



CTS Corporation


CTS NYSE

Electrical Components / Equipment

Market Capitalization USD:

\$279.84 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: Vinod M. Khilnani

Age: 59

CEO Since: 2007

	2009	2010	2011
Base Salary	\$514,038	\$590,192	\$616,169
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$606,565	\$1,044,640	\$529,905
Benefits and Perquisites	\$38,095	\$43,750	\$56,236
TOTAL ANNUAL COMPENSATION	\$1,158,698	\$1,678,582	\$1,202,310
Increase in Post-Retirement Benefits	\$593,666	\$624,732	\$1,147,116
Stock Option Awards	\$0	\$0	\$0
Stock Awards	\$1,016,750	\$1,317,980	\$1,673,240
TOTAL COMPENSATION	\$2,769,114	\$3,621,294	\$4,022,666
Median of Other Named Executive Officers Total Compensation	\$1,201,293	\$971,849	\$949,972
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$367,067	\$955,206	\$871,708
TOTAL REALIZED EQUITY COMPENSATION	\$367,067	\$955,206	\$871,708

Proxy Date: 17 Apr 2012

Annual Meeting Date: 23 May 2012

Equity Reserves: 12.64%

Stock Option Run Rate: 0.00%

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Performance Comparison

■ S&P500 ■ Industry ■ CTS



Peer Comparisons (TRBC) =Electrical Components / Equipment

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
CTS	CTS Corporation	\$2,769,114	\$3,621,294	\$4,022,666	\$279,841,380
FARO	FARO Technologies, Inc.	\$699,204	\$935,614	\$1,161,687	\$524,258,904
AZZ	AZZ incorporated	\$1,451,822	\$1,569,198		\$486,318,240
MTSC	MTS Systems Corporation	\$1,536,198	\$1,435,894	\$1,900,187	\$480,264,841
WIRE	Encore Wire Corporation	\$619,985	\$1,072,735	\$1,310,695	\$479,359,135
PWER	Power-One, Inc.	\$1,730,290	\$8,181,751	\$5,369,090	\$467,072,055
AONE	A123 Systems, Inc.	\$1,511,214	\$1,552,945	\$1,367,134	\$433,541,431

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

API Technologies Corp., AVX Corporation, Benchmark Electronics, Inc., BorgWarner Inc., Celestica Inc., Ducommun, Inc., Flextronics International Ltd., Frequency Electronics, Inc., Gentex Corporation, Jabil Circuit, Inc., KEMET Corporation, Key Tronic Corporation, Kimball International, Inc., Lear Corporation, Littelfuse, Inc., Meritor, Inc., Methode Electronics, Inc., Molex Incorporated, Plexus Corp., Pulse Electronics Corporation, RF Micro Devices, Inc., Sanmina-Sci Corporation, Sparton Corporation, Stoneridge, Inc., Sypris Solutions, Inc., Triquint Semiconductors, Inc., Vishay Intertechnology, Inc., Williams Controls, Inc.

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Patricia K. Collawn	Chairman	53	Female	9	Outside
Gordon Hunter	Member	61	Male	1	Outside
Thomas G. Codv	Member	70	Male	14	Outside Related
Walter S. Catlow	Member	67	Male	13	Outside Related