



Goodyear Tire & Rubber Company (The)


GT NYSE

Tires / Rubber Products

Market Capitalization USD:

\$2,462.97 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: Richard J. Kramer

Age: 48

CEO Since: 2010

	2009	2010	2011
Base Salary	\$1,230,000	\$929,924	\$1,000,000
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$9,514,895	\$5,653,500	\$6,751,400
Benefits and Perquisites	\$132,427	\$52,161	\$58,920
TOTAL ANNUAL COMPENSATION	\$10,877,322	\$6,635,585	\$7,810,320
Increase in Post-Retirement Benefits	\$3,182,294	\$1,626,814	\$1,899,524
Stock Option Awards	\$2,864,820	\$1,392,000	\$1,829,996
Stock Awards	\$272,025	\$479,992	\$683,230
TOTAL COMPENSATION	\$17,196,461	\$10,134,391	\$12,223,070
Median of Other Named Executive Officers Total Compensation	\$3,585,798	\$7,025,649	\$4,220,951
Value Realized on Exercise of Stock Option	\$692,706	\$0	\$0
Value Realized on Vesting of Stock	\$285,600	\$191,721	\$378,778
TOTAL REALIZED EQUITY COMPENSATION	\$978,306	\$191,721	\$378,778

Proxy Date: 12 Mar 2012

Annual Meeting Date: 17 Apr 2012

Equity Reserves: 8.78%

Stock Option Run Rate: 0.74%

Goodyear Tire & Rubber Company (The)

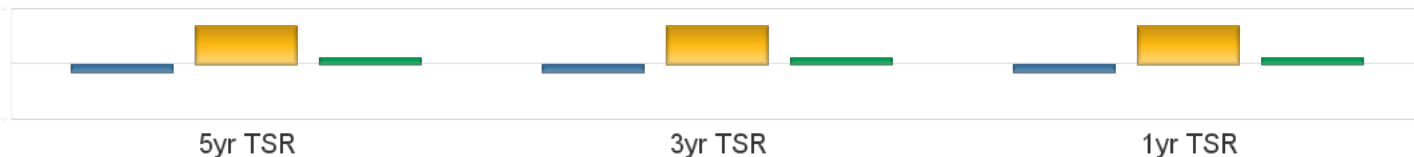
GT NYSE

Tires / Rubber Products

Market Capitalization USD: **\$2,462.97 mm**

Performance Comparison

■ vs S&P500 ■ vs Industry ■ GT



Peer Comparisons (TRBC) = Cyclical Consumer Goods / Services

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
GT	Goodyear Tire & Rubber Company (The)	\$17,196,461	\$10,134,391	\$12,223,070	\$2,462,969,000
NYT	New York Times Company (The)	\$6,262,755	\$5,279,209		\$851,896,083
JWN	Nordstrom, Inc.	\$4,340,209	\$5,951,085		\$9,712,040,605
ORLY	O'Reilly Automotive, Inc.	\$3,541,095	\$4,896,696		\$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		\$1,320,956,177
MNRO	Monro Muffler Brake Inc.	\$2,581,159	\$2,264,700		\$1,007,479,522

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

3M Company, Johnson Controls, Inc., Caterpillar Inc., Lear Corporation, Deere & Co., PACCAR Inc., E.I. du Pont de Nemours and Co., PPG Industries, Inc., Eaton Corporation, Textron Inc., Emerson Electric Co., TRW Automotive Holdings Corp., Honeywell International Inc., United Technologies Corporation, Illinois Tool Works Inc., Whirlpool Corporation.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Thomas H. Weidemeyer	Chairman	64	Male	8	Outside
Stephanie A. Streeter	Member	54	Female	4	Outside
W. Alan McCollough	Member	62	Male	5	Outside
William J. Conatv	Member	66	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