


**Advanced Energy Industries, Inc.****AEIS NASDAQ****Electrical Components / Equipment**

Market Capitalization USD:

\$376.11 mm**CONCERN LEVEL: LOW**

- 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: Garry W. Rogerson**Age: 59****CEO Since: 2011**

	2009	2010	2011
Base Salary	\$495,414	\$569,419	\$573,000
Discretionary Bonus	\$0	\$773,550	\$0
Annual Cash Incentive	\$0	\$0	\$0
Benefits and Perquisites	\$1,289	\$10,217	\$10,218
TOTAL ANNUAL COMPENSATION	\$496,703	\$1,353,186	\$583,218
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$618,752	\$914,109	\$646,356
Stock Awards	\$148,575	\$225,938	\$160,388
TOTAL COMPENSATION	\$1,264,030	\$2,493,233	\$1,389,962
Median of Other Named Executive Officers Total Compensation	\$639,025	\$843,326	\$1,378,275
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$297,650	\$151,357	\$97,149
TOTAL REALIZED EQUITY COMPENSATION	\$297,650	\$151,357	\$97,149

Proxy Date: 14 Mar 2012

Annual Meeting Date: 2 May 2012

Equity Reserves: 0.00%

Stock Option Run Rate: 4.34%

Advanced Energy Industries, Inc.

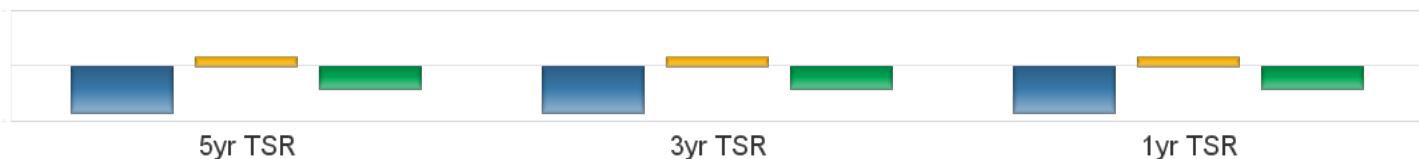
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Performance Comparison

■ vs S&P500 ■ vs Industry ■ AEIS



Peer Comparisons (TRBC) =Electrical Components / Equipment

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
AEIS	Advanced Energy Industries, Inc.	\$1,264,030	\$2,493,233	\$1,389,962	\$376,110,331
IIVI	II-VI Incorporated	\$1,085,123	\$2,179,926		\$1,095,788,505
ENS	EnerSys	\$3,727,997	\$5,202,327		\$1,001,574,734
LFUS	Littelfuse, Inc.	\$1,725,428	\$3,058,360	\$2,820,369	\$924,960,360
FELE	Franklin Electric Co., Inc.	\$2,517,255	\$3,450,317	\$4,294,778	\$847,362,065
FARO	FARO Technologies, Inc.	\$699,204	\$935,614		\$524,258,904
AZZ	AZZ incorporated	\$1,451,822	\$1,569,198		\$486,318,240

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

American Superconductor Corporation, Energy Conversion Devices, Inc., LTX-Credence Corporation, ATMI, Inc., EnerNOC, Inc., MKS Instruments, Inc., Axcelis Technologies, Inc., Entegris, Inc., Photronics, Inc., Brooks Automation, Inc., Evergreen Solar, Inc., Power-One, Inc., Coherent, Inc., FEI Company, Rudolph Technologies, Inc., Cymer, Inc., Electro Scientific Industries, Inc., FormFactor, Inc., Kulicke & Soffa Industries, Inc., Varian Semiconductor Equipment Associates, Inc., Veeco Instruments, Inc.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Thomas M. Rohrs	Chairman	61	Male	6	Outside
Edward C. Gradv	Member	64	Male	4	Outside
Terrv Huddaens	Member	57	Male	2	Outside
Trung T. Doan	Member	53	Male	7	Outside

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