



Huntington Ingalls Industries, Inc.




HII NYSE

Engineering / Construction

Market Capitalization USD:

\$1,187.36 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: C. Michael Petters**Age: 52****CEO Since: 2011**

	2009	2010	2011
Base Salary			\$856,731
Discretionary Bonus			\$0
Annual Cash Incentive			\$2,250,000
Benefits and Perquisites			\$339,746
TOTAL ANNUAL COMPENSATION			\$3,446,477
Increase in Post-Retirement Benefits			\$2,462,070
Stock Option Awards			\$0
Stock Awards			\$6,999,930
TOTAL COMPENSATION			\$12,908,477
Median of Other Named Executive Officers Total Compensation			\$3,954,575
Value Realized on Exercise of Stock Option			\$0
Value Realized on Vesting of Stock			\$1,765,320
TOTAL REALIZED EQUITY COMPENSATION			\$1,765,320

Proxy Date: 3 Apr 2012

Annual Meeting Date: 2 May 2012

Equity Reserves: 18.71%

Stock Option Run Rate: 0.00%

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Performance Comparison

■ S&P500 ■ Industry ■ HII



Peer Comparisons (TRBC) =Engineering / Construction

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
HII	Huntington Ingalls Industries, Inc.			\$12,908,477	\$1,187,359,399
CBI	Chicago Bridge & Iron Company N.V.	\$8,080,160	\$8,378,474	\$8,712,425	\$2,825,306,257
MDR	McDermott International, Inc.	\$8,615,311	\$7,187,111		\$2,525,530,634
FWLT	Foster Wheeler AG	\$3,011,530	\$2,275,314	\$9,908,632	\$2,452,399,012
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
TRN	Trinity Industries, Inc.	\$4,241,760	\$4,500,125	\$7,604,836	\$1,716,305,416

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

Performance Peer Group

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Paul David Miller	Chairman	70	Male	1	Outside
Thomas B. Fargo	Member	63	Male	1	Outside Related

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