



**Dynamic Materials Corporation****BOOM NASDAQ****Steel**

Market Capitalization USD:

\$210.32 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: Yvon Pierre Cariou**Age: 65****CEO Since: 2000**

	2009	2010	2011
Base Salary	\$455,400	\$455,400	\$469,075
Discretionary Bonus	\$93,357	\$102,465	\$117,269
Annual Cash Incentive	\$213,725	\$131,625	\$312,275
Benefits and Perquisites	\$35,627	\$38,192	\$36,216
TOTAL ANNUAL COMPENSATION	\$798,109	\$727,682	\$934,835
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$0	\$0	\$0
Stock Awards	\$0	\$629,700	\$647,900
TOTAL COMPENSATION	\$798,109	\$1,357,382	\$1,582,735
Median of Other Named Executive Officers Total Compensation	\$450,567	\$641,807	\$779,497
Value Realized on Exercise of Stock Option	\$12,600	\$0	\$0
Value Realized on Vesting of Stock	\$352,096	\$320,021	\$506,426
TOTAL REALIZED EQUITY COMPENSATION	\$364,696	\$320,021	\$506,426

Proxy Date: 13 Apr 2012

Annual Meeting Date: 24 May 2012

Equity Reserves: 3.65%

Stock Option Run Rate: 0.00%

Dynamic Materials Corporation

BOOM NASDAQ

Steel

Market Capitalization USD: **\$210.32 mm**

Performance Comparison

■ S&P500 ■ Industry ■ BOOM



Peer Comparisons (TRBC) =Steel

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
BOOM	Dynamic Materials Corporation	\$798,109	\$1,357,382	\$1,582,735	\$210,319,814
HAYN	Haynes International, Inc.	\$1,458,314	\$1,442,867	\$1,579,845	\$530,336,752
MUSA	Metals USA Holdings Corp.	\$767,148	\$3,426,140	\$1,866,852	\$331,673,637
CAS	A.M. Castle & Co.	\$1,133,951	\$1,829,680	\$2,356,256	\$252,042,459
FSTR	L.B. Foster Company	\$1,015,695	\$1,606,603	\$1,512,808	\$228,470,292
AP	Ampco-Pittsburgh Corporation	\$1,262,963	\$1,807,344	\$1,805,870	\$211,158,560
NWPX	Northwest Pipe Company	\$730,225	\$912,460		\$189,603,983

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., AZZ Incorporated, Cabot Microelectronics Corp., CARBO Ceramics, Inc., Chart Industries Inc., Gorman-Rupp Company, Great Lakes Dredge & Dock Corporation, Haynes International Inc., Houston Wire & Cable Company, Insteel Industries, Inc., L.B. Foster Company, LMI Aerospace, Inc., McGrath RentCorp, Preformed Line Products, RTI International Metals, Inc., Sun Hydraulics Corporation, T-3 Energy Services, Inc., and Universal Stainless & Alloy Products, Inc.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Dean K. Allen	Chairman	75	Male	19	Outside Related
Bernard Hueber	Member	69	Male	6	Outside
Gerard E. Munera	Member	75	Male	12	Outside Related
James J. Ferris	Member	67	Male	2	Outside
Robert A. Cohen	Member	62	Male	1	Outside

This report is for informational purposes only, and should not be considered a solicitation to buy or sell any security. Thomson Reuters Business Classification (TRBC) is a global industry classification system that is owned and operated by Thomson Reuters and has been licensed for use by GMI Ratings.

COPYRIGHT 2012 | GMI Ratings | ALL RIGHTS RESERVED