



# Haemonetics Corporation



**HAE NYSE**

**Medical Equipment / Supplies / Distribution**

Market Capitalization USD:

**\$1,506.94 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: Brian P. Concannon**

**Age: 54**

**CEO Since: 2009**

	2009	2010	2011
<b>Base Salary</b>	\$520,000	\$546,197	\$550,000
<b>Discretionary Bonus</b>	\$0	\$200,000	\$0
<b>Annual Cash Incentive</b>	\$761,280	\$350,708	\$149,160
<b>Benefits and Perquisites</b>	\$0	\$6,300	\$6,600
<b>TOTAL ANNUAL COMPENSATION</b>	<b>\$1,281,280</b>	<b>\$1,103,205</b>	<b>\$705,760</b>
<b>Increase in Post-Retirement Benefits</b>	\$0	\$0	\$0
<b>Stock Option Awards</b>	\$1,052,437	\$1,712,051	\$1,756,258
<b>Stock Awards</b>	\$216,959	\$369,763	\$749,943
<b>TOTAL COMPENSATION</b>	<b>\$3,074,444</b>	<b>\$3,185,019</b>	<b>\$3,211,961</b>
<b>Median of Other Named Executive Officers Total Compensation</b>	\$910,011	\$910,011	\$1,178,099
<b>Value Realized on Exercise of Stock Option</b>	\$14,217,223	\$0	\$1,018,142
<b>Value Realized on Vesting of Stock</b>	\$0	\$202,959	\$516,385
<b>TOTAL REALIZED EQUITY COMPENSATION</b>	<b>\$14,217,223</b>	<b>\$202,959</b>	<b>\$1,534,527</b>

**Proxy Date:** 18 Jun 2012

**Annual Meeting Date:** 27 Jul 2012

**Equity Reserves:** 23.29%

**Stock Option Run Rate:** 1.82%

# Haemonetics Corporation

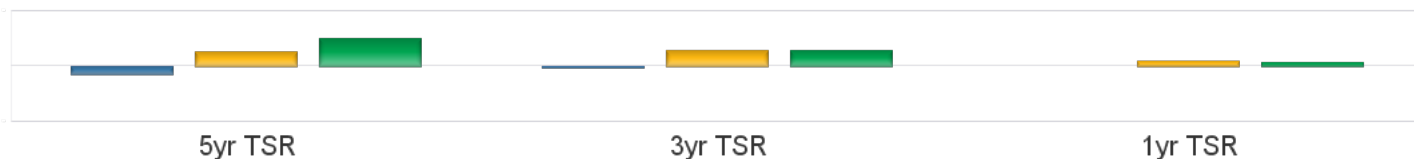
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## Performance Comparison

■ S&P500 ■ Industry ■ HAE



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

### Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
<b>HAE</b>	<b>Haemonetics Corporation</b>	<b>\$3,074,444</b>	<b>\$3,185,019</b>	<b>\$3,211,961</b>	<b>\$1,506,939,657</b>
XRAY	DENTSPLY International Inc.	\$4,156,934	\$2,557,252	\$4,986,047	\$4,337,431,541
COO	Cooper Companies, Inc. (The)	\$2,138,636	\$2,204,416	\$5,033,932	\$3,659,460,516
PDCO	Patterson Companies, Inc.	\$881,292	\$2,803,714		\$3,391,463,562
GPRO	Gen-Probe Incorporated	\$2,688,590	\$2,999,166	\$4,726,339	\$2,758,409,824
TFX	Teleflex Incorporated	\$5,002,486	\$4,822,044	\$4,087,602	\$2,187,421,295
BIO	Bio-Rad Laboratories, Inc.	\$3,902,674	\$3,949,151	\$3,844,998	\$2,079,330,930

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

Allscripts Healthcare Solutions, Inc., Hologic, Inc., Myriad Genetics, Inc., Bruker Corp., IDEXX Labs, Inc., ResMed, Inc., CONMED Corp., Immucor, Inc., TECHNE Corp., Dionex Corp., Integra Lifesciences Holdings, Thoratec Corp., Gen-Probe, Inc., MedAssets, Inc., Zoll Medical Corp.

### Performance Peer Group

NA

## COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Pedro P. Granadillo	Chairman	65	Male	8	Outside
Paul M. Black	Member	54	Male	1	Outside
Ronald L. Merriman	Member	67	Male	7	Outside
Susan Bartlett Foote	Member	65	Female	8	Outside

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