


**Globalstar, Inc.****GSAT NASDAQ****Wireless Telecommunications Services**

Market Capitalization USD:

\$119.88 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: James Monroe**Age: 57****CEO Since: 2011**

	2009	2010	2011
Base Salary	\$0	\$360,000	\$246,462
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$0	\$0	\$0
Benefits and Perquisites	\$124,042	\$54,100	\$67,329
TOTAL ANNUAL COMPENSATION	\$124,042	\$414,100	\$313,791
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$0	\$0	\$0
Stock Awards	\$0	\$0	\$0
TOTAL COMPENSATION	\$124,042	\$414,100	\$313,791
Median of Other Named Executive Officers Total Compensation	\$1,068,265	\$817,083	\$319,187
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: 12 Apr 2012

Annual Meeting Date: 22 May 2012

Equity Reserves: 5.12%

Stock Option Run Rate: 1.51%

Performance Comparison

■ S&P500 ■ Industry ■ GSAT



Peer Comparisons (TRBC) =Wireless Telecommunications Services

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
GSAT	Globalstar, Inc.	\$124,042	\$414,100	\$313,791	\$119,884,252
USMO	USA Mobility, Inc.	\$3,504,034	\$2,066,727	\$2,070,262	\$291,776,152
SHEN	Shenandoah Telecommunications Company	\$688,152	\$719,985	\$646,166	\$264,920,529
MERU	Meru Networks, Inc.		\$2,118,722	\$955,104	\$142,616,100
TWER	Towerstream Corporation		\$456,158		\$136,665,016
ORBC	ORBCOMM Inc.	\$570,186	\$1,003,286	\$1,038,206	\$116,454,738
MOTR	Motricity, Inc.		\$3,975,762		\$78,164,176

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

NA

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
James Monroe	Chairman	57	Male	9	Inside
J. Patrick McIntvre	Member	56	Male	5	Outside