



EchoStar Corporation




SATS NASDAQ

Communications Equipment

Market Capitalization USD:

\$1,955.39 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: Michael T. Dugan

Age: 63

CEO Since: 2009

	2009	2010	2011
Base Salary	\$1	\$750,000	\$750,000
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$0	\$0	\$0
Benefits and Perquisites	\$168,455	\$5,691	\$58,420
TOTAL ANNUAL COMPENSATION	\$168,456	\$755,691	\$808,420
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$0	\$0	\$0
Stock Awards	\$0	\$0	\$350
TOTAL COMPENSATION	\$168,456	\$755,691	\$808,770
Median of Other Named Executive Officers Total Compensation	\$814,514	\$591,462	\$5,771,089
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$0	\$0	\$0
TOTAL REALIZED EQUITY COMPENSATION	\$0	\$0	\$0

Proxy Date: 23 Mar 2012

Annual Meeting Date: 3 May 2012

Equity Reserves: 15.79%

Stock Option Run Rate: 2.47%

EchoStar Corporation

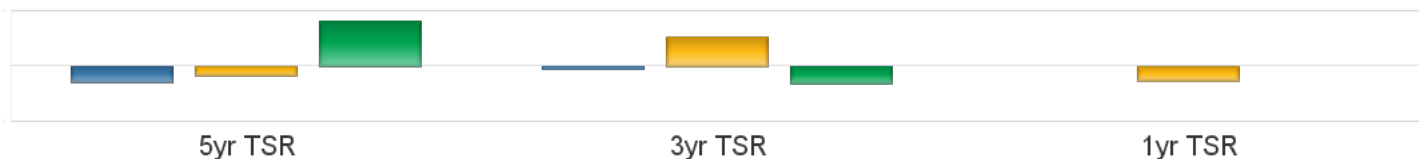
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Performance Comparison

■ S&P500 ■ Industry ■ SATS



Peer Comparisons (TRBC) =Communications Equipment

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
SATS	EchoStar Corporation	\$168,456	\$755,691	\$808,770	\$1,955,393,472
TRMB	Trimble Navigation Limited	\$3,655,538	\$6,348,794	\$6,637,941	\$4,119,912,455
HRS	Harris Corporation	\$8,598,322	\$10,707,385		\$4,052,632,014
PLCM	Polycom, Inc.	\$2,944,633	\$4,341,868		\$3,249,092,751
RVBD	Riverbed Technology, Inc.	\$3,875,651	\$5,185,183		\$3,101,856,734
APKT	Acme Packet, Inc.	\$1,111,556	\$1,728,592	\$3,310,108	\$2,832,839,522
JDSU	JDS Uniphase Corporation	\$5,945,954	\$2,317,663		\$2,283,965,037

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

Surveyed companies include: Pace plc., Intelsat S.A., Loral Space & Communications, Inc., Telesat Canada, Eutelsat Communications, SES S.A., Motorola Inc. and Cisco Systems, Inc.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Tom A. Ortolf	Chairman	61	Male	5	Outside
Anthony M. Federico	Member	64	Male	1	Outside
C. Michael Schroeder	Member	63	Male	5	Outside

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