



Columbia Sportswear Company



COLM NASDAQ

Apparel / Accessories

Market Capitalization USD:

\$1,577.70 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: Timothy P. Boyle

Age: 62

CEO Since: 1988

	2009	2010	2011
Base Salary	\$810,000	\$830,192	\$859,231
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$686,556	\$1,421,838	\$1,008,590
Benefits and Perquisites	\$28,687	\$33,336	\$28,289
TOTAL ANNUAL COMPENSATION	\$1,525,243	\$2,285,366	\$1,896,110
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$0	\$0	\$0
Stock Awards	\$0	\$0	\$0
TOTAL COMPENSATION	\$1,525,243	\$2,285,366	\$1,896,110
Median of Other Named Executive Officers Total Compensation	\$1,180,298	\$1,415,019	\$1,828,568
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$0	\$0	\$0
TOTAL REALIZED EQUITY COMPENSATION	\$0	\$0	\$0

Proxy Date: 16 Apr 2012

Annual Meeting Date: 7 Jun 2012

Equity Reserves: 16.39%

Stock Option Run Rate: 1.10%

Columbia Sportswear Company

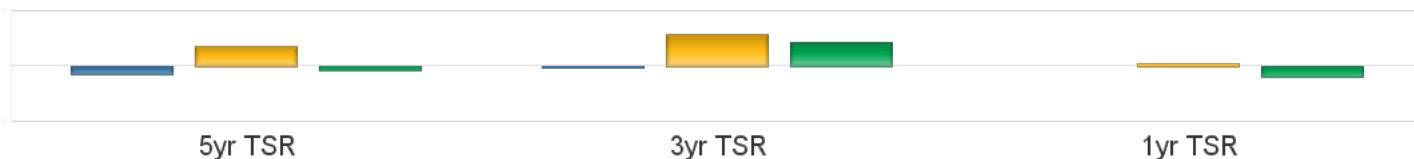
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Performance Comparison

■ S&P500 ■ Industry ■ COLM



Peer Comparisons (TRBC) =Apparel / Accessories

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
COLM	Columbia Sportswear Company	\$1,525,243	\$2,285,366	\$1,896,110	\$1,577,704,446
PVH	PVH Corp.	\$12,557,366	\$12,856,372		\$3,934,408,558
UA	Under Armour, Inc.	\$748,061	\$1,319,009	\$1,129,417	\$3,423,770,073
HBI	Hanesbrands Inc.	\$5,750,172	\$9,847,832	\$10,357,368	\$2,429,430,408
WRC	Warnaco Group, Inc. (The)	\$6,191,522	\$8,255,638	\$10,064,867	\$1,981,698,960
VRA	Vera Bradley, Inc.			\$1,617,000	\$1,460,265,453
ICON	Iconix Brand Group, Inc.	\$10,852,400	\$5,080,241		\$1,157,776,426

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

Carters, Inc., Deckers Outdoor Group, Hanesbrands Inc., Jones Apparel Group, K-Swiss Inc., Liz Claiborne Inc., NIKE Inc., Oxford Industries, Philips-Van Heusen Corporation, Polo Ralph Lauren Corp., Quiksilver, The Timberland Company, Under Armour Inc., VF Corporation, Volcom, Inc., Warnaco Group Inc., and Wolverine World Wide Inc.

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Murrey R. Albers	Chairman	71	Male	19	Outside Related
Stephen E. Babson	Member	61	Male	10	Outside Related
Walter T. Klenz	Member	66	Male	12	Outside Related