



ACCO Brands Corporation

ABD NYSE

Business Support / Supplies

Market Capitalization USD:

\$263.22 mm

CONCERN LEVEL: HIGH

- 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: Robert J. Keller

Age: 58

CEO Since: 2008

	2009	2010	2011
Base Salary	\$619,805	\$755,446	\$777,923
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$0	\$897,013	\$368,385
Benefits and Perquisites	\$20,592	\$35,353	\$35,725
TOTAL ANNUAL COMPENSATION	\$640,397	\$1,687,812	\$1,182,033
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$68,250	\$0	\$337,645
Stock Awards	\$0	\$467,838	\$5,431,634
TOTAL COMPENSATION	\$708,647	\$2,155,650	\$6,951,312
Median of Other Named Executive Officers Total Compensation	\$958,472	\$956,573	\$1,325,491
Value Realized on Exercise of Stock Option	\$0	\$0	\$837,418
Value Realized on Vesting of Stock	\$0	\$0	\$105,975
TOTAL REALIZED EQUITY COMPENSATION	\$0	\$0	\$943,393

Proxy Date: 30 Mar 2012

Annual Meeting Date: 15 May 2012

Equity Reserves: 15.40%

Stock Option Run Rate: 0.58%

ACCO Brands Corporation

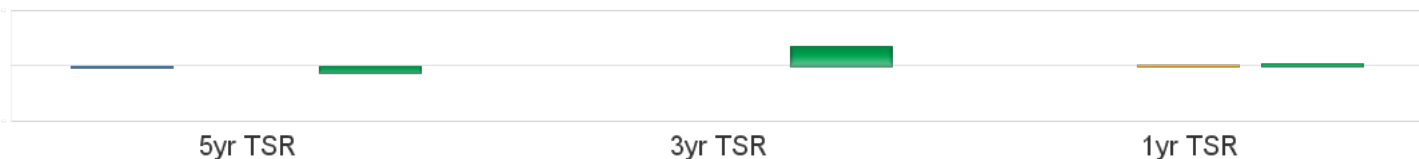
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Performance Comparison

■ S&P500 ■ Industry ■ ABD



Peer Comparisons (TRBC) =Business Support / Supplies

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
ABD	ACCO Brands Corporation	\$708,647	\$2,155,650	\$6,951,312	\$263,215,130
HPY	Heartland Payment Systems, Inc.	\$7,171,998	\$6,306,950	\$4,466,424	\$773,457,682
MINI	Mobile Mini, Inc.	\$1,184,984	\$2,339,923		\$739,326,001
HURN	Huron Consulting Group, Inc.	\$2,338,091	\$3,633,027	\$2,704,655	\$704,959,551
EXLS	ExlService Holdings, Inc.	\$1,796,501	\$3,307,747		\$684,688,268
KNL	Knoll, Inc.	\$1,852,472	\$1,734,566	\$6,079,569	\$655,078,364
TRAK	DealerTrack Holdings, Inc.	\$2,698,762	\$3,355,862		\$648,915,039

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

Hospira, Inc., Imation Corporation, Knoll, Inc., Lexmark International Inc., MeadWestvaco Corp., Avery Dennison Corporation, Alberto-Culver Company, Brunswick Corporation, Cenveo, Inc., Herman Miller, Inc., HNI Corporation, Steelcase, Inc., Sybase, Inc., Synopsys, Inc., United Stationers Inc., Zebra Technologies Corp., Newell Rubbermaid Inc., OfficeMax, Inc., Office Depot, Inc., Pitney Bowes, Inc., Polycom, Inc., SanDisk Corporation, Hospira, Inc., Steelcase, Inc., Imation Corporation, Sybase, Inc., Knoll, Inc., Synopsys, Inc., Lexmark International Inc., United Stationers Inc., MeadWestvaco Corp., Zebra Technologies Corp.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Norman H. Weslev	Chairman	62	Male	7	Outside Related
George V. Bavlv	Member	69	Male	7	Outside
Sheila Talton	Member	59	Female	2	Outside
Thomas Kroeger	Member	63	Male	3	Outside

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