



**Amerigon Incorporated****ARGN NASDAQ****Auto / Truck / Motorcycle Parts**

Market Capitalization USD:

\$283.26 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: Daniel R. Coker**Age: 59****CEO Since: 2003**

	2009	2010	2011
Base Salary	\$291,200	\$308,672	\$340,000
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$195,000	\$300,000	\$275,000
Benefits and Perquisites	\$33,216	\$21,592	\$42,567
TOTAL ANNUAL COMPENSATION	\$519,416	\$630,264	\$657,567
Increase in Post-Retirement Benefits	\$202,000	\$228,000	\$263,000
Stock Option Awards	\$156,450	\$0	\$373,200
Stock Awards	\$0	\$0	\$0
TOTAL COMPENSATION	\$877,866	\$858,264	\$1,293,767
Median of Other Named Executive Officers Total Compensation	\$374,385	\$375,854	\$724,738
Value Realized on Exercise of Stock Option	\$58,336	\$382,482	\$2,225,103
Value Realized on Vesting of Stock	\$7,935	\$38,126	\$84,000
TOTAL REALIZED EQUITY COMPENSATION	\$66,271	\$420,608	\$2,309,103

Proxy Date: 13 Apr 2012

Annual Meeting Date: 10 May 2012

Equity Reserves: 16.21%

Stock Option Run Rate: 2.06%

Amerigon Incorporated

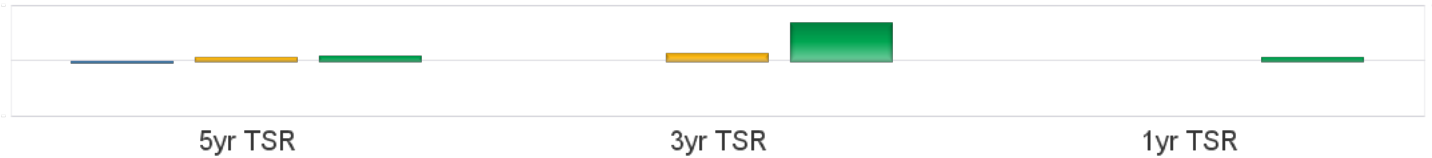
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Performance Comparison

■ S&P500 ■ Industry ■ ARGN



Peer Comparisons (TRBC) =Auto / Truck / Motorcycle Parts

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
ARGN	Amerigon Incorporated	\$877,866	\$858,264	\$1,293,767	\$283,255,611
MTOR	Meritor, Inc.	\$4,263,279	\$7,606,508	\$6,062,255	\$668,546,128
TWI	Titan International, Inc.	\$1,865,694	\$2,009,444		\$631,778,475
DORM	Dorman Products, Inc.	\$1,566,265	\$1,538,145		\$596,029,417
AXL	American Axle & Manufacturing Holdings, Inc.	\$9,721,182	\$5,553,428	\$11,478,899	\$574,802,906
TRS	TriMas Corporation	\$1,648,700	\$3,144,000	\$3,349,600	\$513,422,073
DW	Drew Industries Incorporated	\$1,460,577	\$1,744,440		\$441,303,594

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

CTS Corp, Drew Industries, Inc., Fuel Systems Solutions, Inc., Gentex Corp., Littlefuse, Inc., Measurement Specialties, Inc., Methode Electronics, Inc., Modine Manufacturing, Inc., Motorcar Parts of America, Inc., Pulse Electronics Corp., Stoneridge, Inc., Strattec Security Corp. and Superior Industries International.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Maurice E. P. Gunderson	Member	60	Male	5	Outside