



Biolase Technology, Inc.




BLTI NASDAQ

Advanced Medical Equipment

Market Capitalization USD:

\$90.59 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: Federico Pignatelli

Age: 59

CEO Since: 2010

	2009	2010	2011
Base Salary		\$191,666	\$1
Discretionary Bonus		\$0	\$0
Annual Cash Incentive		\$0	\$0
Benefits and Perquisites		\$16,577	\$0
TOTAL ANNUAL COMPENSATION		\$208,243	\$1
Increase in Post-Retirement Benefits		\$0	\$0
Stock Option Awards		\$0	\$323,069
Stock Awards		\$0	\$0
TOTAL COMPENSATION		\$208,243	\$323,070
Median of Other Named Executive Officers Total Compensation		\$125,996	\$292,400
Value Realized on Exercise of Stock Option		\$39,895	\$276,475
Value Realized on Vesting of Stock		\$0	\$0
TOTAL REALIZED EQUITY COMPENSATION		\$39,895	\$276,475

Proxy Date: 12 Apr 2012

Annual Meeting Date: 10 May 2012

Equity Reserves: 15.28%

Stock Option Run Rate: 2.78%

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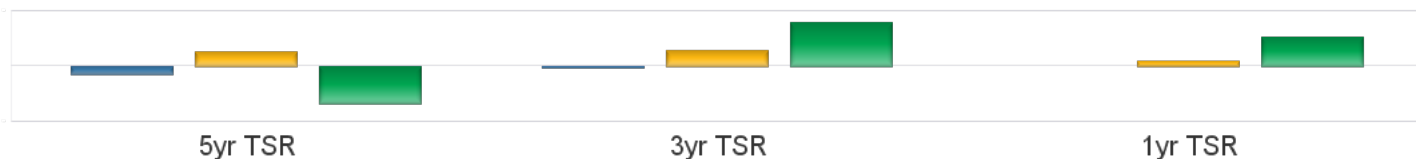
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Performance Comparison

■ S&P500 ■ Industry ■ BLTI



Peer Comparisons (TRBC) =Advanced Medical Equipment

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
BLTI	Biolase Technology, Inc.		\$208,243	\$323,070	\$90,585,093
SPNC	Spectranetics Corporation (The)	\$2,013,696	\$1,027,252		\$239,804,461
PACB	Pacific Biosciences of California, Inc.		\$4,011,889		\$173,382,892
SURG	Synergetics USA, Inc.		\$455,801		\$134,565,144
CYNO	Cynosure, Inc.	\$904,234	\$1,381,640	\$1,853,862	\$127,258,439
SLTM	Solta Medical, Inc.	\$772,493	\$1,666,516		\$75,952,841
BEAT	CardioNet, Inc.	\$10,460,318	\$2,904,953	\$1,221,856	\$73,203,597

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

The Compensation Committee periodically reviews peer group data. Specific peer companies not disclosed.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Alex K. Arrow	Chairman	41	Male	2	Outside
Gregorv E. Lichtwardt	Member	57	Male	2	Outside
Norman J. Nemo	Member	72	Male	2	Outside