



EnerSys


ENS NYSE

Electrical Components / Equipment

Market Capitalization USD:

\$1,001.57 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: John D. Craig

Age: 61

CEO Since: 2000

	2009	2010	2011
Base Salary	\$850,000	\$850,000	\$900,000
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$1,700,000	\$1,700,000	\$1,443,600
Benefits and Perquisites	\$89,224	\$77,482	\$95,336
TOTAL ANNUAL COMPENSATION	\$2,639,224	\$2,627,482	\$2,438,936
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$1,450,647	\$1,497,723	\$0
Stock Awards	\$1,249,987	\$1,077,122	\$3,263,430
TOTAL COMPENSATION	\$3,727,997	\$5,202,327	\$5,702,366
Median of Other Named Executive Officers Total Compensation	\$1,858,663	\$1,858,663	\$1,680,007
Value Realized on Exercise of Stock Option	\$4,188,690	\$2,173,747	\$0
Value Realized on Vesting of Stock	\$449,863	\$592,557	\$1,544,721
TOTAL REALIZED EQUITY COMPENSATION	\$4,638,553	\$2,766,304	\$1,544,721

Proxy Date: 21 Jun 2012

Annual Meeting Date: 26 Jul 2012

Equity Reserves: 9.32%

Stock Option Run Rate: 0.38%

Performance Comparison

■ S&P500 ■ Industry ■ ENS



Peer Comparisons (TRBC) =Electrical Components / Equipment

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
ENS	EnerSys	\$3,727,997	\$5,202,327	\$5,702,366	\$1,001,574,734
HUBB	Hubbell Incorporated	\$7,461,689	\$5,722,486	\$8,784,837	\$2,614,480,633
TNB	Thomas & Betts Corporation	\$9,106,706	\$5,508,214		\$2,096,817,002
IPGP	IPG Photonics Corporation	\$451,604	\$922,296	\$1,242,734	\$2,062,269,126
AVX	AVX Corporation	\$1,374,658	\$1,097,570	\$1,294,253	\$2,018,807,900
GTI	GrafTech International Ltd.	\$3,446,396	\$3,333,873	\$3,820,307	\$1,845,018,750
RBC	Regal Beloit Corporation	\$3,613,306	\$8,338,743	\$5,602,531	\$1,755,520,217

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

Ametek, Inc., Franklin Electric Company, Inc., A.O. Smith Corporation, GrafTech International Ltd., AVX Corporation, Hubbell Incorporated, Baldor Electric, Regal - Beloit Corporation, C&D Technologies, Inc., Spectrum Brands, Inc., Energizer Holdings, Inc., Thomas & Betts Corporation, Exide Technologies, Woodward Governor Company

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
John F. Lehman	Chairman	69	Male	8	Outside
Joseph C. Muscari	Member	65	Male	4	Outside
Robert Magnus	Member	65	Male	4	Outside
Seifi Ghasemi	Member	67	Male	2	Outside