




**Jamba, Inc.****JMBA NASDAQ****Restaurants**

Market Capitalization USD:

\$86.52 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: James White**Age: 51****CEO Since: 2008**

	2009	2010	2011
Base Salary	\$550,000	\$550,000	\$550,000
Discretionary Bonus	\$0	\$225,500	\$0
Annual Cash Incentive	\$137,500	\$0	\$386,438
Benefits and Perquisites	\$8,175	\$293	\$315
TOTAL ANNUAL COMPENSATION	\$695,675	\$775,793	\$936,753
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$0	\$101,355	\$93,870
Stock Awards	\$0	\$132,000	\$0
TOTAL COMPENSATION	\$695,675	\$1,009,148	\$1,030,623
Median of Other Named Executive Officers Total Compensation	\$362,239	\$392,585	\$438,601
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$0	\$0	\$0
TOTAL REALIZED EQUITY COMPENSATION	\$0	\$0	\$0

Proxy Date: 5 Apr 2012

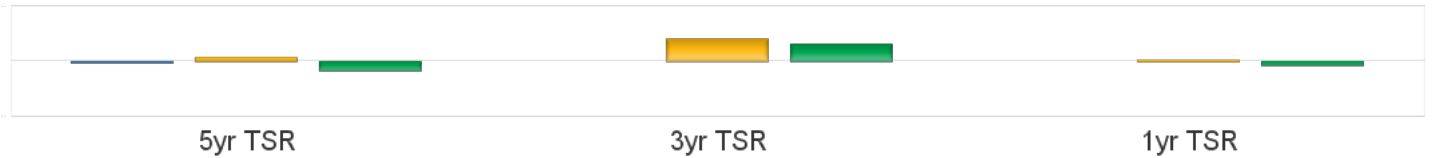
Annual Meeting Date: 17 May 2012

Equity Reserves: 16.88%

Stock Option Run Rate: 1.58%

Performance Comparison

■ S&P500 ■ Industry ■ JMBA



Peer Comparisons (TRBC) =Restaurants

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
JMBA	Jamba, Inc.	\$695,675	\$1,009,148	\$1,030,623	\$86,515,003
CBOU	Caribou Coffee Company, Inc.	\$1,532,677	\$1,034,587	\$1,893,524	\$245,136,256
BAGL	Einstein Noah Restaurant Group, Inc.	\$909,579	\$1,122,066	\$1,268,302	\$215,360,197
TAST	Carrols Restaurant Group, Inc.	\$1,517,408	\$1,022,102		\$196,569,876
RUTH	Ruth's Hospitality Group, Inc.	\$887,000	\$2,191,789	\$687,069	\$146,714,293
CHUX	O'Charley's Inc.	\$1,848,148	\$1,015,607		\$130,026,130
LUB	Luby's, Inc.	\$651,727	\$282,877	\$500,632	\$115,377,636

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

Red Robin, Krispy Kreme, Frisch's Restaurants, Sonic, Carrol's Restaurant, Einstein Noah, O'Charley's, California Pizza Kitchen, BJ's Restaurants, Luby's, Caribou Coffee, J. Alexander'sCosi, Peet's Coffee & Tea, AFC Enterprises, Famous Dave's.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Brian Thomas Swette	Chairman	58	Male	6	Outside
Andrew R. Hever	Member	54	Male	3	Outside Related
Richard L. Federico	Member	57	Male	6	Outside