



Altera Corporation

ALTR NASDAQ

Semiconductors

Market Capitalization USD: **\$10,215.74 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: John P. Daane

Age: 48

CEO Since: 2000

	2009	2010	2011
Base Salary	\$700,027	\$741,695	\$750,028
Discretionary Bonus	\$0	\$1,125,000	\$0
Annual Cash Incentive	\$520,000	\$1,875,000	\$1,303,000
Benefits and Perquisites	\$0	\$0	\$297
TOTAL ANNUAL COMPENSATION	\$1,220,027	\$3,741,695	\$2,053,325
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$0	\$0	\$6,503,400
Stock Awards	\$3,517,500	\$4,084,500	\$21,020,000
TOTAL COMPENSATION	\$4,737,527	\$7,826,195	\$29,576,725
Median of Other Named Executive Officers Total Compensation	\$1,876,988	\$2,310,717	\$2,865,184
Value Realized on Exercise of Stock Option	\$868,190	\$16,447,170	\$5,276,940
Value Realized on Vesting of Stock	\$815,500	\$3,000,500	\$6,778,500
TOTAL REALIZED EQUITY COMPENSATION	\$1,683,690	\$19,447,670	\$12,055,440

Proxy Date: 14 Mar 2012

Annual Meeting Date: 8 May 2012

Equity Reserves: 13.59%

Stock Option Run Rate: 0.25%

Altera Corporation

ALTR NASDAQ

Semiconductors

Market Capitalization USD: \$10,215.74 mm

Performance Comparison

■ S&P500 ■ Industry ■ ALTR



Peer Comparisons (TRBC) =Semiconductors

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
ALTR	Altera Corporation	\$4,737,527	\$7,826,195	\$29,576,725	\$10,215,739,485
BRCM	Broadcom Corporation	\$10,171,525	\$9,017,879	\$16,076,291	\$16,167,900,669
ADI	Analog Devices, Inc.	\$2,938,218	\$13,929,455	\$8,943,893	\$9,357,435,000
AVGO	Avago Technologies Limited	\$2,200,565	\$2,252,519	\$16,249,148	\$8,045,184,627
NVDA	NVIDIA Corporation	\$4,010,370	\$3,482,145	\$6,642,422	\$7,552,629,336
XLNX	Xilinx, Inc.	\$2,104,313	\$3,232,717		\$7,275,956,292
MXIM	Maxim Integrated Products, Inc.	\$2,774,291	\$4,003,086		\$6,833,767,024

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

Analog Devices, Inc., Atmel Corporation, Autodesk, Inc., Brocade Communications Systems, Cadence Design Systems, Inc., Fairchild Semiconductor International, Inc., KLA-Tencor Corporation, Lam Research Corporation, , Linear Technology Group Ltd., LSI Corporation, Marvell Technology Group Ltd., Maxim Integrated Products, Inc., Memc Electronic Materials, Inc., Microchip Technology, Inc., National Semiconductor Corporation, Novellus Systems, Inc., Nvidia Corporation, On Semiconductor Corporation, Spansion, Inc., Synopsys, Inc., Teradyne, Inc, Xilinx, Inc

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
John C. Shoemaker	Chairman	68	Male	5	Outside
Kevin J. McGariv	Member	66	Male	8	Outside
Krish A. Prabhu	Member	57	Male	4	Outside
Thomas H. Waechter	Member	59	Male	0	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