



FEI Company

FEIC NASDAQ

Office Equipment

Market Capitalization USD:

\$1,173.15 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: Don R. Kania

Age: 57

CEO Since: 2006

	2009	2010	2011
Base Salary	\$577,500	\$582,917	\$620,839
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$566,781	\$830,336	\$1,241,678
Benefits and Perquisites	\$3,464	\$2,386	\$2,688
TOTAL ANNUAL COMPENSATION	\$1,147,745	\$1,415,639	\$1,865,205
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$669,860	\$698,789	\$1,237,484
Stock Awards	\$716,562	\$719,400	\$1,209,340
TOTAL COMPENSATION	\$2,534,167	\$2,833,828	\$4,312,029
Median of Other Named Executive Officers Total Compensation	\$998,303	\$1,308,587	\$1,653,635
Value Realized on Exercise of Stock Option	\$142,411	\$0	\$2,893,757
Value Realized on Vesting of Stock	\$935,192	\$839,638	\$1,300,451
TOTAL REALIZED EQUITY COMPENSATION	\$1,077,603	\$839,638	\$4,194,208

Proxy Date: 26 Mar 2012

Annual Meeting Date: 10 May 2012

Equity Reserves: 12.17%

Stock Option Run Rate: 0.80%

FEI Company

FEIC NASDAQ

Office Equipment

Market Capitalization USD: \$1,173.15 mm

Performance Comparison

■ S&P500 ■ Industry ■ FEIC



Peer Comparisons (TRBC) = Technology

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
FEIC	FEI Company	\$2,534,167	\$2,833,828	\$4,312,029	\$1,173,151,000
NATI	National Instruments Corporation	\$190,462	\$192,729	\$1	\$2,746,255,650
NCR	NCR Corporation	\$6,955,919	\$12,170,898	\$11,705,543	\$2,656,797,000
NVLS	Novellus Systems, Inc.	\$6,853,060	\$10,556,537		\$1,898,110,174
SNX	SYNNEX Corporation	\$2,216,450	\$2,996,412	\$3,802,443	\$956,000,429
IM	Ingram Micro Inc.	\$7,917,273	\$6,398,868		\$2,597,374,639
ISIL	Intersil Corporation	\$3,162,677	\$4,446,636	\$3,032,422	\$1,295,241,875

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

Bio-Rad Laboratories Inc.; Bruker Corporation; Coherent Inc.; Cymer, Inc.; Dionex Corporation; Electro Scientific Industries, Inc.; FLIR Systems, Inc.; MKS Instruments, Inc.; Novellus Systems, Inc.; OSI Systems, Inc.; Robbins & Myers, Inc.; Teradyne, Inc.; TriQuint Semiconductor, Inc.; Varian Semiconductor Equipment Associates; Veeco Instruments; and Verigy Ltd.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Richard H. Wills	Chairman	57	Male	3	Outside
James T. Richardson	Member	64	Male	9	Outside
Lawrence A. Bock	Member	52	Male	8	Outside

This report is for informational purposes only, and should not be considered a solicitation to buy or sell any security. Thomson Reuters Business Classification (TRBC) is a global industry classification system that is owned and operated by Thomson Reuters and has been licensed for use by GMI Ratings.

COPYRIGHT 2012 | GMI Ratings | ALL RIGHTS RESERVED