



Hawkins, Inc.


HWKN NASDAQ

Chemicals - Specialty

Market Capitalization USD:

\$330.08 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: Patrick H. Hawkins

Age: 41

CEO Since: 2011

	2009	2010	2011
Base Salary	\$327,642	\$341,242	\$317,500
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$359,083	\$378,000	\$228,025
Benefits and Perquisites	\$47,133	\$55,136	\$47,015
TOTAL ANNUAL COMPENSATION	\$733,858	\$774,378	\$592,540
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$98,370	\$144,332	\$0
Stock Awards	\$128,578	\$165,827	\$292,500
TOTAL COMPENSATION	\$826,156	\$1,084,537	\$885,040
Median of Other Named Executive Officers Total Compensation	\$462,934	\$462,934	\$511,062
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$0	\$0	\$0
TOTAL REALIZED EQUITY COMPENSATION	\$0	\$0	\$0

Proxy Date: 27 Jun 2012

Annual Meeting Date: 2 Aug 2012

Equity Reserves: 10.25%

Stock Option Run Rate: 0.00%

Hawkins, Inc.

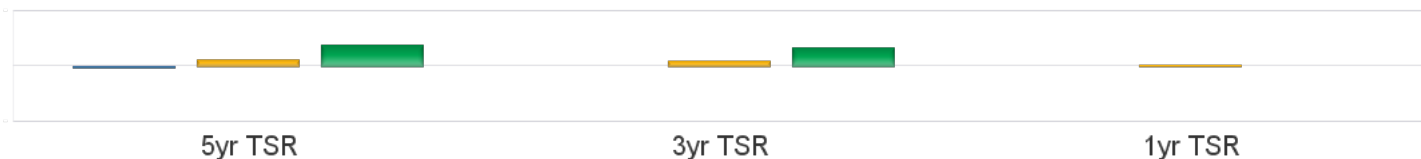
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Performance Comparison

■ S&P500 ■ Industry ■ HWKN



Peer Comparisons (TRBC) =Chemicals - Specialty

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
HWKN	Hawkins, Inc.	\$826,156	\$1,084,537	\$885,040	\$330,083,210
CHMT	Chemtura Corporation	\$2,253,135	\$5,711,901	\$12,985,368	\$963,917,693
FUL	H.B. Fuller Company	\$3,121,212	\$7,325,739	\$2,791,294	\$897,816,317
OMG	OM Group, Inc.	\$1,992,934	\$4,623,249	\$5,026,819	\$839,264,517
CCC	Calgon Carbon Corporation	\$1,609,645	\$1,429,850	\$1,293,938	\$823,146,166
SCL	Stepan Company	\$2,127,508	\$2,213,309	\$2,088,857	\$682,771,636
IOSP	Innospec Inc.	\$2,482,620	\$3,374,648	\$2,676,448	\$574,981,253

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

Specific companies not disclosed.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
James T. Thompson	Chairman	61	Male	3	Outside
Darvl I. Skaar	Member	69	Male	11	Outside
Duane M. Jeraenson	Member	65	Male	16	Outside Related
Jeffrey L. Wriht	Member	49	Male	3	Outside

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