



**CARBO Ceramics Inc.****CRR NYSE****Oil Related Services / Equipment**

Market Capitalization USD:

\$2,374.83 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: Gary Kolstad**Age: 53****CEO Since: 2006**

	2009	2010	2011
Base Salary	\$500,000	\$600,000	\$600,000
Discretionary Bonus	\$418,430	\$816,710	\$1,597,530
Annual Cash Incentive	\$0	\$0	\$337,500
Benefits and Perquisites	\$222,580	\$34,357	\$52,533
TOTAL ANNUAL COMPENSATION	\$1,141,010	\$1,451,067	\$2,587,563
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$0	\$0	\$0
Stock Awards	\$675,028	\$1,000,008	\$1,522,350
TOTAL COMPENSATION	\$1,816,038	\$2,451,075	\$4,109,913
Median of Other Named Executive Officers Total Compensation	\$648,176	\$854,288	\$1,184,464
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$371,697	\$658,114	\$1,341,155
TOTAL REALIZED EQUITY COMPENSATION	\$371,697	\$658,114	\$1,341,155

Proxy Date: 4 Apr 2012

Annual Meeting Date: 22 May 2012

Equity Reserves: 2.68%

Stock Option Run Rate:

CARBO Ceramics Inc.

CRR NYSE

Oil Related Services / Equipment

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Performance Comparison

■ S&P500 ■ Industry ■ CRR



Peer Comparisons (TRBC) =Oil Related Services / Equipment

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
CRR	CARBO Ceramics Inc.	\$1,816,038	\$2,451,075	\$4,109,913	\$2,374,833,899
SUG	Southern Union Company	\$7,177,304	\$7,704,594		\$5,060,928,018
CLB	Core Laboratories N.V.	\$1,449,973	\$4,592,002	\$5,699,656	\$4,184,744,114
OII	Oceaneering International, Inc.	\$4,719,891	\$5,801,402	\$4,367,987	\$3,835,562,227
DRC	Dresser-Rand Group Inc.	\$5,967,451	\$6,112,265	\$5,930,115	\$3,234,151,982
OIS	Oil States International, Inc.	\$2,538,606	\$2,953,089	\$3,794,118	\$2,613,781,343
TDW	Tidewater Inc.	\$5,209,679	\$7,875,634		\$2,181,938,883

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

Basic Energy Services, Inc., Cal-Dive International, Inc., Complete Production Services, Inc., Core Laboratories N.V., Drill-Quip, Inc., GulfMark Offshore, Inc., Hornbeck Offshore Services, Inc., ION Geophysical Corporation, Lufkin Industries, Inc., Newpark Resources, Inc., RPC, Inc., Superior Energy Services Inc., TESCO Corporation, and Unit Corporation.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Henry E. Lentz	Chairman	67	Male	9	Outside
James B. Jenninas	Member	71	Male	5	Outside
Randv L. Limbacher	Member	53	Male	5	Outside
Robert S. Rubin	Member	80	Male	15	Outside Related
Siamund L. Cornelius	Member	57	Male	3	Outside
William C. Morris	Member	73	Male	25	Outside Related

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