




Cameron International Corporation

CAM NYSE

Oil Related Services / Equipment

Market Capitalization USD: **\$10,180.25 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: Jack B. Moore

Age: 58

CEO Since: 2008

	2009	2010	2011
Base Salary	\$900,000	\$987,654	\$1,045,808
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$4,500,000	\$1,317,530	\$697,135
Benefits and Perquisites	\$192,025	\$267,526	\$216,798
TOTAL ANNUAL COMPENSATION	\$5,592,025	\$2,572,710	\$1,959,741
Increase in Post-Retirement Benefits	\$151,767	\$75,381	-\$11,280
Stock Option Awards	\$1,458,234	\$3,709,219	\$2,559,989
Stock Awards	\$981,000	\$3,647,603	\$2,839,973
TOTAL COMPENSATION	\$8,183,026	\$10,004,913	\$7,348,423
Median of Other Named Executive Officers Total Compensation	\$2,944,684	\$3,620,800	\$2,540,321
Value Realized on Exercise of Stock Option	\$2,420,037	\$2,714,115	\$1,752,332
Value Realized on Vesting of Stock	\$293,364	\$1,908,518	\$2,751,738
TOTAL REALIZED EQUITY COMPENSATION	\$2,713,401	\$4,622,633	\$4,504,070

Proxy Date: 28 Mar 2012

Annual Meeting Date: 11 May 2012

Equity Reserves:

Stock Option Run Rate: 0.29%

Cameron International Corporation

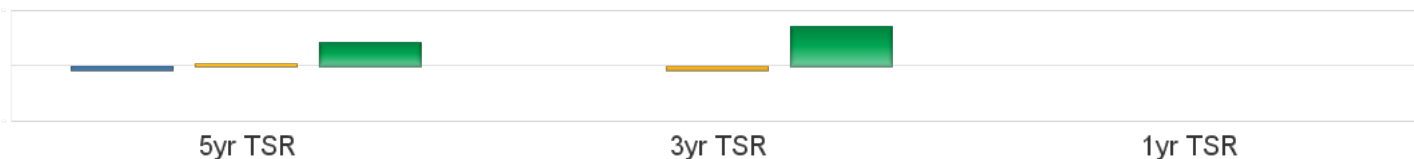
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Performance Comparison

■ S&P500 ■ Industry ■ CAM



Peer Comparisons (TRBC) =Oil Related Services / Equipment

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
CAM	Cameron International Corporation	\$8,183,026	\$10,004,913	\$7,348,423	\$10,180,252,497
HAL	Halliburton Company	\$12,434,666	\$14,893,916		\$28,067,310,405
NOV	National Oilwell Varco, Inc.	\$7,019,144	\$9,250,871		\$21,700,768,567
BHI	Baker Hughes Incorporated	\$8,315,147	\$9,443,963	\$11,254,917	\$20,130,555,190
KMI	Kinder Morgan, Inc.		\$1	\$1	\$18,304,270,647
SE	Spectra Energy Corp.	\$4,761,149	\$6,864,886	\$7,782,334	\$15,924,478,368
EP	El Paso Corporation	\$6,306,902	\$8,453,634		\$13,463,928,642

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

Baker Hughes Incorporated, National Oilwell Varco, Inc., FMC Technologies, Inc., Schlumberger Limited, Halliburton Company, Transocean Ltd., McDermott International, Inc., Weatherford International Ltd., Nabors Industries, Inc.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Peter J. Fluor	Chairman	64	Male	7	Outside
Bruce W. Wilkinson	Member	67	Male	10	Outside Related
C. Baker Cunningham	Member	70	Male	16	Outside Related
Michael E. Patrick	Member	68	Male	16	Outside Related

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