



Cymer, Inc.



CYMI NASDAQ

Semiconductors

Market Capitalization USD:

\$1,134.75 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: Robert P. Akins

Age: 60

CEO Since: 1986

	2009	2010	2011
Base Salary	\$584,678	\$640,746	\$659,968
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$1,267,073	\$1,548,436	\$539,788
Benefits and Perquisites	\$17,170	\$23,207	\$24,106
TOTAL ANNUAL COMPENSATION	\$1,868,921	\$2,212,389	\$1,223,862
Increase in Post-Retirement Benefits	\$173,164	\$115,608	\$78,363
Stock Option Awards	\$0	\$0	\$0
Stock Awards	\$452,907	\$2,087,475	\$5,119,752
TOTAL COMPENSATION	\$2,494,992	\$4,415,472	\$6,421,977
Median of Other Named Executive Officers Total Compensation	\$686,000	\$1,777,172	\$2,049,911
Value Realized on Exercise of Stock Option	\$0	\$810,534	\$0
Value Realized on Vesting of Stock	\$57,082	\$289,971	\$2,226,799
TOTAL REALIZED EQUITY COMPENSATION	\$57,082	\$1,100,505	\$2,226,799

Proxy Date: 11 Apr 2012

Annual Meeting Date: 22 May 2012

Equity Reserves: 15.04%

Stock Option Run Rate: 0.31%

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Performance Comparison

■ S&P500 ■ Industry ■ CYMI



Peer Comparisons (TRBC) =Semiconductors

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
CYMI	Cymer, Inc.	\$2,494,992	\$4,415,472	\$6,421,977	\$1,134,746,750
SWKS	Skyworks Solutions, Inc.	\$4,405,183	\$4,346,753	\$5,935,947	\$3,345,537,524
NETL	NetLogic Microsystems, Inc.	\$3,099,207	\$3,227,324		\$3,256,122,470
ONNN	ON Semiconductor Corporation	\$6,270,820	\$1,824,693	\$6,051,428	\$3,218,929,795
CREE	Cree, Inc.	\$2,301,703	\$4,266,764		\$3,006,865,134
LSI	LSI Corporation	\$3,483,779	\$3,736,275	\$5,326,355	\$2,967,504,222
CY	Cypress Semiconductor Corporation	\$7,235,509	\$9,193,084	\$12,886,455	\$2,573,868,297

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

Advanced Energy Industries, Brooks Automation, Coherent, FEI, KLA Tencor, Lam Research, MKS Instruments, Newport, Novellus, Teradyne, Ultratech, Varian Semiconductor Equipment, and Veeco Instruments.

Performance Peer Group

Advanced Energy Industries, Brooks Automation, Coherent, FEI, KLA Tencor, Lam Research, MKS Instruments, Newport, Novellus, Teradyne, Ultratech, Varian Semiconductor Equipment, and Veeco Instruments.

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Edward H. Braun	Chairman	72	Male	9	Outside
Eric M. Ruttenberg	Member	56	Male	3	Outside Related
Jon D. Tompkins	Member	71	Male	13	Outside Related
William G. Oldham	Member	73	Male	11	Outside Related

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