




**Black Diamond, Inc.****BDE NASDAQ****Investment Trusts**

Market Capitalization USD:

\$141.90 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: Peter R. Metcalf**Age: 56****CEO Since: 2010**

	2009	2010	2011
Base Salary		\$125,192	\$217,692
Discretionary Bonus		\$10,000	\$40,000
Annual Cash Incentive		\$0	\$0
Benefits and Perquisites		\$0	\$14,195
TOTAL ANNUAL COMPENSATION		\$135,192	\$271,887
Increase in Post-Retirement Benefits		\$0	\$0
Stock Option Awards		\$286,500	\$0
Stock Awards		\$0	\$0
TOTAL COMPENSATION		\$421,692	\$271,887
Median of Other Named Executive Officers Total Compensation		\$972,641	\$780,027
Value Realized on Exercise of Stock Option		\$0	\$0
Value Realized on Vesting of Stock		\$0	\$0
TOTAL REALIZED EQUITY COMPENSATION		\$0	\$0

Proxy Date: 27 Apr 2012

Annual Meeting Date: 8 Jun 2012

Equity Reserves: 26.77%

Stock Option Run Rate: 1.08%

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Performance Comparison

■ S&P500 ■ Industry ■ BDE



Peer Comparisons (TRBC) - Investment Trusts

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
BDE	Black Diamond, Inc.		\$421,692	\$271,887	\$141,897,915
MAIN	Main Street Capital Corporation	\$879,287	\$1,182,320		\$411,986,978
PNNT	PennantPark Investment Corporation				\$407,552,846
HTGC	Hercules Technology Growth Capital, Inc.	\$2,699,525	\$4,214,312	\$3,243,834	\$373,653,648
GBDC	Golub Capital BDC, Inc.				\$322,748,459
TCAP	Triangle Capital Corporation	\$1,054,167	\$1,127,035	\$1,833,628	\$283,476,122
TICC	TICC Capital Corp.				\$266,926,032

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
Donald L. House	Chairman	70	Male	19	Outside Related
Nicholas Sokolow	Member	62	Male	10	Outside Related
Philip Duff	Member	55	Male	2	Outside

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