



Capstone Turbine Corporation




CPST NASDAQ

Heavy Electrical Equipment

Market Capitalization USD:

\$259.59 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: Darren R. Jamison

Age: 46

CEO Since: 2006

	2009	2010	2011
Base Salary	\$400,400	\$425,000	\$437,800
Discretionary Bonus	\$0	\$106,250	\$0
Annual Cash Incentive	\$0	\$0	\$245,168
Benefits and Perquisites	\$7,092	\$5,404	\$5,698
TOTAL ANNUAL COMPENSATION	\$407,492	\$536,654	\$688,666
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$223,930	\$387,205	\$170,085
Stock Awards	\$39,150	\$164,000	\$73,800
TOTAL COMPENSATION	\$1,102,716	\$1,087,859	\$932,551
Median of Other Named Executive Officers Total Compensation	\$292,203	\$292,203	\$450,259
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$133,750	\$179,288	\$135,813
TOTAL REALIZED EQUITY COMPENSATION	\$133,750	\$179,288	\$135,813

Proxy Date: 17 Jul 2012

Annual Meeting Date: 30 Aug 2012

Equity Reserves: 7.03%

Stock Option Run Rate: 0.28%

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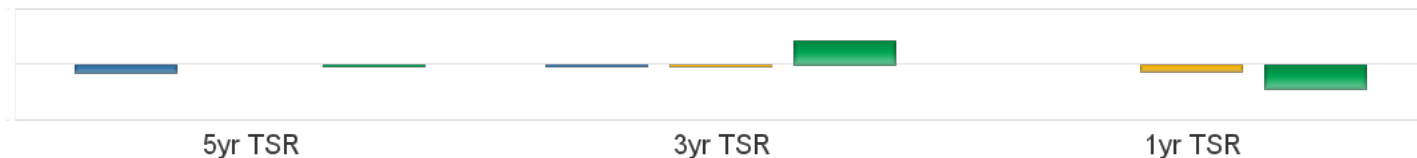
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Performance Comparison

■ S&P500 ■ Industry ■ CPST



Peer Comparisons (TRBC) = Industrials

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
CPST	Capstone Turbine Corporation	\$1,102,716	\$1,087,859	\$932,551	\$259,591,285
MTSC	MTS Systems Corporation	\$1,536,198	\$1,435,894	\$1,900,187	\$480,264,841
NC	NACCO Industries, Inc.	\$3,488,334	\$10,531,524	\$6,733,740	\$431,022,617
NCI	Navigant Consulting, Inc.	\$2,040,479	\$1,883,293	\$2,032,688	\$484,341,360
ORB	Orbital Sciences Corporation	\$1,140,609	\$1,884,427	\$1,902,392	\$748,280,243
LAYN	Layne Christensen Company	\$2,440,035	\$2,769,892	\$3,491,816	\$453,497,744
LCRY	LeCroy Corporation	\$789,554	\$704,632		\$130,414,590

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

Peers not disclosed

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Garv J. Mavo	Chairman	58	Male	5	Outside
Darrell J. Wilk	Member	67	Male	6	Outside
Hollv A. Van Deursen	Member	53	Female	5	Outside
John V. Jaegers	Member	61	Male	19	Outside Related

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