



**Anadigics, Inc.****ANAD NASDAQ****Communications Equipment**

Market Capitalization USD:

\$145.64 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: Ronald Michels**Age: 58****CEO Since: 2011**

	2009	2010	2011
Base Salary	\$380,715	\$450,000	\$397,405
Discretionary Bonus	\$0	\$69,000	\$23,054
Annual Cash Incentive	\$0	\$0	\$0
Benefits and Perquisites	\$27,683	\$11,790	\$26,019
TOTAL ANNUAL COMPENSATION	\$408,398	\$530,790	\$446,478
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$1,817,520	\$0	\$1,333,375
Stock Awards	\$198,658	\$1,012,417	\$2,800,645
TOTAL COMPENSATION	\$2,424,576	\$1,543,207	\$4,580,498
Median of Other Named Executive Officers Total Compensation	\$917,908	\$744,604	\$1,671,240
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$0	\$200,112	\$267,159
TOTAL REALIZED EQUITY COMPENSATION	\$0	\$200,112	\$267,159

Proxy Date: 28 Mar 2012

Annual Meeting Date: 8 May 2012

Equity Reserves: 11.46%

Stock Option Run Rate: 0.00%

Anadigics, Inc.

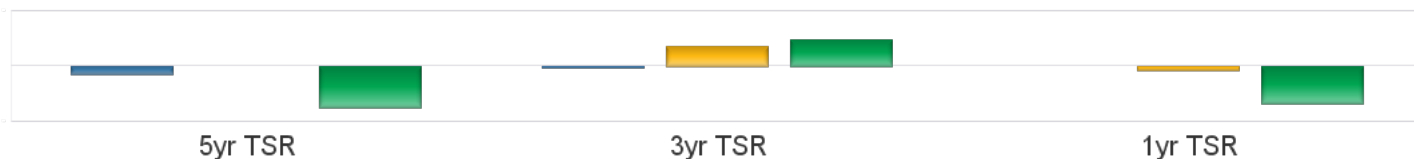
ANAD NASDAQ

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Performance Comparison

■ S&P500 ■ Industry ■ ANAD



Peer Comparisons (TRBC) =Communications Equipment

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
ANAD	Anadigics, Inc.	\$2,424,576	\$1,543,207	\$4,580,498	\$145,644,762
CALX	Calix, Inc.		\$52,000		\$364,334,739
GCOM	Globecomm Systems Inc	\$709,161	\$968,671		\$308,433,083
OPLK	Oplink Communications, Inc.	\$1,909,377	\$1,776,052		\$293,711,730
PWAV	Powerwave Technologies, Inc.	\$840,923	\$3,958,075		\$272,438,603
SEAC	SeaChange International, Inc.	\$1,327,866	\$971,321		\$247,959,419
EXTR	Extreme Networks, Inc.	\$502,322	\$1,226,016	\$3,161,349	\$246,098,628

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

Standard Microsystems Corporation, RF Micro Devices, Inc., Skyworks, Inc., TriQuint Semiconductor, Atheros Communications, Inc, DSP Group, Inc., Semtech Corporation, Cirrus Logic, Inc., Monolithic Power Systems, Inc., Exar Corporation, Silicon Laboratories, Inc., Zoran Corporation

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Harry T. Rein	Chairman	67	Male	27	Outside Related
Dennis F. Strial	Member	65	Male	2	Outside
Lewis Solomon	Member	78	Male	18	Outside Related