



**Checkpoint Systems, Inc.**



**CKP NYSE**

**Business Support / Supplies**

Market Capitalization USD:

**\$544.54 mm**

**CONCERN LEVEL: AVERAGE**

- 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: George Babich**

**Age: 60**

**CEO Since: 2012**

	2009	2010	2011
<b>Base Salary</b>	\$787,231	\$848,365	\$850,000
<b>Discretionary Bonus</b>	\$274,750	\$0	\$0
<b>Annual Cash Incentive</b>	\$803,154	\$350,000	\$0
<b>Benefits and Perquisites</b>	\$82,593	\$122,586	\$60,511
<b>TOTAL ANNUAL COMPENSATION</b>	<b>\$1,947,728</b>	<b>\$1,320,951</b>	<b>\$910,511</b>
<b>Increase in Post-Retirement Benefits</b>	\$0	\$0	\$0
<b>Stock Option Awards</b>	\$65,502	\$324,472	\$316,670
<b>Stock Awards</b>	\$466,082	\$587,172	\$716,905
<b>TOTAL COMPENSATION</b>	<b>\$2,479,312</b>	<b>\$2,232,595</b>	<b>\$1,944,086</b>
<b>Median of Other Named Executive Officers Total Compensation</b>	\$784,632	\$775,207	\$680,497
<b>Value Realized on Exercise of Stock Option</b>	\$0	\$0	\$0
<b>Value Realized on Vesting of Stock</b>	\$0	\$280,028	\$814,865
<b>TOTAL REALIZED EQUITY COMPENSATION</b>	<b>\$0</b>	<b>\$280,028</b>	<b>\$814,865</b>

**Proxy Date:** 23 Apr 2012

**Annual Meeting Date:** 31 May 2012

**Equity Reserves:** 16.55%

**Stock Option Run Rate:** 0.24%

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## Performance Comparison

■ S&P500 ■ Industry ■ CKP



## Peer Comparisons (TRBC) =Business Support / Supplies

### Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
CKP	Checkpoint Systems, Inc.	\$2,479,312	\$2,232,595	\$1,944,086	\$544,542,410
ACTG	Acacia Research Corporation	\$789,696	\$1,255,154	\$4,385,488	\$1,543,000,565
FCN	FTI Consulting, Inc.	\$3,851,456	\$3,592,007		\$1,529,647,758
WXS	Wright Express Corporation	\$2,901,346	\$4,239,654	\$2,668,455	\$1,469,943,734
BRC	Brady Corporation	\$1,831,916	\$3,957,797		\$1,395,047,923
WOOF	VCA Antech, Inc.	\$1,861,929	\$5,266,314	\$12,278,595	\$1,383,794,364
DFT	DuPont Fabros Technology, Inc.	\$2,050,529	\$3,002,250	\$3,204,295	\$1,229,551,068

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

Albany International Corp., Buckeye Technologies Inc., Cascade Corporation, CIRCOR International, Inc., EnPro Industries, Inc., Franklin Electric Co., Gerber Scientific, Inc., Graco Inc., Interface, Inc., Lufkin Industries, Inc., Neenah Paper, Inc., Nordson Corporation, Robbins & Myers, Inc., Varian, Inc.2, Woodward, Inc.

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Russell 2000

## COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
William S. Antle	Chairman	67	Male	9	Outside
Georae Babich	Member	60	Male	6	Inside
Harald Einsmann	Member	78	Male	7	Outside
Jack W. Partridge	Member	66	Male	10	Outside Related

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