



Harsco Corporation




HSC NYSE

Engineering / Construction

Market Capitalization USD:

\$1,565.02 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: Henry W. Knueppel

Age: 63

CEO Since: 2012

	2009	2010	2011
Base Salary	\$890,000	\$890,000	\$902,597
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$0	\$133,500	\$833,999
Benefits and Perquisites	\$45,879	\$61,353	\$46,157
TOTAL ANNUAL COMPENSATION	\$935,879	\$1,084,853	\$1,782,753
Increase in Post-Retirement Benefits	\$190,026	\$332,404	\$426,702
Stock Option Awards	\$0	\$0	\$1,798,500
Stock Awards	\$503,000	\$0	\$2,502,500
TOTAL COMPENSATION	\$1,628,905	\$1,417,257	\$6,510,455
Median of Other Named Executive Officers Total Compensation	\$662,650	\$1,202,174	\$2,195,388
Value Realized on Exercise of Stock Option	\$648,480	\$812,800	\$178,320
Value Realized on Vesting of Stock	\$576,560	\$599,934	\$427,800
TOTAL REALIZED EQUITY COMPENSATION	\$1,225,040	\$1,412,734	\$606,120

Proxy Date: 23 Mar 2012

Annual Meeting Date: 24 Apr 2012

Equity Reserves: 3.11%

Stock Option Run Rate: 0.26%

Harsco Corporation

HSC NYSE

Engineering / Construction

Market Capitalization USD: **\$1,565.02 mm**

Performance Comparison

■ S&P500 ■ Industry ■ HSC



Peer Comparisons (TRBC) =Engineering / Construction

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
HSC	Harsco Corporation	\$1,628,905	\$1,417,257	\$6,510,455	\$1,565,019,466
JEC	Jacobs Engineering Group Inc.	\$4,674,603	\$6,378,250	\$5,860,331	\$4,118,641,519
PWR	Quanta Services, Inc.	\$3,283,296	\$2,776,586		\$3,970,919,091
KBR	KBR, Inc.	\$7,258,897	\$9,553,209		\$3,563,149,008
MDR	McDermott International, Inc.	\$8,615,311	\$7,187,111		\$2,525,530,634
URS	URS Corporation	\$6,576,899	\$6,703,474		\$2,361,031,327
ACM	AECOM Technology Corporation	\$7,333,556	\$9,389,254	\$10,140,121	\$2,110,642,979

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., Kennametal Inc., Commercial Metals Co., The Manitowoc Company Inc., Cooper Industries Plc., Minerals Technologies Inc., Dover Corp., Sauer-Danfoss Inc., EMCOR Group Inc., SPX Corp., Flowserve Corp., Teleflex Inc., Jacobs Engineering Group Inc., United Rentals Inc.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Terry D. Growcock	Chairman	66	Male	4	Outside
Andrew J. Sordoni	Member	68	Male	24	Outside Related
David C. Everitt	Member	59	Male	2	Outside
Robert C. Wilburn	Member	68	Male	26	Outside Related

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