



# 3D Systems Corporation

DDD NYSE

Computer Hardware

Market Capitalization USD:

**\$706.05 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: Abraham N. Reichental

Age: 55

CEO Since: 2003

	2009	2010	2011
Base Salary	\$577,500	\$612,212	\$681,250
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$310,000	\$938,000	\$450,000
Benefits and Perquisites	\$31,732	\$32,487	\$33,788
<b>TOTAL ANNUAL COMPENSATION</b>	<b>\$919,232</b>	<b>\$1,582,699</b>	<b>\$1,165,038</b>
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$0	\$0	\$0
Stock Awards	\$306,500	\$1,265,000	\$1,563,000
<b>TOTAL COMPENSATION</b>	<b>\$1,225,732</b>	<b>\$2,847,699</b>	<b>\$2,728,038</b>
Median of Other Named Executive Officers Total Compensation	\$406,139	\$680,645	\$788,763
Value Realized on Exercise of Stock Option	\$0	\$0	\$367,662
Value Realized on Vesting of Stock	\$340,000	\$0	\$0
<b>TOTAL REALIZED EQUITY COMPENSATION</b>	<b>\$340,000</b>	<b>\$0</b>	<b>\$367,662</b>

Proxy Date: 30 Mar 2012

Annual Meeting Date: 15 May 2012

Equity Reserves: 6.47%

Stock Option Run Rate:

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## Performance Comparison

■ S&P500 ■ Industry ■ DDD



## Peer Comparisons (TRBC) =Computer Hardware

### Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
<b>DDD</b>	<b>3D Systems Corporation</b>	<b>\$1,225,732</b>	<b>\$2,847,699</b>	<b>\$2,728,038</b>	<b>\$706,046,536</b>
DBD	Diebold, Incorporated	\$4,594,850	\$5,531,245	\$7,047,263	\$1,766,314,377
CATM	Cardtronics, Inc.	\$250,000	\$4,875,822	\$2,043,389	\$998,253,027
SNX	SYNNEX Corporation	\$2,216,450	\$2,996,412	\$3,802,443	\$956,000,429
SCSC	ScanSource, Inc.	\$3,623,024	\$3,529,900		\$802,023,604
SYNA	Synaptics Incorporated	\$3,352,891	\$3,707,845		\$768,536,119
NSIT	Insight Enterprises, Inc.	\$6,207,836	\$5,654,592	\$3,044,685	\$685,785,815

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
Karen E. Welke	Chairman	67	Female	4	Outside
Daniel S. Van Riper	Member	72	Male	8	Outside
G. Walter Loewenbaum	Member	68	Male	13	Outside Related

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