



Entegris, Inc.


ENTG NASDAQ

Semiconductor Equipment / Testing

Market Capitalization USD:

\$861.31 mm

CONCERN LEVEL: LOW

- 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: Gideon Argov

Age: 55

CEO Since: 2005

	2009	2010	2011
Base Salary	\$466,385	\$598,154	\$600,000
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$0	\$1,020,000	\$654,000
Benefits and Perquisites	\$23,537	\$25,004	\$23,600
TOTAL ANNUAL COMPENSATION	\$489,922	\$1,643,158	\$1,277,600
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$201,600	\$543,844	\$720,001
Stock Awards	\$610,500	\$483,019	\$479,995
TOTAL COMPENSATION	\$1,302,022	\$2,670,021	\$2,477,596
Median of Other Named Executive Officers Total Compensation	\$554,551	\$1,362,572	\$1,041,379
Value Realized on Exercise of Stock Option	\$0	\$0	\$686,242
Value Realized on Vesting of Stock	\$27,007	\$368,918	\$588,912
TOTAL REALIZED EQUITY COMPENSATION	\$27,007	\$368,918	\$1,275,154

Proxy Date: 2 Apr 2012

Annual Meeting Date: 2 May 2012

Equity Reserves: 8.90%

Stock Option Run Rate: 0.69%

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Performance Comparison

■ S&P500 ■ Industry ■ ENTG



Peer Comparisons (TRBC) =Semiconductor Equipment / Testing

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
ENTG	Entegris, Inc.	\$1,302,022	\$2,670,021	\$2,477,596	\$861,306,207
TER	Teradyne, Inc.	\$3,536,954	\$5,186,171		\$2,049,886,952
NVLS	Novellus Systems, Inc.	\$6,853,060	\$10,556,537		\$1,898,110,174
KLIC	Kulicke & Soffa Industries, Inc.	\$1,437,133	\$2,796,133	\$4,924,623	\$542,335,793
BRKS	Brooks Automation, Inc.	\$3,174,283	\$1,289,808	\$3,860,233	\$538,387,125
UTEK	Ultratech, Inc.	\$1,899,387	\$3,619,210		\$440,126,126
ESIO	Electro Scientific Industries, Inc.	\$1,364,560	\$1,938,067		\$341,744,817

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

ATMI, Inc., FEI Company, Robbins & Meyers Inc., Brooks Automation, Inc., FormFactor, Inc., Teradyne, Inc., Cabot Microelectronics Corporation, IDEX Corporation, Varian Semiconductor, Coherent, Inc., Kulicke & Soffa Industries, Inc., Equipment Associates, Inc., Cymer Inc., MKS Instruments, Inc., Veeco Instruments Inc., EMCORE Corporation, Novellus Systems, Inc., Verigy Ltd.

Performance Peer Group

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Michael A. Bradlev	Chairman	63	Male	7	Outside
Marvin D. Burkett	Member	69	Male	2	Outside
Roger D. McDaniel	Member	73	Male	7	Outside

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