



CONMED Corporation




CNMD NASDAQ

Medical Equipment / Supplies / Distribution

Market Capitalization USD:

\$657.38 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: Joseph J. Corasanti

Age: 48

CEO Since: 2007

	2009	2010	2011
Base Salary	\$657,604	\$699,842	\$725,012
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$0	\$345,346	\$410,165
Benefits and Perquisites	\$98,660	\$128,623	\$166,247
TOTAL ANNUAL COMPENSATION	\$756,264	\$1,173,811	\$1,301,424
Increase in Post-Retirement Benefits	\$57,955	\$79,117	\$142,011
Stock Option Awards	\$760,678	\$482,363	\$651,756
Stock Awards	\$835,300	\$481,500	\$690,750
TOTAL COMPENSATION	\$2,410,197	\$2,216,791	\$2,785,941
Median of Other Named Executive Officers Total Compensation	\$464,190	\$708,051	\$1,094,072
Value Realized on Exercise of Stock Option	\$183,141	\$550,127	\$585,718
Value Realized on Vesting of Stock	\$225,600	\$484,190	\$802,870
TOTAL REALIZED EQUITY COMPENSATION	\$408,741	\$1,034,317	\$1,388,588

Proxy Date: 10 Apr 2012

Annual Meeting Date: 21 May 2012

Equity Reserves: 15.62%

Stock Option Run Rate: 0.53%

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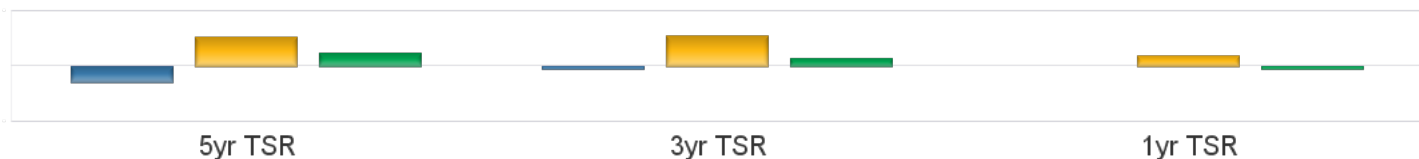
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Performance Comparison

■ S&P500 ■ Industry ■ CNMD



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

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
CNMD	CONMED Corporation	\$2,410,197	\$2,216,791	\$2,785,941	\$657,380,030
HRC	Hill-Rom Holdings, Inc.	\$4,130,430	\$4,007,524	\$5,508,763	\$1,895,919,884
OMI	Owens & Minor, Inc.	\$4,043,065	\$3,952,465	\$4,140,916	\$1,815,904,679
STE	STERIS Corporation	\$3,212,140	\$3,019,503		\$1,734,744,270
HAE	Haemonetics Corporation	\$3,074,444	\$3,185,019		\$1,506,939,657
MASI	Masimo Corporation	\$4,429,512	\$5,105,362		\$1,292,601,964
WST	West Pharmaceutical Services, Inc.	\$3,728,907	\$4,945,985	\$4,547,222	\$1,249,265,925

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

American Medical Systems Holdings, Inc., Greatbatch Inc., Haemontetics Corporation, IDEXX Laboratories, Inc., Integra Life Sciences Holdings Corporation, Masimo Corp., Orthofix International N.V., Resmed Inc., Sirona Dental Systems, Inc., Steris Corporation and Wright Medical Group, Inc.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Stuart J. Schwartz	Chairman	75	Male	14	Outside Related
Bruce F. Daniels	Member	77	Male	20	Outside Related
Stephen M. Mandia	Member	47	Male	10	Outside Related

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