



BioSpecifics Technologies Corp.




BSTC NASDAQ

Pharmaceuticals - Diversified

Market Capitalization USD:

\$102.79 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:

Age:

CEO Since:

	2009	2010	2011
Base Salary	\$277,083	\$300,000	\$300,000
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$0	\$0	\$0
Benefits and Perquisites	\$2,538	\$2,755	\$2,533
TOTAL ANNUAL COMPENSATION	\$279,621	\$302,755	\$302,533
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$0	\$0	\$0
Stock Awards	\$0	\$0	\$0
TOTAL COMPENSATION	\$279,621	\$302,755	\$302,533
Median of Other Named Executive Officers Total Compensation	\$279,620		
Value Realized on Exercise of Stock Option	\$0	\$444,400	\$1,198,000
Value Realized on Vesting of Stock	\$0	\$0	\$0
TOTAL REALIZED EQUITY COMPENSATION	\$0	\$444,400	\$1,198,000

Proxy Date: 30 Apr 2012

Annual Meeting Date: 15 Jun 2012

Equity Reserves: 24.16%

Stock Option Run Rate: 0.00%

BioSpecifics Technologies Corp.

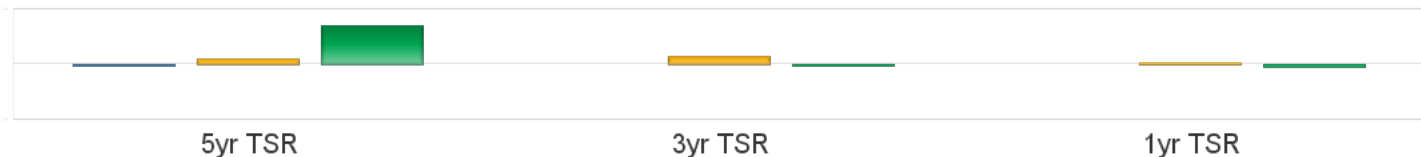
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Performance Comparison

■ S&P500 ■ Industry ■ BSTC



Peer Comparisons (TRBC) =Pharmaceuticals - Diversified

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
BSTC	BioSpecifics Technologies Corp.	\$279,621	\$302,755	\$302,533	\$102,793,529
SVNT	Savient Pharmaceuticals, Inc.	\$1,414,685	\$639,132	\$8,790,708	\$292,731,799
CHTP	Chelsea Therapeutics International, Ltd.	\$1,169,018	\$1,245,307	\$954,405	\$237,107,292
SGMO	Sangamo BioSciences, Inc.	\$1,822,020	\$1,907,452		\$228,217,399
ARNA	Arena Pharmaceuticals, Inc.	\$1,563,992	\$1,193,451	\$1,254,585	\$210,185,372
INHX	Inhibitex, Inc.	\$492,936	\$699,094		\$192,336,211
INFI	Infinity Pharmaceuticals, Inc.	\$1,034,982	\$2,018,623	\$1,354,434	\$187,148,672

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
Henry Morqan	Chairman	91	Male	22	Outside Related
Michael Schamroth	Member	72	Male	8	Outside
Paul Gitman	Member	71	Male	22	Outside Related

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