

GMI EXECUTIVE PAY SCORECARDSM

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

18 Jan 2012

Chase Corporation




CCF NYSE

Electrical Components / Equipment

Market Capitalization USD:

\$96.36 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: Peter R. Chase

Age: 63

CEO Since: 1993

	2009	2010	2011
Base Salary	\$484,254	\$499,780	\$523,770
Discretionary Bonus	\$398,353	\$309,210	\$309,210
Annual Cash Incentive	\$165,857	\$503,624	\$389,319
Benefits and Perquisites	\$62,016	\$96,474	\$165,541
TOTAL ANNUAL COMPENSATION	\$1,110,480	\$1,409,088	\$1,387,840
Increase in Post-Retirement Benefits	\$838,689	\$498,898	\$399,584
Stock Option Awards	\$0	\$268,500	\$130,942
Stock Awards	\$988,640	\$484,254	\$392,827
TOTAL COMPENSATION	\$2,937,809	\$2,660,740	\$2,311,193
Median of Other Named Executive Officers Total Compensation	\$584,256	\$449,843	\$531,905
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$1,838,256	\$921,664	\$243,611
TOTAL REALIZED EQUITY COMPENSATION	\$1,838,256	\$921,664	\$243,611

Proxy Date: 23 Dec 2011

Annual Meeting Date: 6 Feb 2012

Equity Reserves: 8.69%

Stock Option Run Rate: 0.85%

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Performance Comparison

■ vs S&P500 ■ vs Industry ■ CCF



Peer Comparisons (TRBC) =Electrical Components / Equipment

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
CCF	Chase Corporation	\$2,937,809	\$2,660,740	\$2,311,193	\$96,363,623
CTS	CTS Corporation	\$2,769,114	\$3,621,294		\$279,841,380
MEI	Methode Electronics, Inc.	\$488,644	\$1,686,366		\$275,065,212
PLPC	Preformed Line Products Company	\$2,234,614	\$2,370,100		\$240,826,017
RELL	Richardson Electronics, Ltd.	\$794,684	\$953,578		\$231,512,102
ZIGO	Zygo Corporation	\$675,778	\$690,393		\$206,537,607
HWCC	Houston Wire & Cable Company	\$502,632	\$794,633		\$204,142,519

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

Optical Cable Corporation, Nortech Systems, Inc., SatCon Technology Corporation, SigmaTron International, Inc., Omega Flex, Inc., Eastern Company, Spire Corporation, Zoltek Companies, Inc., BTU International, Inc., Sterling Chemicals, Inc., Transcat Inc., NL Industries, Inc., Magnetek, Inc., Material Sciences Corporation, Met-Pro Corporation, KMG Chemicals, Inc., CORE Molding Technologies, American Pacific Corporation, SurModics, Inc., Balchem Corporation

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Ronald Levv	Chairman	73	Male	18	Outside
Lewis P. Gack	Member	67	Male	10	Outside
Thomas Wroe	Member	61	Male	4	Outside