

# GMI EXECUTIVE PAY SCORECARD<sup>SM</sup>

Data & analysis provided by GMI-The Independent Leader in Corporate Governance and ESG&A

27 Feb 2012

## Amtech Systems, Inc.



ASYS NASDAQ

Semiconductor Equipment / Testing

Market Capitalization USD:

\$76.64 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: Fokko Pentinga**

**Age: 56**

**CEO Since: 2012**

	2009	2010	2011
Base Salary		\$339,231	\$386,539
Discretionary Bonus		\$105,000	\$0
Annual Cash Incentive		\$315,000	\$409,600
Benefits and Perquisites		\$33,196	\$36,159
<b>TOTAL ANNUAL COMPENSATION</b>		<b>\$792,427</b>	<b>\$832,298</b>
Increase in Post-Retirement Benefits		\$0	\$0
Stock Option Awards		\$142,875	\$287,118
Stock Awards		\$114,700	\$230,394
<b>TOTAL COMPENSATION</b>		<b>\$1,050,002</b>	<b>\$1,349,810</b>
Median of Other Named Executive Officers Total Compensation		\$559,236	\$570,424
Value Realized on Exercise of Stock Option		\$882,012	\$439,975
Value Realized on Vesting of Stock		\$97,575	\$434,350
<b>TOTAL REALIZED EQUITY COMPENSATION</b>		<b>\$979,587</b>	<b>\$874,325</b>

Proxy Date: 23 Jan 2012

Annual Meeting Date: 15 Mar 2012

Equity Reserves: 14.78%

Stock Option Run Rate: 1.91%

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ASYS NASDAQ

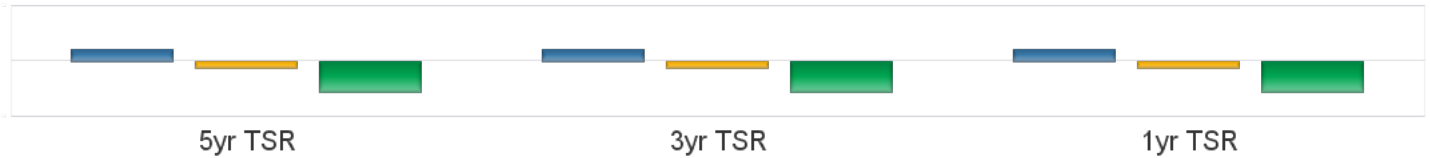
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## Performance Comparison

■ vs S&P500   ■ vs Industry   ■ ASYS



## Peer Comparisons (TRBC) =Semiconductor Equipment / Testing

### Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
ASYS	Amtech Systems, Inc.		\$1,050,002	\$1,349,810	\$76,636,488
RTEC	Rudolph Technologies, Inc.	\$1,976,283	\$1,986,629		\$212,748,362
ACLS	Axcelis Technologies, Inc.	\$566,592	\$760,117		\$127,708,408
PDFS	PDF Solutions, Inc.	\$250,300	\$250,200		\$115,301,848
UCTT	Ultra Clean Holdings, Inc.	\$396,368	\$1,371,592		\$97,885,088
FSII	FSI International, Inc.	\$491,940	\$1,053,820	\$864,111	\$72,834,960

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

NA

### Performance Peer Group

NA

## COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Alfred W. Giese	Chairman	73	Male	5	Outside
Robert F. King	Member	78	Male	9	Outside
SooKap Hahn	Member	63	Male	1	Outside

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