



Ardea Biosciences, Inc.




RDEA NASDAQ

Biotechnology

Market Capitalization USD:

\$418.67 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: Barry D. Quart

Age: 55

CEO Since: 2006

	2009	2010	2011
Base Salary	\$400,000	\$466,531	\$508,076
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$190,000	\$230,000	\$250,000
Benefits and Perquisites	\$0	\$0	\$0
TOTAL ANNUAL COMPENSATION	\$590,000	\$696,531	\$758,076
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$1,015,630	\$2,350,005	\$1,849,848
Stock Awards	\$0	\$0	\$0
TOTAL COMPENSATION	\$1,605,630	\$3,046,536	\$2,607,924
Median of Other Named Executive Officers Total Compensation	\$593,587	\$1,681,149	\$1,539,805
Value Realized on Exercise of Stock Option	\$1,268,100	\$1,777,100	\$1,253,100
Value Realized on Vesting of Stock	\$0	\$0	\$0
TOTAL REALIZED EQUITY COMPENSATION	\$1,268,100	\$1,777,100	\$1,253,100

Proxy Date: 10 Apr 2012

Annual Meeting Date: 31 May 2012

Equity Reserves: 16.60%

Stock Option Run Rate: 2.63%

Performance Comparison

■ S&P500 ■ Industry ■ RDEA



Peer Comparisons (TRBC) =Biotechnology

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
RDEA	Ardea Biosciences, Inc.	\$1,605,630	\$3,046,536	\$2,607,924	\$418,666,468
PRXL	PAREXEL International Corporation	\$1,510,744	\$3,544,412		\$1,116,414,298
IRWD	Ironwood Pharmaceuticals, Inc.	\$564,290	\$563,231	\$2,019,212	\$1,083,476,109
IMGN	ImmunoGen, Inc.	\$1,910,750	\$1,643,791		\$837,127,594
PCYC	Pharmacyclics, Inc.	\$0			\$809,178,601
ACOR	Acorda Therapeutics, Inc.	\$2,110,018	\$9,556,851		\$791,567,312
PDLI	PDL BioPharma, Inc.	\$1,078,572	\$1,701,013		\$775,859,802

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

Alnylam Pharmaceuticals, Lexicon Pharmaceuticals, AMAG Pharmaceuticals, Medivation, Cadence Pharmaceuticals, Momenta Pharmaceuticals, Enzon Pharmaceuticals, Nektar Therapeutics, Geron, NPS Pharmaceuticals, Halozyme Therapeutics, Optimer Pharmaceuticals, Idenix Pharmaceuticals, Rigel Pharmaceuticals, Immunogen, Targacept, Isis Pharmaceuticals.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
John Povhonen	Chairman	52	Male	5	Outside
Felix J. Baker	Member	44	Male	2	Outside Related
Kevin C. Tang	Member	45	Male	9	Outside Related