



Arctic Cat Inc.



ACAT NASDAQ

Auto / Truck Manufacturers

Market Capitalization USD:

\$263.43 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: Claude Jordan

Age: 56

CEO Since: 2011

	2009	2010	2011
Base Salary	\$549,300	\$521,389	\$530,735
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$0	\$0	\$660,000
Benefits and Perquisites	\$16,857	\$13,285	\$10,611
TOTAL ANNUAL COMPENSATION	\$566,157	\$534,674	\$1,201,346
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$507,495	\$472,306	\$474,266
Stock Awards	\$0	\$0	\$157,495
TOTAL COMPENSATION	\$986,412	\$1,006,980	\$1,833,107
Median of Other Named Executive Officers Total Compensation	\$476,778	\$476,778	\$696,338
Value Realized on Exercise of Stock Option	\$0	\$0	\$771,640
Value Realized on Vesting of Stock	\$0	\$0	\$92,538
TOTAL REALIZED EQUITY COMPENSATION	\$0	\$0	\$864,178

Proxy Date: 22 Jun 2012

Annual Meeting Date: 8 Aug 2012

Equity Reserves: 33.33%

Stock Option Run Rate: 3.54%

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Performance Comparison

■ S&P500 ■ Industry ■ ACAT



Peer Comparisons (TRBC) = Cyclical Consumer Goods / Services

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
ACAT	Arctic Cat Inc.	\$986,412	\$1,006,980	\$1,833,107	\$263,434,488
NPK	National Presto Industries, Inc.	\$441,188	\$631,372	\$557,180	\$597,247,953
NYT	New York Times Company (The)	\$6,262,755	\$5,279,209	\$11,252,720	\$851,896,083
ODP	Office Depot, Inc.	\$3,394,551	\$15,268,483	\$6,816,935	\$571,796,439
OXM	Oxford Industries, Inc.	\$537,279	\$1,288,922	\$1,242,710	\$565,568,858
MPX	Marine Products Corporation	\$410,447	\$355,600	\$568,200	\$127,949,922
HZO	MarineMax, Inc.	\$1,963,145	\$1,154,422	\$973,027	\$150,576,051

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

NA

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Gregg A. Ostrander	Chairman	59	Male	17	Outside Related
Anton J. Christianson	Member	60	Male	3	Outside
D. Christian Koch	Member	47	Male	3	Outside
Kenneth J. Roering	Member	70	Male	16	Outside Related

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