



Extreme Networks, Inc.



EXTR NASDAQ

Communications Equipment

Market Capitalization USD:

\$246.10 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: Juan Rodriguez

Age: 51

CEO Since: 2010

	2009	2010	2011
Base Salary	\$494,099	\$422,839	\$473,140
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$0	\$0	\$886,435
Benefits and Perquisites	\$8,223	\$742	\$97,714
TOTAL ANNUAL COMPENSATION	\$502,322	\$423,581	\$1,457,289
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$0	\$494,185	\$1,249,560
Stock Awards	\$0	\$308,250	\$454,500
TOTAL COMPENSATION	\$502,322	\$1,226,016	\$3,161,349
Median of Other Named Executive Officers Total Compensation	\$429,172	\$470,111	\$895,564
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$195,375	\$12,050	\$0
TOTAL REALIZED EQUITY COMPENSATION	\$195,375	\$12,050	\$0

Proxy Date: 21 Mar 2012

Annual Meeting Date: 26 Apr 2012

Equity Reserves: 26.92%

Stock Option Run Rate: 2.29%

Extreme Networks, Inc.

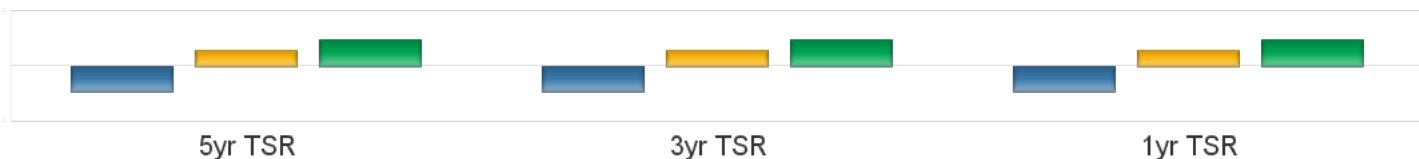
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Performance Comparison

■ vs S&P500 ■ vs Industry ■ EXTR



Peer Comparisons (TRBC) =Communications Equipment

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
EXTR	Extreme Networks, Inc.	\$502,322	\$1,226,016	\$3,161,349	\$246,098,628
CMTL	Comtech Telecommunications Corp.	\$4,815,998	\$5,844,247	\$4,908,900	\$659,079,574
CELL	Brightpoint, Inc.	\$2,605,074	\$4,862,790		\$628,750,846
SONS	Sonus Networks, Inc.	\$3,462,932	\$5,068,636		\$601,585,492
ELX	Emulex Corporation	\$2,957,812	\$2,666,732		\$546,963,673
XXIA	Ixia	\$844,920	\$2,294,601		\$533,275,878
SCMR	Sycamore Networks, Inc.	\$234,135	\$275,000	\$275,000	\$518,804,074

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

ADTRAN, Inc., Blue Coat Systems, Digi International, EMS Technologies, Emulex, F5 Networks, Harmonic, Infinera, MRV Communications Inc., NETGEAR, Inc., Novatel Wireless, Inc., QAD, QLogic Corporation, RadiSys Corporation, Sonos Networks, Super Micro Computer, Westell Technologies, Inc.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Charles P. Carinalli	Chairman	63	Male	16	Outside
Edward B. Mevercord	Member	46	Male	3	Outside
John C. Shoemaker	Member	68	Male	5	Outside

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