



EXECUTIVE PAY SCORECARDSM

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

20 Jan 2012

Beacon Roofing Supply, Inc.



BECN NASDAQ

Construction - Supplies / Fixtures

Market Capitalization USD:

\$737.47 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: Paul M. Isabella

Age: 56

CEO Since: 2011

	2009	2010	2011
Base Salary	\$569,123	\$578,201	\$529,289
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$682,000	\$34,782	\$764,285
Benefits and Perquisites	\$34,090	\$26,814	\$82,695
TOTAL ANNUAL COMPENSATION	\$1,285,213	\$639,797	\$1,376,269
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$319,365	\$308,583	\$184,704
Stock Awards	\$0	\$0	\$468,388
TOTAL COMPENSATION	\$1,578,979	\$948,380	\$2,029,361
Median of Other Named Executive Officers Total Compensation	\$1,016,569	\$671,923	\$1,111,248
Value Realized on Exercise of Stock Option	\$1,934,704	\$840,118	\$0
Value Realized on Vesting of Stock	\$0	\$0	\$0
TOTAL REALIZED EQUITY COMPENSATION	\$1,934,704	\$840,118	\$0

Proxy Date: 6 Jan 2012

Annual Meeting Date: 8 Feb 2012

Equity Reserves: 17.14%

Stock Option Run Rate: 1.76%

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Performance Comparison

■ vs S&P500 ■ vs Industry ■ BECN



Peer Comparisons (TRBC) =Construction - Supplies / Fixtures

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
BECN	Beacon Roofing Supply, Inc.	\$1,578,979	\$948,380	\$2,029,361	\$737,473,846
VMI	Valmont Industries, Inc.	\$5,483,760	\$3,452,287		\$2,059,851,163
AWI	Armstrong World Industries, Inc.	\$9,138,308	\$10,649,558		\$2,010,575,067
AYI	Acuity Brands, Inc.	\$4,290,490	\$5,782,581	\$5,521,873	\$1,561,937,163
SSD	Simpson Manufacturing Co., Inc.	\$757,407	\$1,616,470		\$1,249,209,217
IBI	Interline Brands, Inc.	\$2,267,275	\$2,431,171		\$429,331,192
NX	Quanex Building Products Corporation	\$2,232,610	\$3,894,569	\$3,163,138	\$414,382,317

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

Airgas, Applied Industrial Technologies, BlueLinx Holdings, Builders FirstSource, Central Garden & Pet Company, DXP Enterprises, Fastenal Company, W.W. Grainger, H&E Equipment Services, Henry Schein, Huttig Building Products, IDEXX Laboratories, Interline Brands, MSC Industrial Direct Co., Patterson Companies, Pool Corp., PSS World Medical, RPM International, Universal Forest Products, Watsco and WESCO International.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Stuart A. Randle	Chairman	52	Male	6	Outside
James J. Gaffnev	Member	71	Male	8	Outside
Wilson B. Sexton	Member	75	Male	8	Outside

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