



John Bean Technologies Corporation



JBT NYSE

Industrial Machinery / Equipment

Market Capitalization USD:

\$408.44 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: Charles H. Cannon

Age: 59

CEO Since: 2008

	2009	2010	2011
Base Salary	\$641,667	\$691,667	\$720,833
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$528,862	\$932,943	\$364,309
Benefits and Perquisites	\$200,182	\$207,465	\$156,442
TOTAL ANNUAL COMPENSATION	\$1,370,711	\$1,832,075	\$1,241,584
Increase in Post-Retirement Benefits	\$741,845	\$378,545	\$411,796
Stock Option Awards	\$0	\$0	\$0
Stock Awards	\$897,222	\$1,220,856	\$1,499,999
TOTAL COMPENSATION	\$3,009,778	\$3,431,476	\$3,153,379
Median of Other Named Executive Officers Total Compensation	\$1,194,211	\$1,172,497	\$1,065,957
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$990,865	\$2,899,791	\$3,927,533
TOTAL REALIZED EQUITY COMPENSATION	\$990,865	\$2,899,791	\$3,927,533

Proxy Date: 29 Mar 2012

Annual Meeting Date: 17 May 2012

Equity Reserves: 8.81%

Stock Option Run Rate: 0.00%

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Performance Comparison

■ S&P500 ■ Industry ■ JBT



Peer Comparisons (TRBC) = Industrial Machinery / Equipment

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
JBT	John Bean Technologies Corporation	\$3,009,778	\$3,431,476	\$3,153,379	\$408,439,825
AIT	Applied Industrial Technologies, Inc.	\$9,896,063	\$5,756,925		\$1,150,977,978
MKSI	MKS Instruments, Inc.	\$1,347,720	\$5,623,985	\$7,064,419	\$1,138,926,073
CGNX	Cognex Corporation	\$844,856	\$710,491	\$3,180,914	\$1,123,526,840
B	Barnes Group Inc.	\$3,776,305	\$7,303,485	\$7,840,768	\$1,071,052,655
WTS	Watts Water Technologies, Inc.	\$3,147,759	\$3,453,926	\$2,367,684	\$992,229,095
KDN	Kaydon Corporation	\$2,006,563	\$4,010,690	\$4,696,030	\$927,069,040

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

AAR Corp., Applied Industrial Technologies Inc., BE Aerospace Inc., Briggs & Stratton Corporation, Church & Dwight Co., Inc., Curtiss-Wright Corporation, Dresser Rand Group Inc., EnPro Industries, Inc., ESCO Technologies, Inc., Federal Signal Corporation., Flowers Foods, Inc., Flowserve Corporation, Gardner-Denver, Inc., IDEX Corporation, Intermec, Inc., Kaman Corporation, Lance, Inc., The Manitowoc Company, The Middleby Corporation, Moog Inc., Sanderson Farms, Inc., Sensient Technologies Corporation, Sequa Corporation, Standex International Corporation, Tennant Company, Triumph Group, Inc., Valmont Industries, Inc., Woodward Governor Company.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Polly B. Kawalek	Chairman	57	Female	4	Outside
James M. Rindler	Member	66	Male	4	Outside
James R. Thompson	Member	75	Male	4	Outside

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