2,208,017		\$312,955,674

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

In setting compensation levels, the Compensation Committee compares our Company to companies of comparable business focus, market capitalization, technological capabilities and market in which we compete for executives.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Richard J. Markham	Chairman	61	Male	6	Outside Related
Bruce F. Wesson	Member	69	Male	14	Outside Related
Immanuel Thanarai	Member	41	Male	10	Outside Related

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