



Broadwind Energy, Inc.




BWEN NASDAQ

Heavy Electrical Equipment

Market Capitalization USD:

\$44.72 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: Peter C. Duprey

Age: 54

CEO Since: 2010

	2009	2010	2011
Base Salary	\$250,000	\$252,788	\$450,000
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$0	\$0	\$0
Benefits and Perquisites	\$25,289	\$21,596	\$15,918
TOTAL ANNUAL COMPENSATION	\$275,289	\$274,384	\$465,918
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$0	\$0	\$0
Stock Awards	\$0	\$0	\$285,466
TOTAL COMPENSATION	\$275,289	\$274,384	\$751,384
Median of Other Named Executive Officers Total Compensation	\$677,868	\$736,489	\$664,192
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$0	\$0	\$18,225
TOTAL REALIZED EQUITY COMPENSATION	\$0	\$0	\$18,225

Proxy Date: 26 Mar 2012

Annual Meeting Date: 4 May 2012

Equity Reserves: 13.52%

Stock Option Run Rate: 0.27%

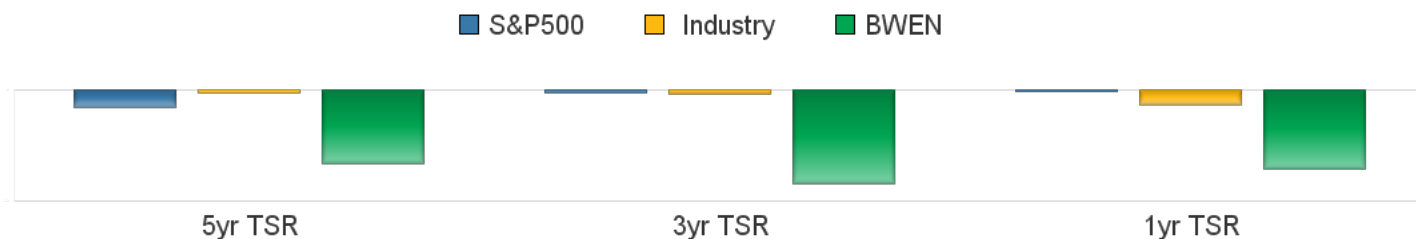
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Performance Comparison



Peer Comparisons (TRBC) = Industrials

Ticker	Company Name	Total Summary CEO Compensation			Market Cap
		2009	2010	2011	
BWEN	Broadwind Energy, Inc.	\$275,289	\$274,384	\$751,384	\$44,720,969
LCRY	LeCroy Corporation	\$789,554	\$704,632		\$130,414,590
RAIL	FreightCar America, Inc.	\$695,415	\$2,199,675		\$172,288,164
BLDR	Builders FirstSource, Inc.	\$623,077	\$2,029,713		\$122,857,802
BELFB	Bel Fuse Inc.	\$486,462	\$496,497		\$36,756,012
RJET	Republic Airways Holdings Inc.	\$1,354,067	\$1,234,021		\$135,703,352
SR	Standard Register Company (The)	\$1,406,683	\$1,999,682	\$2,129,148	\$74,373,193

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

A123 Systems, Inc., The Gorman-Rupp Company, Opnext, Inc., Ampco-Pittsburgh Corporation, Hardinge Inc., PowerSecure International, Inc., Dynamic Materials Corporation, Kadant Inc., RBC Bearings Incorporated, Echelon Corporation, LaBarge Inc., Twin Disc, Inc., Energy Conversion Devices, Inc., Infinera Corporation, Ultralife Corporation, Evergreen Solar, Inc., MFRI Inc., Zoltek Companies, Inc., Flow International Corporation

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Terence P. Fox	Chairman	56	Male	6	Outside
Charles H. Bevnnon	Member	64	Male	5	Outside
Thomas A. Wagner	Member	60	Male	1	Outside

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