



Chindex International, Inc.




CHDX NASDAQ

Medical Equipment / Supplies / Distribution

Market Capitalization USD:

\$148.06 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: Roberta Lipson

Age: 57

CEO Since: 1981

	2009	2010	2011
Base Salary	\$324,558	\$284,956	\$437,741
Discretionary Bonus	\$32,363	\$150,000	\$0
Annual Cash Incentive	\$0	\$41,286	\$148,750
Benefits and Perquisites	\$128,456	\$123,987	\$113,926
TOTAL ANNUAL COMPENSATION	\$485,377	\$600,229	\$700,417
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$679,425	\$43,200	\$44,950
Stock Awards	\$189,900	\$668,250	\$568,800
TOTAL COMPENSATION	\$998,923	\$1,311,679	\$1,314,167
Median of Other Named Executive Officers Total Compensation	\$614,132	\$740,718	\$938,172
Value Realized on Exercise of Stock Option	\$266,375	\$1,719,386	\$0
Value Realized on Vesting of Stock	\$75,566	\$219,565	\$286,385
TOTAL REALIZED EQUITY COMPENSATION	\$341,941	\$1,938,951	\$286,385

Proxy Date: 30 Apr 2012

Annual Meeting Date: 31 May 2012

Equity Reserves: 16.83%

Stock Option Run Rate: 0.51%

Chindex International, Inc.

CHDX NASDAQ

Medical Equipment / Supplies / Distribution

Market Capitalization USD: **\$148.06 mm**

Performance Comparison

■ S&P500 ■ Industry ■ CHDX



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

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
CHDX	Chindex International, Inc.	\$998,923	\$1,311,679	\$1,314,167	\$148,056,886
ATRI	Atrion Corporation	\$753,137	\$952,061	\$1,090,131	\$419,775,817
OSUR	OraSure Technologies, Inc.	\$1,039,298	\$1,364,974	\$2,000,786	\$374,250,766
CMN	Cantel Medical Corp.	\$1,442,157	\$1,154,931	\$1,407,082	\$363,482,655
ANGO	AngioDynamics, Inc.	\$2,198,562	\$698,140		\$330,191,617
CPTS	Conceptus, Inc.	\$1,934,963	\$1,646,682	\$4,444,864	\$327,060,205
SMA	Symmetry Medical Inc.	\$520,710	\$739,670	\$2,547,316	\$280,419,581

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

NA

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Julius Y. Oestreicher	Chairman	82	Male	16	Outside Related
Carol R. Kaufman	Member	63	Female	12	Outside Related
Holli Harris	Member	45	Female	8	Outside
Kenneth A. Nilsson	Member	79	Male	16	Outside Related

This report is for informational purposes only, and should not be considered a solicitation to buy or sell any security. Thomson Reuters Business Classification (TRBC) is a global industry classification system that is owned and operated by Thomson Reuters and has been licensed for use by GMI Ratings.

COPYRIGHT 2012 | GMI Ratings | ALL RIGHTS RESERVED