



Alamo Group Inc.


ALG NYSE

Construction / Agricultural Machinery

Market Capitalization USD:

\$247.59 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: Ronald A. Robinson

Age: 59

CEO Since: 1999

	2009	2010	2011
Base Salary	\$436,670	\$434,939	\$455,131
Discretionary Bonus	\$25,000	\$40,000	\$0
Annual Cash Incentive	\$184,275	\$424,941	\$653,906
Benefits and Perquisites	\$83,068	\$96,439	\$82,117
TOTAL ANNUAL COMPENSATION	\$729,013	\$996,319	\$1,191,154
Increase in Post-Retirement Benefits	\$0	\$0	\$160,783
Stock Option Awards	\$90,512	\$0	\$312,468
Stock Awards	\$0	\$0	\$0
TOTAL COMPENSATION	\$819,525	\$996,319	\$1,664,405
Median of Other Named Executive Officers Total Compensation	\$312,396	\$362,968	\$445,157
Value Realized on Exercise of Stock Option	\$236,579	\$266,689	\$59,750
Value Realized on Vesting of Stock	\$0	\$0	\$0
TOTAL REALIZED EQUITY COMPENSATION	\$236,579	\$266,689	\$59,750

Proxy Date: 22 Mar 2012

Annual Meeting Date: 3 May 2012

Equity Reserves: 8.17%

Stock Option Run Rate: 0.43%

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Performance Comparison

■ S&P500 ■ Industry ■ ALG



Peer Comparisons (TRBC) =Construction / Agricultural Machinery

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
ALG	Alamo Group Inc.	\$819,525	\$996,319	\$1,664,405	\$247,590,791
LNN	Lindsay Corporation	\$1,089,020	\$1,432,341	\$1,482,939	\$676,271,433
ASTE	Astec Industries, Inc.	\$886,689	\$986,615	\$1,499,346	\$664,229,536
NC	NACCO Industries, Inc.	\$3,488,334	\$10,531,524		\$431,022,617
ARII	American Railcar Industries, Inc.	\$701,806	\$580,585		\$328,398,327
WNC	Wabash National Corporation	\$1,463,503	\$2,430,363		\$326,837,361
GBX	Greenbrier Companies, Inc. (The)	\$1,456,238	\$818,850	\$2,526,843	\$293,098,855

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

NA

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Garv L. Martin	Chairman	65	Male	5	Outside Related
David W. Grzelak	Member	62	Male	5	Outside
Helen W. Cornell	Member	53	Female	1	Outside
Jerry E. Goldress	Member	81	Male	12	Outside Related

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