



**A.T. Cross Company****ATX NASDAQ****Business Support / Supplies**

Market Capitalization USD:

**\$144.16 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: David G. Whalen****Age: 54****CEO Since: 1999**

	2009	2010	2011
<b>Base Salary</b>	\$580,000	\$596,000	\$600,000
<b>Discretionary Bonus</b>	\$0	\$0	\$0
<b>Annual Cash Incentive</b>	\$284,000	\$594,000	\$525,000
<b>Benefits and Perquisites</b>	\$60,377	\$58,429	\$75,049
<b>TOTAL ANNUAL COMPENSATION</b>	<b>\$924,377</b>	<b>\$1,248,429</b>	<b>\$1,200,049</b>
<b>Increase in Post-Retirement Benefits</b>	\$42,931	\$55,751	\$117,731
<b>Stock Option Awards</b>	\$0	\$686,160	\$0
<b>Stock Awards</b>	\$132,667	\$622,486	\$481,501
<b>TOTAL COMPENSATION</b>	<b>\$1,099,975</b>	<b>\$2,612,826</b>	<b>\$1,799,281</b>
<b>Median of Other Named Executive Officers Total Compensation</b>	\$528,747	\$694,803	\$665,281
<b>Value Realized on Exercise of Stock Option</b>	\$0	\$136,355	\$643,000
<b>Value Realized on Vesting of Stock</b>	\$0	\$391,400	\$1,136,468
<b>TOTAL REALIZED EQUITY COMPENSATION</b>	<b>\$0</b>	<b>\$527,755</b>	<b>\$1,779,468</b>

Proxy Date: 26 Mar 2012

Annual Meeting Date: 26 Apr 2012

Equity Reserves: 16.14%

Stock Option Run Rate: 0.63%

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## Performance Comparison

■ S&P500 ■ Industry ■ ATX



## Peer Comparisons (TRBC) =Business Support / Supplies

### Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
<b>ATX</b>	<b>A.T. Cross Company</b>	<b>\$1,099,975</b>	<b>\$2,612,826</b>	<b>\$1,799,281</b>	<b>\$144,164,818</b>
RECN	Resources Connection, Inc.	\$1,239,017	\$2,116,281		\$431,847,010
KNXA	Kenexa Corporation	\$811,015	\$1,769,634	\$3,523,760	\$423,001,176
KFRC	Kforce Inc.	\$6,821,368	\$8,213,800		\$417,904,489
TISI	Team, Inc.	\$1,679,553	\$1,111,644		\$409,502,472
KELYA	Kelly Services, Inc.	\$957,565	\$2,622,503		\$380,322,000
ICFI	ICF International, Inc.	\$1,676,524	\$2,760,616		\$371,691,130

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

Tiffany & Company, Fossil, Inc., Movado Group, Coach, Inc., Tandy Brands, Callaway Golf, K-Swiss, Kenneth Cole and Swank.

### Performance Peer Group

NA

## COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Bernard V. Buonanno	Chairman	73	Male	26	Outside Related
Edward J. Coonev	Member	64	Male	8	Outside
Harlan M. Kent	Member	49	Male	4	Outside