



Coeur d'Alene Mines Corporation



CDE NYSE

Precious Metals / Minerals

Market Capitalization USD:

\$1,919.01 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: Mitchell J. Krebs

Age: 40

CEO Since: 2011

	2009	2010	2011
Base Salary	\$587,633	\$646,000	\$390,086
Discretionary Bonus	\$279,825	\$0	\$0
Annual Cash Incentive	\$359,925	\$571,064	\$0
Benefits and Perquisites	\$92,959	\$90,750	\$3,896,274
TOTAL ANNUAL COMPENSATION	\$1,320,342	\$1,307,814	\$4,286,360
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$356,864	\$601,016	\$750,185
Stock Awards	\$850,113	\$1,258,599	\$2,114,156
TOTAL COMPENSATION	\$2,527,319	\$3,167,429	\$7,150,701
Median of Other Named Executive Officers Total Compensation	\$867,568	\$905,665	\$2,924,708
Value Realized on Exercise of Stock Option	\$0	\$0	\$1,731,572
Value Realized on Vesting of Stock	\$95,312	\$434,267	\$5,740,056
TOTAL REALIZED EQUITY COMPENSATION	\$95,312	\$434,267	\$7,471,628

Proxy Date: 21 Mar 2012

Annual Meeting Date: 8 May 2012

Equity Reserves: 4.50%

Stock Option Run Rate: 0.11%

Coeur d'Alene Mines Corporation

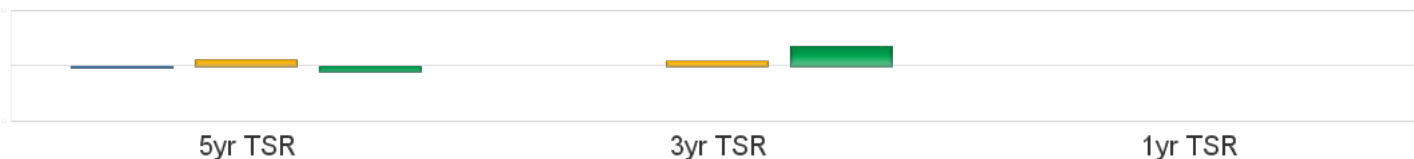
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Performance Comparison

■ S&P500 ■ Industry ■ CDE



Peer Comparisons (TRBC) =Precious Metals / Minerals

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
CDE	Coeur d'Alene Mines Corporation	\$2,527,319	\$3,167,429	\$7,150,701	\$1,919,007,332
RGLD	Royal Gold, Inc	\$991,641	\$2,475,823		\$3,507,187,052
ANV	Allied Nevada Gold Corp.	\$1,978,378	\$2,032,482	\$2,527,281	\$3,197,507,057
HL	Hecla Mining Company	\$3,404,009	\$2,915,255		\$1,500,873,088
GORO	Gold Resource Corporation		\$1,050,000		\$882,421,744
SWC	Stillwater Mining Company	\$2,399,319	\$4,997,381	\$5,630,776	\$875,977,572

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

Goldcorp Inc., Kinross Gold Corporation, Yamana Gold, Inc., Agnico-Eagle Mines Limited, IAMGOLD Corporation, Centerra Gold Inc., Eldorado Gold Corporation, Pan American Silver Corporation, Stillwater Mining Company, New Gold Inc., Northgate Minerals Corporation, Hecla Mining Company, Gammon Gold Inc., Alamos Gold Inc.

Performance Peer Group

Goldcorp Inc., Kinross Gold Corporation, Yamana Gold, Inc., Agnico-Eagle Mines Limited, IAMGOLD Corporation, Centerra Gold Inc., Eldorado Gold Corporation, Pan American Silver Corporation, Stillwater Mining Company, New Gold Inc., Northgate Minerals Corporation, Hecla Mining Company, Gammon Gold Inc., Alamos Gold Inc.

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
John H. Robinson	Chairman	61	Male	14	Outside Related
L. Michael Boert	Member	54	Male	3	Outside
Robert E. Mellor	Member	68	Male	14	Outside
Sebastian Edwards	Member	58	Male	5	Outside

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