



**Builders FirstSource, Inc.**

**BLDR NYSE**

**Construction - Supplies / Fixtures**

Market Capitalization USD:

**\$122.86 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: Floyd F. Sherman**

**Age: 72 CEO Since: 2001**

	2009	2010	2011
<b>Base Salary</b>	\$623,077	\$600,000	\$600,000
<b>Discretionary Bonus</b>	\$0	\$0	\$0
<b>Annual Cash Incentive</b>	\$0	\$0	\$0
<b>Benefits and Perquisites</b>	\$0	\$11,058	\$12,500
<b>TOTAL ANNUAL COMPENSATION</b>	<b>\$623,077</b>	<b>\$611,058</b>	<b>\$612,500</b>
<b>Increase in Post-Retirement Benefits</b>	\$0	\$0	\$0
<b>Stock Option Awards</b>	\$0	\$684,955	\$274,676
<b>Stock Awards</b>	\$0	\$733,700	\$0
<b>TOTAL COMPENSATION</b>	<b>\$623,077</b>	<b>\$2,029,713</b>	<b>\$887,176</b>
<b>Median of Other Named Executive Officers Total Compensation</b>	\$403,220	\$1,301,245	\$460,516
<b>Value Realized on Exercise of Stock Option</b>	\$0	\$0	\$0
<b>Value Realized on Vesting of Stock</b>	\$211,200	\$0	\$0
<b>TOTAL REALIZED EQUITY COMPENSATION</b>	<b>\$211,200</b>	<b>\$0</b>	<b>\$0</b>

**Proxy Date:** 12 Apr 2012

**Annual Meeting Date:** 23 May 2012

**Equity Reserves:** 7.94%

**Stock Option Run Rate:** 0.00%

# Builders FirstSource, Inc.

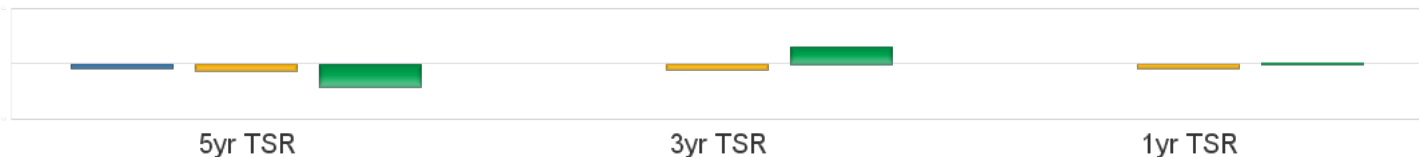
BLDR NYSE

Construction - Supplies / Fixtures

Market Capitalization USD: **\$122.86 mm**

## Performance Comparison

■ S&P500 ■ Industry ■ BLDR



## Peer Comparisons (TRBC) =Construction - Supplies / Fixtures

### Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
BLDR	Builders FirstSource, Inc.	\$623,077	\$2,029,713	\$887,176	\$122,857,802
TREX	Trex Company, Inc.	\$2,277,380	\$2,200,622	\$1,660,291	\$249,827,149
ROCK	Gibraltar Industries, Inc.	\$4,451,559	\$1,686,583	\$2,690,219	\$246,982,020
APOG	Apogee Enterprises, Inc.	\$2,735,207	\$3,791,993		\$243,292,980
IIIN	Insteel Industries, Inc.	\$1,384,538	\$1,173,733	\$1,245,363	\$177,385,064
AMWD	American Woodmark Corporation	\$1,501,046	\$2,324,568		\$173,347,529
LYTS	LSI Industries Inc.	\$863,862	\$996,335		\$151,348,959

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

Armstrong World Industries, American Woodmark, NCI Building Systems, USG, Gibraltar Industries, Apogee Enterprises, Building Materials Holding Corp., Louisiana-Pacific, Universal Forest Products, Goodman Global, Simpson Manufacturing, Lennox International.

### Performance Peer Group

NA

## COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Cleveland A. Christophe	Chairman	66	Male	7	Outside
Brett N. Milarim	Member	43	Male	13	Outside Related
Kevin J. Kruse	Member	42	Male	6	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 Ratings.

COPYRIGHT 2012 | GMI Ratings | ALL RIGHTS RESERVED