



Franklin Electric Co., Inc.



FELE NASDAQ

Electrical Components / Equipment

Market Capitalization USD:

\$847.36 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: R. Scott Trumbull

Age: 63

CEO Since: 2003

	2009	2010	2011
Base Salary	\$637,513	\$648,888	\$667,515
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$115,390	\$1,226,398	\$1,197,789
Benefits and Perquisites	\$69,487	\$14,023	\$19,173
TOTAL ANNUAL COMPENSATION	\$822,390	\$1,889,309	\$1,884,477
Increase in Post-Retirement Benefits	\$863,245	\$679,374	\$1,071,060
Stock Option Awards	\$581,861	\$416,854	\$750,156
Stock Awards	\$249,759	\$464,780	\$589,085
TOTAL COMPENSATION	\$2,517,255	\$3,450,317	\$4,294,778
Median of Other Named Executive Officers Total Compensation	\$930,658	\$1,002,493	\$1,115,714
Value Realized on Exercise of Stock Option	\$0	\$0	\$2,352,740
Value Realized on Vesting of Stock	\$0	\$218,602	\$38,402
TOTAL REALIZED EQUITY COMPENSATION	\$0	\$218,602	\$2,391,142

Proxy Date: 20 Mar 2012

Annual Meeting Date: 4 May 2012

Equity Reserves:

Stock Option Run Rate: 3.93%

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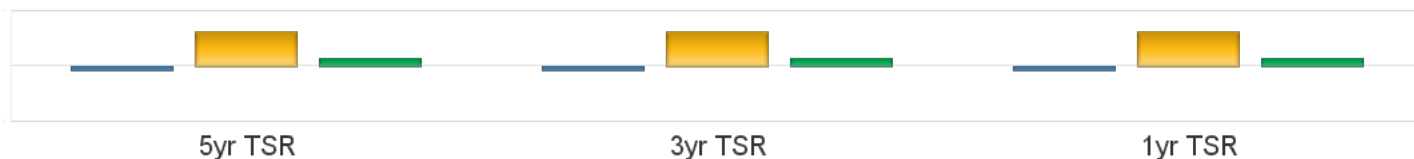
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Performance Comparison

■ vs S&P500 ■ vs Industry ■ FELE



Peer Comparisons (TRBC) =Electrical Components / Equipment

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
FELE	Franklin Electric Co., Inc.	\$2,517,255	\$3,450,317	\$4,294,778	\$847,362,065
TNB	Thomas & Betts Corporation	\$9,106,706	\$5,508,214		\$2,096,817,002
IPGP	IPG Photonics Corporation	\$451,604	\$922,296		\$2,062,269,126
AVX	AVX Corporation	\$1,374,658	\$1,097,570		\$2,018,807,900
GTI	GrafTech International Ltd.	\$3,446,396	\$3,333,873		\$1,845,018,750
RBC	Regal Beloit Corporation	\$3,613,306	\$8,338,743	\$5,602,531	\$1,755,520,217
AXE	Anixter International Inc.	\$2,682,494	\$3,977,365		\$1,655,356,226

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

AMCOL International Corporation, Matthews International Corporation, Ameron International Corporation, Mueller Water Products, Inc., Badger Meter, Inc., Neenah Paper, Inc., Baldor Electric Company, Nordson Corporation, Ceradyne, Inc., Orbital Sciences Corporation, Clean Harbors, Inc., Otter Tail Corporation, Crane Co., Pike Electric Corporation, Curtiss-Wright Corporation, Robbins & Myers, Inc., Eagle Materials Inc., Sauer-Danfoss Inc., ESCO Technologies Inc., Simpson Manufacturing Co., Inc., Esterline Technologies Corporation, Tecumseh Products Company, Global Industries, Ltd., Valmont Industries, Inc., Graco Inc., Waste Connections, Inc., GrafTech International Ltd., Walters Corporation, H&E Equipment Services, Inc., Watts Water Technologies, Inc., IDEX Corporation, Woodward Governor Company, Kaman Corporation

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
David A. Roberts	Chairman	64	Male	9	Outside
David T. Brown	Member	63	Male	4	Outside
Thomas L. Youna	Member	68	Male	7	Outside

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