



AMCOL International Corporation


ACO NYSE

Construction Materials

Market Capitalization USD:

\$759.22 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: Ryan F. McKendrick

Age: 60

CEO Since: 2011

	2009	2010	2011
Base Salary	\$650,000	\$670,000	\$500,000
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$86,288	\$136,000	\$601,786
Benefits and Perquisites	\$50,461	\$3,163,880	\$35,644
TOTAL ANNUAL COMPENSATION	\$786,749	\$3,969,880	\$1,137,430
Increase in Post-Retirement Benefits	\$432,309	\$666,628	\$363,203
Stock Option Awards	\$298,380	\$413,760	\$342,600
Stock Awards	\$0	\$0	\$613,200
TOTAL COMPENSATION	\$1,517,438	\$5,050,268	\$2,456,433
Median of Other Named Executive Officers Total Compensation	\$957,820	\$746,383	\$1,163,017
Value Realized on Exercise of Stock Option	\$1,284,066	\$910,828	\$1,109,365
Value Realized on Vesting of Stock	\$0	\$0	\$0
TOTAL REALIZED EQUITY COMPENSATION	\$1,284,066	\$910,828	\$1,109,365

Proxy Date: 21 Mar 2012

Annual Meeting Date: 10 May 2012

Equity Reserves: 10.31%

Stock Option Run Rate: 1.20%

AMCOL International Corporation

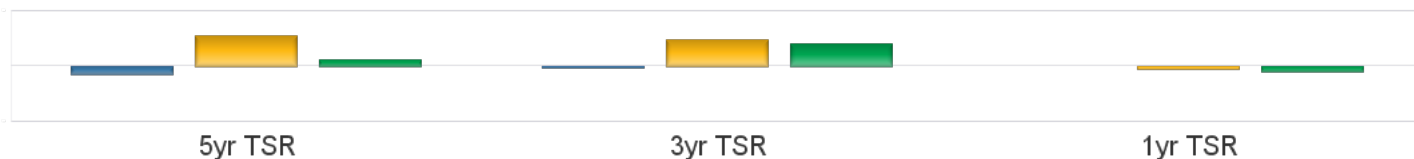
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Performance Comparison

■ S&P500 ■ Industry ■ ACO



Peer Comparisons (TRBC) =Construction Materials

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
ACO	AMCOL International Corporation	\$1,517,438	\$5,050,268	\$2,456,433	\$759,220,142
CSL	Carlisle Companies Incorporated	\$4,747,553	\$6,009,031	\$8,580,973	\$1,964,041,616
TXI	Texas Industries, Inc.	-\$2,018,943	\$1,503,284		\$885,239,550
EXP	Eagle Materials Inc.	\$3,793,439	\$1,242,463		\$747,683,667
USG	USG Corporation	\$7,135,480	\$9,210,100	\$5,858,950	\$694,402,914
USLM	United States Lime & Minerals, Inc.	\$1,297,869	\$1,527,390	\$1,775,653	\$256,021,382

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

Arch Chemicals, Inc.; Brush Engineered Materials Inc.; Calgon Carbon Corporation; Compass Minerals International, Inc.; Dycom Industries, Inc.; Lufkin Industries, Inc.; Martin Marietta Materials Inc.; Minerals Technologies Inc.; Nalco Holdings Company; Oil Dri Corporation; Rockwood Holdings Inc.; RPM International Inc.; Superior Energy Services Inc.; and Tetra Technologies Inc.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Dale E. Stahl	Chairman	64	Male	17	Outside Related
Arthur Brown	Member	71	Male	22	Outside Related
Audrev L. Weaver	Member	57	Female	15	Outside Related
Daniel P. Casev	Member	69	Male	10	Outside Related
Frederick J. Palensky	Member	62	Male	1	Outside
Paul C. Weaver	Member	49	Male	17	Outside Related

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