



**BroadVision, Inc.**




**BVSN NASDAQ**

Software

Market Capitalization USD:

**\$130.85 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: Pehong Chen**

**Age: 54 CEO Since: 1993**

	2009	2010	2011
<b>Base Salary</b>	\$350,000	\$350,000	\$350,000
<b>Discretionary Bonus</b>	\$0	\$0	\$0
<b>Annual Cash Incentive</b>	\$0	\$0	\$0
<b>Benefits and Perquisites</b>	\$17,062	\$18,665	\$19,148
<b>TOTAL ANNUAL COMPENSATION</b>	<b>\$367,062</b>	<b>\$368,665</b>	<b>\$369,148</b>
<b>Increase in Post-Retirement Benefits</b>	\$0	\$0	\$0
<b>Stock Option Awards</b>	\$0	\$0	\$0
<b>Stock Awards</b>	\$0	\$0	\$0
<b>TOTAL COMPENSATION</b>	<b>\$367,062</b>	<b>\$368,665</b>	<b>\$369,148</b>
<b>Median of Other Named Executive Officers Total Compensation</b>	\$211,433	\$224,667	\$227,820
<b>Value Realized on Exercise of Stock Option</b>	\$0	\$0	\$0
<b>Value Realized on Vesting of Stock</b>	\$0	\$0	\$0
<b>TOTAL REALIZED EQUITY COMPENSATION</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

Proxy Date: 25 Apr 2012

Annual Meeting Date: 7 Jun 2012

Equity Reserves: 16.41%

Stock Option Run Rate: 0.00%

# BroadVision, Inc.

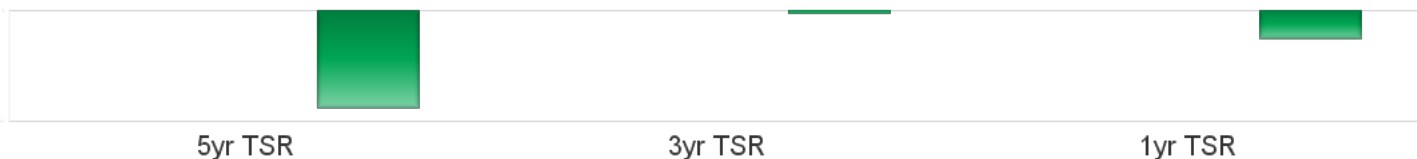
BVSN NASDAQ

Software

Market Capitalization USD: **\$130.85 mm**

## Performance Comparison

■ S&P500 ■ Industry ■ BVSN



## Peer Comparisons (TRBC) =Software

### Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
<b>BVSN</b>	<b>BroadVision, Inc.</b>	<b>\$367,062</b>	<b>\$368,665</b>	<b>\$369,148</b>	<b>\$130,850,655</b>
PRO	PROS Holdings, Inc.	\$1,560,858	\$1,348,052	\$1,485,435	\$347,186,078
ACCL	Accelrys Inc.	\$2,696,171	\$1,151,497		\$334,916,086
SQI	SciQuest, Inc.		\$3,241,954	\$1,691,324	\$330,834,631
LAVA	Magma Design Automation, Inc.	\$1,313,453	\$1,465,841		\$311,444,692
BIRT	Actuate Corporation	\$2,123,619	\$1,673,835	\$2,052,234	\$253,950,895
RST	Rosetta Stone Inc.	\$9,513,829	\$1,554,810	\$2,191,956	\$193,048,841

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
Robert Lee	Chairman	63	Male	8	Outside
James D. Dixon	Member	68	Male	9	Outside

This report is for informational purposes only, and should not be considered a solicitation to buy or sell any security. Thomson Reuters Business Classification (TRBC) is a global industry classification system that is owned and operated by Thomson Reuters and has been licensed for use by GMI Ratings.

COPYRIGHT 2012 | GMI Ratings | ALL RIGHTS RESERVED