

GMI EXECUTIVE PAY SCORECARDSM

Data & analysis provided by GMI-The Independent Leader in Corporate Governance and ESG&A

20 Jan 2012

Actuant Corporation




ATU NYSE

Industrial Machinery / Equipment

Market Capitalization USD:

\$1,355.38 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: Robert C. Arzbaecher

Age: 51

CEO Since: 2000

	2009	2010	2011
Base Salary	\$765,000	\$850,000	\$850,000
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$0	\$1,946,557	\$1,670,193
Benefits and Perquisites	\$75,615	\$72,594	\$100,275
TOTAL ANNUAL COMPENSATION	\$840,615	\$2,869,151	\$2,620,468
Increase in Post-Retirement Benefits	\$20,434	\$32,467	\$279,067
Stock Option Awards	\$2,280,250	\$1,002,501	\$1,281,388
Stock Awards	\$0	\$746,880	\$855,316
TOTAL COMPENSATION	\$2,237,935	\$4,650,999	\$5,036,239
Median of Other Named Executive Officers Total Compensation	\$822,451	\$1,481,755	\$1,777,395
Value Realized on Exercise of Stock Option	\$5,176,920	\$0	\$3,303,561
Value Realized on Vesting of Stock	\$0	\$0	\$0
TOTAL REALIZED EQUITY COMPENSATION	\$5,176,920	\$0	\$3,303,561

Proxy Date: 5 Dec 2011

Annual Meeting Date: 10 Jan 2012

Equity Reserves: 13.14%

Stock Option Run Rate: 0.62%

This report is for informational purposes only, and should not be considered a solicitation to buy or sell any security.

COPYRIGHT 2012| GMI | ALL RIGHTS RESERVED

Actuant Corporation

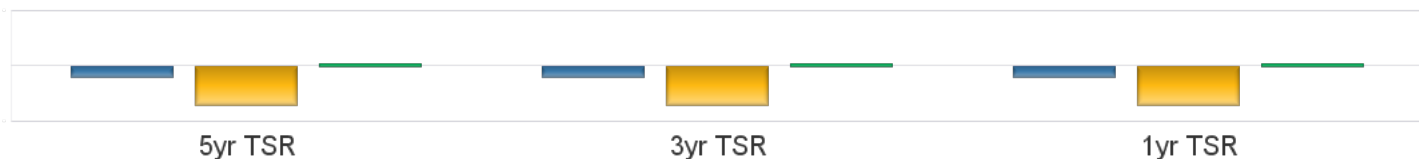
ATU NYSE

Industrial Machinery / Equipment

Market Capitalization USD: \$1,355.38 mm

Performance Comparison

■ vs S&P500 ■ vs Industry ■ ATU



Peer Comparisons (TRBC) = Industrial Machinery / Equipment

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
ATU	Actuant Corporation	\$2,237,935	\$4,650,999	\$5,036,239	\$1,355,380,959
MSM	MSC Industrial Direct Co., Inc.	\$3,250,226	\$4,803,652	\$12,868,370	\$3,611,097,982
GDI	Gardner Denver, Inc.	\$2,811,416	\$5,449,526		\$3,325,377,608
TKR	Timken Company (The)	\$3,960,155	\$7,711,127		\$3,212,693,119
PNR	Pentair, Inc.	\$7,188,985	\$10,293,217		\$3,150,376,505
NDSN	Nordson Corporation	\$7,565,640	\$4,140,168	\$4,515,269	\$2,711,085,451
KMT	Kennametal Inc.	\$3,042,373	\$5,720,895		\$2,660,341,542

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

Actuant Corporation, A.O. Smith Corp., Albany International Corp., AMETEK, Inc., Barnes Group, Inc., Belden, Inc., Brady Corp., Crane Co., Donaldson Co., Inc., EnerSys, Inc., Federal Signal Corp., Gardner Denver, Inc., IDEX Corp., Kennametal, Inc., Lincoln Electric Holdings, Inc., Modine Manufacturing Co., Pall Corp., Pentair, Inc., Regal Beloit Corp., Roper Industries, Inc., Sauer-Danfoss, Inc., Snap-On, Inc., Tecumseh Products Co., Thomas & Betts Corp., Toro Co., TriMas Corp, Valmont Industries, Inc., Wabtec Corp., Watts Water Technologies, Inc., Woodward Governor Co.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Dennis K. Williams	Chairman	65	Male	6	Outside
Gurminder S. Bedi	Member	64	Male	4	Outside
Hollv A. Van Deursen	Member	52	Female	4	Outside
Robert A. Peterson	Member	55	Male	9	Outside

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.

COPYRIGHT 2012 | GMI | ALL RIGHTS RESERVED