



Benchmark Electronics, Inc.





BHE NYSE

Semiconductors

Market Capitalization USD:

\$775.31 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: Gayla J. Delly

Age: 52

CEO Since: 2012

	2009	2010	2011
Base Salary	\$700,000	\$740,000	\$770,192
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$933,800	\$740,000	\$0
Benefits and Perquisites	\$9,524	\$10,124	\$785,280
TOTAL ANNUAL COMPENSATION	\$1,643,324	\$1,490,124	\$1,555,472
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$731,700	\$0	\$771,695
Stock Awards	\$343,980	\$0	\$940,329
TOTAL COMPENSATION	\$2,719,004	\$1,490,124	\$3,267,496
Median of Other Named Executive Officers Total Compensation	\$1,282,309	\$731,664	\$1,508,851
Value Realized on Exercise of Stock Option	\$437,102	\$385,406	\$431,099
Value Realized on Vesting of Stock	\$0	\$325,148	\$158,098
TOTAL REALIZED EQUITY COMPENSATION	\$437,102	\$710,554	\$589,197

Proxy Date: 28 Mar 2012

Annual Meeting Date: 9 May 2012

Equity Reserves: 15.14%

Stock Option Run Rate: 0.58%

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Performance Comparison

■ S&P500 ■ Industry ■ BHE



Peer Comparisons (TRBC) =Semiconductors

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
BHE	Benchmark Electronics, Inc.	\$2,719,004	\$1,490,124	\$3,267,496	\$775,312,449
RFMD	RF Micro Devices, Inc.	\$3,192,490	\$4,628,935		\$1,752,138,528
HITT	Hittite Microwave Corporation	\$325,164	\$2,105,519		\$1,526,958,354
RMBS	Rambus Inc.	\$1,761,145	\$4,204,259	\$3,462,121	\$1,507,411,290
SLAB	Silicon Laboratories Inc.	\$4,830,324	\$5,537,163	\$3,145,139	\$1,484,396,818
SMTC	Semtech Corporation	\$3,001,804	\$2,631,351		\$1,398,602,148
PMCS	PMC-Sierra, Inc.	\$2,598,369	\$3,485,081	\$3,101,381	\$1,397,167,403

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

Amphenol Corporation, BMC Software, Inc., Lam Research Corporation, Molex Incorporated, Multi-Fineline Electronix, Inc., Novellus Systems, Inc., Plexus Corp, Sanmina-SCI Corporation, Teradyne, Inc.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Berne D. L. Strom	Member	64	Female	8	Outside
Clay C. Williams	Member	49	Male	4	Outside
David W. Scheible	Member	55	Male	1	Outside

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