



Alimera Sciences, Inc.





ALIM NASDAQ

Biotechnology

Market Capitalization USD:

\$251.14 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: C. Daniel Myers

Age: 57

CEO Since: 2003

	2009	2010	2011
Base Salary		\$367,744	\$431,650
Discretionary Bonus		\$33,097	\$5,935
Annual Cash Incentive		\$86,052	\$53,120
Benefits and Perquisites		\$1,764	\$1,852
TOTAL ANNUAL COMPENSATION		\$488,657	\$492,557
Increase in Post-Retirement Benefits		\$0	\$0
Stock Option Awards		\$833,216	\$0
Stock Awards		\$0	\$0
TOTAL COMPENSATION		\$1,321,873	\$492,557
Median of Other Named Executive Officers Total Compensation		\$758,774	\$327,482
Value Realized on Exercise of Stock Option		\$0	\$349,081
Value Realized on Vesting of Stock		\$0	\$0
TOTAL REALIZED EQUITY COMPENSATION		\$0	\$349,081

Proxy Date: 30 Apr 2012

Annual Meeting Date: 14 Jun 2012

Equity Reserves: 18.54%

Stock Option Run Rate: 1.09%

Alimera Sciences, Inc.

ALIM NASDAQ

Biotechnology

Market Capitalization USD: **\$251.14 mm**

Performance Comparison

■ S&P500 ■ Industry ■ ALIM



Peer Comparisons (TRBC) =Biotechnology

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
ALIM	Alimera Sciences, Inc.		\$1,321,873	\$492,557	\$251,143,776
EXEL	Exelixis, Inc.	\$4,554,083	\$686,143	\$2,358,581	\$704,200,153
ISIS	Isis Pharmaceuticals, Inc.	\$2,128,436	\$1,749,841	\$1,897,332	\$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	\$1,833,605	\$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

Affymax Inc, Ista Pharmaceuticals Inc., Allos Therapeutics Inc., Momenta Pharmaceuticals Inc., Amag Pharmaceuticals Inc., Optimer Pharmaceuticals Inc., Arena Pharmaceuticals Inc., Orexigen Therapeutics Inc., Aveo Pharmaceuticals Inc., Rigel Pharmaceuticals Inc., Cadence Pharmaceuticals Inc., Trius Pharmaceuticals Inc., Inspire Pharmaceuticals Inc., Xenoport Inc., Ironwood Pharmaceuticals Inc.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Brian K. Halak	Chairman	40	Male	8	Outside Related
James R. Largent	Member	62	Male	1	Outside
Mark J. Brooks	Member	46	Male	8	Outside Related

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