



Colfax Corporation



CFX NYSE

Industrial Machinery / Equipment

Market Capitalization USD:

\$881.23 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: Steven E. Simms

Age: 56

CEO Since: 2012

	2009	2010	2011
Base Salary	\$565,500	\$516,014	\$525,000
Discretionary Bonus	\$0	\$0	\$180,000
Annual Cash Incentive	\$0	\$771,750	\$585,309
Benefits and Perquisites	\$62,400	\$39,160	\$49,668
TOTAL ANNUAL COMPENSATION	\$627,900	\$1,326,924	\$1,339,977
Increase in Post-Retirement Benefits	\$1,881	\$0	\$0
Stock Option Awards	\$338,710	\$1,079,592	\$506,951
Stock Awards	\$450,000	\$951,234	\$450,008
TOTAL COMPENSATION	\$1,418,491	\$3,357,750	\$2,296,936
Median of Other Named Executive Officers Total Compensation	\$543,531	\$1,394,727	\$1,050,522
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$0	\$0	\$93,712
TOTAL REALIZED EQUITY COMPENSATION	\$0	\$0	\$93,712

Proxy Date: 13 Apr 2012

Annual Meeting Date: 16 May 2012

Equity Reserves: 11.27%

Stock Option Run Rate: 0.71%

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Performance Comparison

■ S&P500 ■ Industry ■ CFX



Peer Comparisons (TRBC) = Industrial Machinery / Equipment

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
CFX	Colfax Corporation	\$1,418,491	\$3,357,750	\$2,296,936	\$881,229,507
IEX	IDEX Corporation	\$3,636,943	\$5,245,581	\$3,374,684	\$2,588,746,656
SNA	Snap-On Incorporated	\$4,310,254	\$6,241,605	\$7,801,755	\$2,583,802,100
LECO	Lincoln Electric Holdings, Inc.	\$4,604,784	\$4,967,208	\$6,148,538	\$2,447,056,509
SPW	SPX Corporation	\$13,267,330	\$10,703,466	\$12,662,305	\$2,315,626,226
CLC	CLARCOR Inc.	\$6,601,921	\$5,825,255	\$7,904,319	\$2,078,557,745
GGG	Graco Inc.	\$1,785,739	\$2,960,079	\$5,105,716	\$2,077,418,999

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

Altra Holdings, Inc., Ameron International Corporation, Ampco-Pittsburgh Corporation, Badger Meter, Inc., Ceradyne, Inc., CIRCOR International, Inc., Columbus McKinnon Corp., EnPro Industries, Inc., ESCO Technologies, Inc., L.B. Foster Company, Franklin Electric Co., The Gorman-Rupp Company, Graco Inc., Kaydon Corporation, Nordson Corporation, and Robbins & Myers, Inc.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Rhonda Jordan	Chairman	54	Female	3	Outside
Raiiv Vinnakota	Member	41	Male	4	Outside
Steven E. Simms	Member	56	Male	1	Outside

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