



BioMimetic Therapeutics, Inc.

BMTI NASDAQ

Biotechnology

Market Capitalization USD:

\$92.53 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: Samuel E. Lynch

Age: 52

CEO Since: 1999

	2009	2010	2011
Base Salary	\$486,963	\$467,826	\$477,909
Discretionary Bonus	\$192,025	\$160,125	\$131,675
Annual Cash Incentive	\$0	\$0	\$0
Benefits and Perquisites	\$18,071	\$21,705	\$32,872
TOTAL ANNUAL COMPENSATION	\$697,059	\$649,656	\$642,456
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$401,600	\$540,000	\$676,600
Stock Awards	\$0	\$0	\$0
TOTAL COMPENSATION	\$1,098,659	\$1,189,656	\$1,319,056
Median of Other Named Executive Officers Total Compensation	\$544,324	\$699,782	\$651,138
Value Realized on Exercise of Stock Option	\$0	\$243,338	\$0
Value Realized on Vesting of Stock	\$0	\$0	\$0
TOTAL REALIZED EQUITY COMPENSATION	\$0	\$243,338	\$0

Proxy Date: 27 Apr 2012

Annual Meeting Date: 7 Jun 2012

Equity Reserves: 26.16%

Stock Option Run Rate: 2.46%

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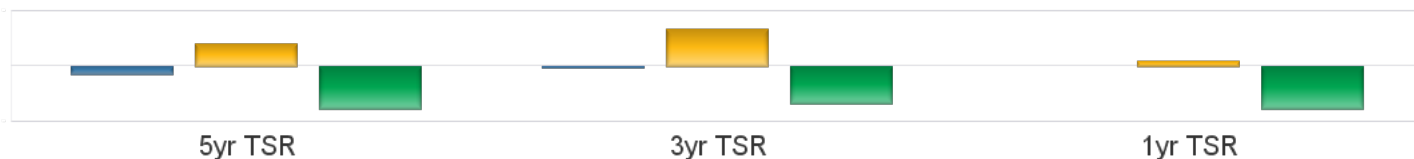
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Performance Comparison

■ S&P500 ■ Industry ■ BMTI



Peer Comparisons (TRBC) =Biotechnology

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
BMTI	BioMimetic Therapeutics, Inc.	\$1,098,659	\$1,189,656	\$1,319,056	\$92,527,109
LGND	Ligand Pharmaceuticals Incorporated	\$1,667,739	\$1,197,194	\$1,633,156	\$269,128,007
AEGR	Aegerion Pharmaceuticals, Inc.		\$11,924,172	\$2,131,515	\$266,887,759
CORT	Corcept Therapeutics Incorporated	\$1,349,622	\$907,480		\$261,030,636
ALIM	Alimera Sciences, Inc.		\$1,321,873		\$251,143,776
ONTY	Oncothyreon Inc.		\$779,361	\$1,085,385	\$251,121,094
BPAX	BioSante Pharmaceuticals, Inc.	\$1,038,407	\$949,379	\$1,533,429	\$250,812,879

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

ABIOMED, Inc., Kensey Nash Corporation, Anika Therapeutics, Inc., Lexicon Pharmaceuticals, Inc., Akorn, Inc., Cytori Therapeutics, Inc., Allos Therapeutics, Inc., OraSure Technologies, Inc., Alnylam Pharmaceuticals, Inc., Osiris Therapeutics, Inc., Cadence Pharmaceuticals, Inc., Pain Therapeutics, Inc., DexCom, Inc., Staar Surgical Company, Geron Corporation, Targacept, Inc., ImmunoGen, Inc.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Charles W. Federico	Chairman	63	Male	5	Outside
Douglas G. Watson	Member	67	Male	13	Outside Related
Garv Friedlaender	Member	66	Male	6	Outside

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