



Curis, Inc.




CRIS NASDAQ

Biotechnology

Market Capitalization USD:

\$241.88 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: Daniel R. Passeri

Age: 51

CEO Since: 2001

	2009	2010	2011
Base Salary	\$311,538	\$391,923	\$400,000
Discretionary Bonus	\$0	\$200,000	\$150,000
Annual Cash Incentive	\$0	\$0	\$0
Benefits and Perquisites	\$19,000	\$7,350	\$9,800
TOTAL ANNUAL COMPENSATION	\$330,538	\$599,273	\$559,800
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$226,410	\$577,155	\$281,440
Stock Awards	\$0	\$0	\$0
TOTAL COMPENSATION	\$556,948	\$1,176,428	\$841,240
Median of Other Named Executive Officers Total Compensation	\$379,892	\$610,451	\$453,675
Value Realized on Exercise of Stock Option	\$0	\$0	\$15,807
Value Realized on Vesting of Stock	\$0	\$0	\$0
TOTAL REALIZED EQUITY COMPENSATION	\$0	\$0	\$15,807

Proxy Date: 13 Apr 2012

Annual Meeting Date: 30 May 2012

Equity Reserves: 20.13%

Stock Option Run Rate: 2.11%

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Performance Comparison

■ S&P500 ■ Industry ■ CRIS



Peer Comparisons (TRBC) =Biotechnology

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
CRIS	Curis, Inc.	\$556,948	\$1,176,428	\$841,240	\$241,884,193
EXEL	Exelixis, Inc.	\$4,554,083	\$686,143	\$2,358,581	\$704,200,153
ISIS	Isis Pharmaceuticals, Inc.	\$2,128,436	\$1,749,841		\$675,700,786
AVEO	AVEO Pharmaceuticals, Inc.		\$1,517,123	\$2,027,545	\$663,316,064
GHDX	Genomic Health, Inc.	\$457,000	\$1,615,115		\$648,238,050
VIVO	Meridian Bioscience, Inc.	\$549,305	\$1,008,691	\$843,411	\$646,148,343
HALO	Halozyne Therapeutics, Inc.	\$837,048	\$1,294,897	\$683,524	\$636,224,614

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

Antigenics, Inc., Keryx Biopharmaceuticals, Inc., Arqule, Inc., Oxigene, Inc., AVEO Pharmaceuticals, Inc., Pharmacyclics Inc., Celldex, Inc., Sunesis Pharmaceuticals, Inc., Idera Pharmaceuticals, Inc., Telik, Inc., Immunomedics, Inc., Threshold Pharmaceuticals, Inc., Infinity Pharmaceuticals, Inc., ZIOPHARM Oncology, Inc.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
James R. Tobin	Chairman	67	Male	12	Outside Related
Kenneth I. Kaitin	Member	58	Male	9	Outside
Susan B. Bavh	Member	52	Female	12	Outside Related

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