



Compass Minerals International, Inc.




CMP NYSE

Chemicals - Agricultural

Market Capitalization USD:

\$2,197.18 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: Angelo C. Brisimitzakis

Age: 53

CEO Since: 2006

	2009	2010	2011
Base Salary	\$675,371	\$738,797	\$786,538
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$226,800	\$336,640	\$406,538
Benefits and Perquisites	\$141,315	\$118,954	\$98,751
TOTAL ANNUAL COMPENSATION	\$1,043,486	\$1,194,391	\$1,291,827
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$754,718	\$799,991	\$570,006
Stock Awards	\$746,282	\$965,338	\$1,329,941
TOTAL COMPENSATION	\$2,544,486	\$2,959,720	\$3,191,774
Median of Other Named Executive Officers Total Compensation	\$949,892	\$796,644	\$1,119,220
Value Realized on Exercise of Stock Option	\$0	\$1,554,977	\$3,428,152
Value Realized on Vesting of Stock	\$1,244,750	\$1,303,200	\$841,785
TOTAL REALIZED EQUITY COMPENSATION	\$1,244,750	\$2,858,177	\$4,269,937

Proxy Date: 29 Mar 2012

Annual Meeting Date: 9 May 2012

Equity Reserves: 8.49%

Stock Option Run Rate: 0.31%

Compass Minerals International, Inc.

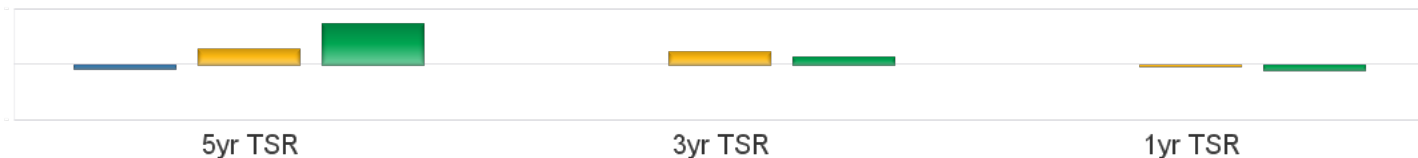
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Performance Comparison

■ S&P500 ■ Industry ■ CMP



Peer Comparisons (TRBC) = Basic Materials

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
CMP	Compass Minerals International, Inc.	\$2,544,486	\$2,959,720	\$3,191,774	\$2,197,182,537
SMG	Scotts Miracle-Gro Company (The)	\$7,548,657	\$6,047,410	\$4,209,660	\$2,897,492,921
OLN	Olin Corporation	\$5,721,354	\$5,217,408	\$5,651,880	\$1,433,299,123
OI	Owens-Illinois, Inc.	\$8,762,311	\$7,791,521	\$6,305,729	\$2,476,645,234
TXI	Texas Industries, Inc.	-\$2,018,943	\$1,503,284		\$885,239,550
RGLD	Royal Gold, Inc	\$991,641	\$2,475,823		\$3,507,187,052
OMG	OM Group, Inc.	\$1,992,934	\$4,623,249	\$5,026,819	\$839,264,517

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

Albemarle Corporation, FMC Corporation, AMCOL International Corporation, H.B. Fuller Company, Arch Chemicals, Inc., Martin Marietta Materials, Inc., Cabot Oil & Gas Corporation, Minerals Technologies, Inc., Calgon Carbon Corporation, Olin Corporation, Carpenter Technology Corp., OM Group, Inc., Century Aluminum Company, Stillwater Mining Company, CF Industries Holdings, Inc., Texas Industries, Inc., Cytec Industries Inc., Vulcan Materials Company, Eagle Materials, Inc., Walter Energy, Inc.

Performance Peer Group

Russell 3000 Index

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Bradley J. Bell	Chairman	59	Male	9	Outside
Eric Ford	Member	57	Male	1	Outside
Paul S. Williams	Member	52	Male	3	Outside
Perry W. Premdas	Member	59	Male	8	Outside

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