



BioCryst Pharmaceuticals, Inc.




BCRX NASDAQ

Biotechnology

Market Capitalization USD:

\$124.61 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: Jon P. Stonehouse

Age: 50

CEO Since: 2007

	2009	2010	2011
Base Salary	\$444,500	\$448,400	\$459,617
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$208,506	\$161,424	\$219,383
Benefits and Perquisites	\$12,250	\$12,250	\$12,250
TOTAL ANNUAL COMPENSATION	\$665,256	\$622,074	\$691,250
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$251,640	\$588,997	\$465,360
Stock Awards	\$0	\$0	\$118,275
TOTAL COMPENSATION	\$916,896	\$1,211,071	\$1,274,885
Median of Other Named Executive Officers Total Compensation	\$688,171	\$679,937	\$671,172
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$41,250	\$0	\$130,750
TOTAL REALIZED EQUITY COMPENSATION	\$41,250	\$0	\$130,750

Proxy Date: 9 Apr 2012

Annual Meeting Date: 23 May 2012

Equity Reserves: 24.20%

Stock Option Run Rate: 3.33%

BioCryst Pharmaceuticals, Inc.

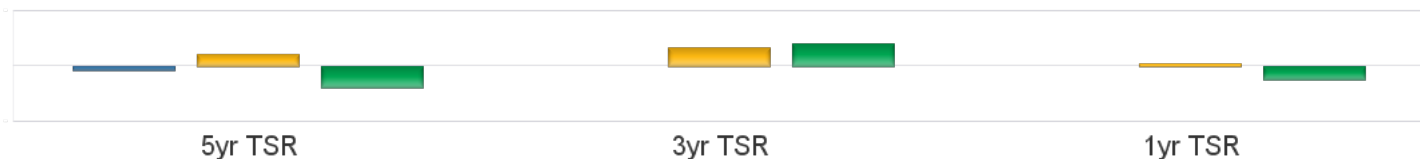
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Performance Comparison

■ S&P500 ■ Industry ■ BCRX



Peer Comparisons (TRBC) =Biotechnology

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
BCRX	BioCryst Pharmaceuticals, Inc.	\$916,896	\$1,211,071	\$1,274,885	\$124,613,820
EXAS	Exact Sciences Corp.	\$1,900,912	\$590,250		\$349,002,178
AFFX	Affymetrix, Inc.	\$2,825,382	\$903,382	\$2,739,835	\$344,793,948
NBIX	Neurocrine Biosciences, Inc.	\$733,057	\$1,193,204	\$1,778,717	\$330,330,392
LXRX	Lexicon Pharmaceuticals, Inc.	\$1,768,158	\$1,921,766	\$1,918,117	\$310,629,867
ALNY	Alnylam Pharmaceuticals, Inc.	\$1,547,396	\$1,328,679		\$280,222,207
GERN	Geron Corporation	\$3,102,000	\$1,789,378	\$3,148,510	\$278,623,156

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

Peer Group not disclosed.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Charles A. Sanders	Member	80	Male	3	Outside
Georae B. Abercrombie	Member	57	Male	1	Outside
Peder Jensen	Member	57	Male	1	Outside
Stanley C. Erck	Member	63	Male	4	Outside

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