



Inphi Corporation


IPHI NYSE

Semiconductors

Market Capitalization USD:

\$240.07 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: Ford Tamer

Age: 50

CEO Since: 2012

	2009	2010	2011
Base Salary		\$289,583	\$300,000
Discretionary Bonus		\$0	\$0
Annual Cash Incentive		\$175,000	\$0
Benefits and Perquisites		\$50,000	\$50,000
TOTAL ANNUAL COMPENSATION		\$514,583	\$350,000
Increase in Post-Retirement Benefits		\$0	\$0
Stock Option Awards		\$730,290	\$577,770
Stock Awards		\$0	\$1,103,500
TOTAL COMPENSATION		\$1,244,873	\$2,031,270
Median of Other Named Executive Officers Total Compensation		\$624,509	\$936,025
Value Realized on Exercise of Stock Option		\$0	\$3,825,843
Value Realized on Vesting of Stock		\$0	\$0
TOTAL REALIZED EQUITY COMPENSATION		\$0	\$3,825,843

Proxy Date: 25 Apr 2012

Annual Meeting Date: 24 May 2012

Equity Reserves: 0.00%

Stock Option Run Rate: 2.74%

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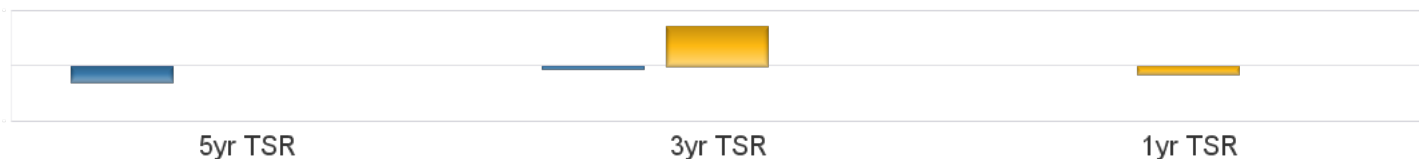
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Performance Comparison

■ S&P500 ■ Industry ■ IPHI



Peer Comparisons (TRBC) =Semiconductors

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
IPHI	Inphi Corporation		\$1,244,873	\$2,031,270	\$240,070,067
ROG	Rogers Corporation	\$2,437,692	\$3,489,455	\$5,423,730	\$628,571,485
LSCC	Lattice Semiconductor Corporation	\$1,075,850	\$430,169	\$837,532	\$620,974,719
TSRA	Tessera Technologies, Inc.	\$3,581,373	\$2,756,621	\$1,673,207	\$611,883,257
MCRL	Micrel, Incorporated	\$936,814	\$1,922,404	\$1,915,127	\$588,853,587
CEVA	Ceva, Inc.	\$1,000,590	\$928,354	\$1,221,194	\$568,713,196
SANM	Sanmina-SCI Corporation	\$1,784,042	\$7,508,463		\$538,792,367

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 Analogic Technologies, Applied Micro Circuits, Cavium Networks, Entropic Communications, Hittite Microwave, Integrated Device Technology, Integrated Silicon Solutions, GSI Technology, Maxlinear, Mellanox, Mindspeed Technologies, MIPS Technologies, Power Integrations, Semtech, Silicon Image, Volterra Semiconductor.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Peter J. Simone	Chairman	64	Male	2	Outside
Chenming C. Hu	Member	64	Male	2	Outside
David J. Ladd	Member	65	Male	5	Outside
Sam S. Srinivasan	Member	67	Male	5	Outside

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