



Gulf Island Fabrication, Inc.


GIFI NASDAQ

Engineering / Construction

Market Capitalization USD:

\$296.81 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: Kerry J. Chauvin

Age: 63

CEO Since: 1990

	2009	2010	2011
Base Salary	\$500,000	\$500,000	\$540,000
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$322,220	\$218,962	\$0
Benefits and Perquisites	\$11,423	\$10,941	\$9,555
TOTAL ANNUAL COMPENSATION	\$833,643	\$729,903	\$549,555
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$0	\$0	\$0
Stock Awards	\$382,924	\$270,900	\$284,300
TOTAL COMPENSATION	\$1,216,567	\$1,000,803	\$833,855
Median of Other Named Executive Officers Total Compensation	\$535,594	\$331,145	\$366,705
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$88,695	\$181,918	\$203,045
TOTAL REALIZED EQUITY COMPENSATION	\$88,695	\$181,918	\$203,045

Proxy Date: 16 Mar 2012

Annual Meeting Date: 26 Apr 2012

Equity Reserves: 4.23%

Stock Option Run Rate: 0.00%

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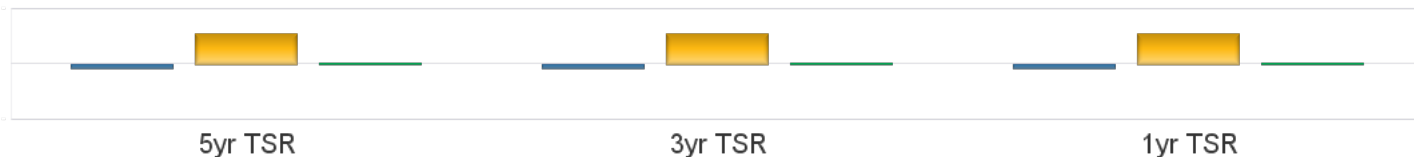
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Performance Comparison

■ vs S&P500 ■ vs Industry ■ GIFI



Peer Comparisons (TRBC) =Engineering / Construction

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
GIFI	Gulf Island Fabrication, Inc.	\$1,216,567	\$1,000,803	\$833,855	\$296,807,218
ORA	Ormat Technologies, Inc.	\$767,950	\$483,464		\$730,528,646
GVA	Granite Construction Incorporated	\$2,552,523	\$1,666,698		\$725,871,825
TPC	Tutor Perini Corporation	\$11,897,890	\$9,001,900		\$543,317,334
PRIM	Primoris Services Corporation	\$862,981	\$779,553		\$534,078,520
DY	Dycom Industries, Inc.	\$1,675,426	\$1,911,576		\$512,420,179
AEGN	Aegion Corporation	\$2,827,159	\$2,828,368		\$457,236,635

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

Not disclosed.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Christopher M. Hardina	Member	60	Male	5	Outside
Gregory J. Cotter	Member	63	Male	27	Outside Related
John P. Laborde	Member	62	Male	15	Outside Related

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