



Camden Property Trust



CPT NYSE

REIT - Residential / Commercial

Market Capitalization USD:

\$3,933.19 mm

CONCERN LEVEL: LOW

- 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: Richard J. Campo

Age: 57

CEO Since: 1993

	2009	2010	2011
Base Salary	\$447,700	\$447,700	\$447,700
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$403,750	\$408,000	\$522,000
Benefits and Perquisites	\$1,553	\$3,000	\$3,000
TOTAL ANNUAL COMPENSATION	\$853,003	\$858,700	\$972,700
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$507,014	\$498,598	\$0
Stock Awards	\$506,902	\$1,750,181	\$2,920,102
TOTAL COMPENSATION	\$1,866,919	\$3,107,479	\$3,892,802
Median of Other Named Executive Officers Total Compensation	\$1,577,421	\$1,942,124	\$2,431,243
Value Realized on Exercise of Stock Option	\$0	\$692,949	\$2,350,146
Value Realized on Vesting of Stock	\$219,612	\$626,457	\$1,296,007
TOTAL REALIZED EQUITY COMPENSATION	\$219,612	\$1,319,406	\$3,646,153

Proxy Date: 23 Mar 2012

Annual Meeting Date: 11 May 2012

Equity Reserves: 5.01%

Stock Option Run Rate: 0.23%

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Performance Comparison

■ S&P500 ■ Industry ■ CPT



Peer Comparisons (TRBC) =REIT - Residential / Commercial

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
CPT	Camden Property Trust	\$1,866,919	\$3,107,479	\$3,892,802	\$3,933,191,617
GGP	General Growth Properties, Inc.	\$4,715,444	\$53,275,790	\$8,731,398	\$11,353,261,749
PLD	ProLogis, Inc.	\$4,123,246	\$6,512,467	\$4,698,130	\$11,130,781,525
AVB	AvalonBay Communities, Inc.	\$4,005,777	\$4,317,909		\$10,725,527,850
KIM	Kimco Realty Corporation	\$1,824,572	\$2,381,272	\$4,033,226	\$6,116,955,001
MAC	Macerich Company (The)	\$5,817,791	\$8,987,393		\$6,094,853,730
DLR	Digital Realty Trust, Inc.	\$3,660,674	\$5,042,510	\$5,357,687	\$5,548,718,760

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

Apartment Investment and Management Co., Essex Property Trust, Inc., Associated Estates Realty Corporation, Home Properties, Inc., AvalonBay Communities, Inc., Mid-America Apartment Communities, Inc., BRE Properties, Inc., Post Properties, Inc., Equity Residential, UDR, Inc.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
William F. Paulsen	Chairman	65	Male	7	Outside Related
F. Gardner Parker	Member	70	Male	19	Outside Related
Steven A. Webster	Member	60	Male	19	Outside Related

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