



Alphatec Holdings, Inc.




ATEC NASDAQ

Medical Equipment / Supplies / Distribution

Market Capitalization USD:

\$188.27 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: Leslie H. Cross

Age: 61

CEO Since: 2012

	2009	2010	2011
Base Salary	\$389,423	\$417,308	\$482,212
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$300,000	\$0	\$0
Benefits and Perquisites	\$20,961	\$26,601	\$19,030
TOTAL ANNUAL COMPENSATION	\$710,384	\$443,909	\$501,242
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$161,060	\$250,120	\$0
Stock Awards	\$0	\$0	\$0
TOTAL COMPENSATION	\$871,444	\$694,029	\$501,242
Median of Other Named Executive Officers Total Compensation	\$478,977	\$850,589	\$573,551
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$528,713	\$796,088	\$397,181
TOTAL REALIZED EQUITY COMPENSATION	\$528,713	\$796,088	\$397,181

Proxy Date: 30 Apr 2012

Annual Meeting Date: 21 Jun 2012

Equity Reserves: 6.63%

Stock Option Run Rate: 1.53%

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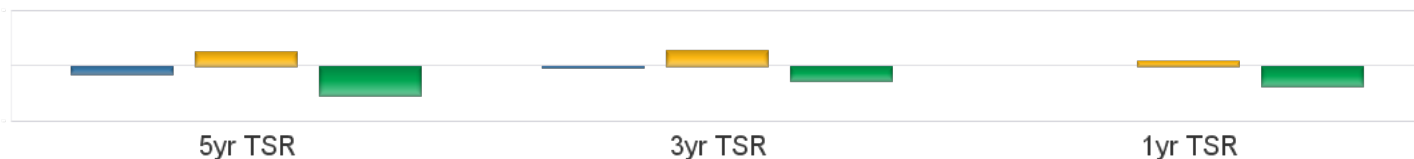
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Performance Comparison

■ S&P500 ■ Industry ■ ATEC



Peer Comparisons (TRBC) =Medical Equipment / Supplies / Distribution

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
ATEC	Alphatec Holdings, Inc.	\$871,444	\$694,029	\$501,242	\$188,265,612
MMSI	Merit Medical Systems, Inc.	\$1,173,364	\$853,706	\$2,083,951	\$550,681,592
QDEL	Quidel Corporation	\$6,938,236	\$1,295,038	\$1,752,307	\$543,045,398
GFF	Griffon Corporation	\$6,024,490	\$8,021,057	\$13,212,241	\$517,686,547
ICUI	ICU Medical, Inc.	\$2,458,987	\$2,690,130	\$3,639,243	\$508,980,800
LDR	Landauer, Inc.	\$1,659,441	\$2,948,855	\$1,317,238	\$466,752,999
ATRI	Atrion Corporation	\$753,137	\$952,061	\$1,090,131	\$419,775,817

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

Specific companies not disclosed.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Stephen E. O'Neil	Chairman	79	Male	7	Outside
R. Ian Molson	Member	56	Male	7	Outside
Rohit M. Desai	Member	73	Male	4	Outside

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