


**Bio-Rad Laboratories, Inc.****BIO NYSE****Medical Equipment / Supplies / Distribution**

Market Capitalization USD:

\$2,079.33 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: Norman Schwartz**Age: 62****CEO Since: 2003**

	2009	2010	2011
Base Salary	\$726,988	\$759,361	\$770,000
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$788,712	\$620,671	\$154,962
Benefits and Perquisites	\$14,661	\$15,527	\$15,814
TOTAL ANNUAL COMPENSATION	\$1,530,361	\$1,395,559	\$940,776
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$1,467,753	\$1,538,752	\$1,703,502
Stock Awards	\$904,560	\$1,014,840	\$1,200,720
TOTAL COMPENSATION	\$3,902,674	\$3,949,151	\$3,844,998
Median of Other Named Executive Officers Total Compensation	\$995,859	\$941,948	\$800,348
Value Realized on Exercise of Stock Option	\$0	\$408,127	\$211,004
Value Realized on Vesting of Stock	\$386,850	\$650,023	\$1,077,318
TOTAL REALIZED EQUITY COMPENSATION	\$386,850	\$1,058,150	\$1,288,322

Proxy Date: 2 Apr 2012

Annual Meeting Date: 24 Apr 2012

Equity Reserves: 9.36%

Stock Option Run Rate: 0.21%

Bio-Rad Laboratories, Inc.

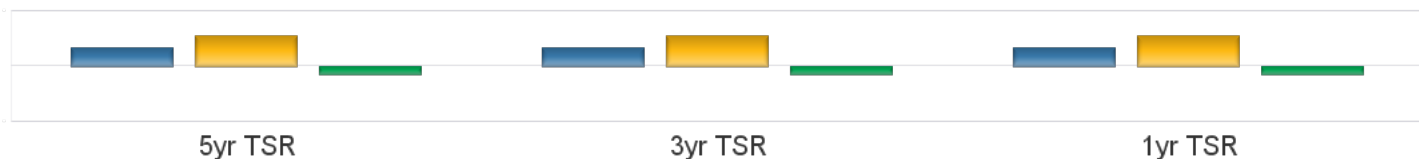
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Performance Comparison

■ vs S&P500 ■ vs Industry ■ BIO



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

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
BIO	Bio-Rad Laboratories, Inc.	\$3,902,674	\$3,949,151	\$3,844,998	\$2,079,330,930
HSIC	Henry Schein, Inc.	\$4,268,925	\$4,193,676		\$5,730,672,318
CFN	CareFusion Corporation	\$2,192,277	\$16,300,289		\$5,363,162,131
XRAY	DENTSPLY International Inc.	\$4,156,934	\$2,557,252		\$4,337,431,541
COO	Cooper Companies, Inc. (The)	\$2,138,636	\$2,204,416	\$5,033,932	\$3,659,460,516
PDCO	Patterson Companies, Inc.	\$881,292	\$2,803,714		\$3,391,463,562
GPRO	Gen-Probe Incorporated	\$2,688,590	\$2,999,166		\$2,758,409,824

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

Abbott Laboratories, Alere Inc., Becton Dickinson, Gen-Probe Inc., Life Technologies, PerkinElmer, Qiagen, Roche Holding, Sigma-Aldrich, Thermo Fisher Scientific and Waters Corp.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Albert J. Hillman	Member	80	Male	32	Outside Related
Louis Drapeau	Member	68	Male	5	Outside

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