


**FutureFuel Corp.**

FF NYSE

Chemicals - Commodity

Market Capitalization USD:

**\$429.50 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: Lee E. Mikles****Age: 56****CEO Since: 2005**

	2009	2010	2011
Base Salary		\$0	
Discretionary Bonus		\$0	
Annual Cash Incentive		\$0	
Benefits and Perquisites		\$25,000	\$25,000
<b>TOTAL ANNUAL COMPENSATION</b>		<b>\$25,000</b>	<b>\$25,000</b>
Increase in Post-Retirement Benefits		\$0	
Stock Option Awards		\$0	\$41,900
Stock Awards		\$0	
<b>TOTAL COMPENSATION</b>		<b>\$25,000</b>	<b>\$66,900</b>
Median of Other Named Executive Officers Total Compensation		\$209,688	\$252,316
Value Realized on Exercise of Stock Option		\$0	\$0
Value Realized on Vesting of Stock		\$0	\$0
<b>TOTAL REALIZED EQUITY COMPENSATION</b>		<b>\$0</b>	<b>\$0</b>

Proxy Date: 9 Jul 2012

Annual Meeting Date: 13 Aug 2012

Equity Reserves: 5.67%

Stock Option Run Rate: 0.32%

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## Performance Comparison

■ S&P500 ■ Industry ■ FF



## Peer Comparisons (TRBC) =Chemicals - Commodity

### Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
FF	FutureFuel Corp.		\$25,000	\$66,900	\$429,497,473
BCPC	Balchem Corporation	\$1,636,439	\$1,648,519	\$1,784,915	\$1,079,721,999
AMRS	Amyris, Inc.		\$5,805,266	\$2,857,965	\$910,657,161
IPHS	Innophos Holdings, Inc.	\$2,494,186	\$3,108,620	\$2,671,334	\$865,489,638
NL	NL Industries, Inc.	\$3,068,920	\$3,075,490	\$3,093,885	\$609,745,936
SHLM	A. Schulman, Inc.	\$2,966,022	\$4,688,808		\$523,929,243
TG	Tredegear Corporation	\$2,408,288	\$2,827,897	\$1,790,700	\$474,761,213

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

NA

### Performance Peer Group

NA

## COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Donald C. Bedell	Chairman	71	Male	4	Outside
Edwin A. Levv	Member	75	Male	7	Outside

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