

GMI EXECUTIVE PAY SCORECARDSM

Data & analysis provided by GMI-The Independent Leader in Corporate Governance and ESG&A

12 Mar 2012

Ciena Corporation






CIEN NASDAQ

Communications Equipment

Market Capitalization USD:

\$1,085.10 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: Gary B. Smith

Age: 51

CEO Since: 2001

	2009	2010	2011
Base Salary	\$650,000	\$650,000	\$721,154
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$0	\$0	\$117,188
Benefits and Perquisites	\$22,279	\$22,597	\$8,789
TOTAL ANNUAL COMPENSATION	\$672,279	\$672,597	\$847,131
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$883,694	\$0	\$0
Stock Awards	\$3,470,000	\$1,491,920	\$3,033,462
TOTAL COMPENSATION	\$3,926,225	\$2,164,517	\$3,880,593
Median of Other Named Executive Officers Total Compensation	\$1,871,388	\$1,303,789	\$2,438,100
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$1,568,198	\$3,361,140	\$4,668,328
TOTAL REALIZED EQUITY COMPENSATION	\$1,568,198	\$3,361,140	\$4,668,328

Proxy Date: 2 Feb 2012

Annual Meeting Date: 21 Mar 2012

Equity Reserves: 26.09%

Stock Option Run Rate: 0.11%

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Ciena Corporation

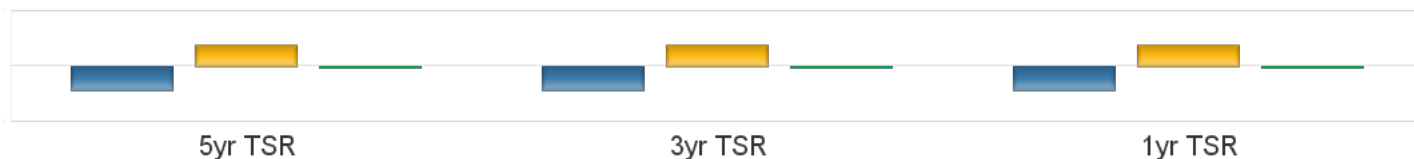
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Performance Comparison

■ vs S&P500 ■ vs Industry ■ CIEN



Peer Comparisons (TRBC) =Communications Equipment

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
CIEN	Ciena Corporation	\$3,926,225	\$2,164,517	\$3,880,593	\$1,085,101,617
PLCM	Polycom, Inc.	\$2,944,633	\$4,341,868		\$3,249,092,751
RVBD	Riverbed Technology, Inc.	\$3,875,651	\$5,185,183		\$3,101,856,734
APKT	Acme Packet, Inc.	\$1,111,556	\$1,728,592		\$2,832,839,522
JDSU	JDS Uniphase Corporation	\$5,945,954	\$2,317,663		\$2,283,965,037
ARUN	Aruba Networks, Inc.	\$2,552,312	\$400,000		\$2,209,737,246
BRCD	Brocade Communications Systems, Inc.	\$10,707,452	\$4,804,875		\$2,119,549,269

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

ADC Telecommunications, Inc., Level 3 Communications, Inc., Arris Group, Inc., NetApp, Inc., Brocade Communications Systems, Inc., Polycom, Inc., CommScope, Inc., Tellabs, Inc., JDS Uniphase Corporation, tw telecom inc., Juniper Networks, Inc., Xilinx, Inc.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Judith M. O'Brien	Chairman	61	Female	12	Outside
Bruce L. Claflin	Member	60	Male	6	Outside
Harvey B. Cash	Member	73	Male	18	Outside

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