



Deckers Outdoor Corporation


DECK NASDAQ

Footwear

Market Capitalization USD:

\$3,588.19 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: Angel R. Martinez

Age: 56

CEO Since: 2005

	2009	2010	2011
Base Salary	\$750,000	\$950,000	\$1,000,000
Discretionary Bonus	\$441,715	\$350,000	\$0
Annual Cash Incentive	\$1,458,285	\$1,900,000	\$1,735,000
Benefits and Perquisites	\$0	\$7,350	\$7,350
TOTAL ANNUAL COMPENSATION	\$2,650,000	\$3,207,350	\$2,742,350
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$0	\$0	\$0
Stock Awards	\$706,725	\$1,863,000	\$1,922,580
TOTAL COMPENSATION	\$3,356,725	\$5,070,350	\$4,664,930
Median of Other Named Executive Officers Total Compensation	\$1,274,617	\$2,261,763	\$1,885,009
Value Realized on Exercise of Stock Option	\$0	\$0	\$11,363,564
Value Realized on Vesting of Stock	\$1,592,640	\$4,519,710	\$3,647,880
TOTAL REALIZED EQUITY COMPENSATION	\$1,592,640	\$4,519,710	\$15,011,444

Proxy Date: 13 Apr 2012

Annual Meeting Date: 24 May 2012

Equity Reserves: 13.31%

Stock Option Run Rate: 0.00%

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Performance Comparison

■ S&P500 ■ Industry ■ DECK



Peer Comparisons (TRBC) = Cyclical Consumer Goods / Services

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
DECK	Deckers Outdoor Corporation	\$3,356,725	\$5,070,350	\$4,664,930	\$3,588,190,805
JWN	Nordstrom, Inc.	\$4,340,209	\$5,951,085	\$5,995,829	\$9,712,040,605
OMC	Omnicom Group Inc.	\$7,884,598	\$10,768,846	\$15,420,537	\$10,295,785,320
ORLY	O'Reilly Automotive, Inc.	\$3,541,095	\$4,896,696	\$3,696,252	\$9,057,934,394
LHO	LaSalle Hotel Properties	\$459,223	\$2,784,937	\$2,728,465	\$1,633,620,825
MIDD	Middleby Corporation (The)	\$13,373,946	\$10,490,888	\$27,689,584	\$1,320,956,177
GME	GameStop Corp.	\$4,313,153	\$5,271,951		\$3,212,719,540

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

Columbia Sportswear Company, Crocs, Inc., Skechers U.S.A., Inc., Steven Madden, Ltd., The Timberland Company, Under Armour, Inc., Wolverine World Wide, Inc., Fossil, Inc., Lululemon Athletica, Inc., Phillips-Van Heusen, Quicksilver, Inc., Warnaco Group, Inc.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
John G. Perenchio	Chairman	56	Male	7	Outside
James E. Quinn	Member	60	Male	1	Outside
John M. Gibbons	Member	63	Male	12	Outside Related
Maureen Conners	Member	65	Female	6	Outside

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