



Chemed Corporation



CHE NYSE

Healthcare Facilities

Market Capitalization USD:

\$1,169.07 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: Kevin J. McNamara**Age: 58****CEO Since: 2001**

	2009	2010	2011
Base Salary	\$780,000	\$783,917	\$803,500
Discretionary Bonus	\$1,500,000	\$1,400,000	\$0
Annual Cash Incentive	\$0	\$0	\$1,400,000
Benefits and Perquisites	\$618,522	\$744,093	\$638,239
TOTAL ANNUAL COMPENSATION	\$2,898,522	\$2,928,010	\$2,841,739
Increase in Post-Retirement Benefits	\$3,797	\$5,445	\$3,762
Stock Option Awards	\$1,494,750	\$1,557,060	\$1,908,000
Stock Awards	\$1,335,571	\$1,347,715	\$1,608,979
TOTAL COMPENSATION	\$5,732,640	\$5,838,230	\$6,362,480
Median of Other Named Executive Officers Total Compensation	\$1,853,996	\$1,858,084	\$1,958,430
Value Realized on Exercise of Stock Option	\$2,134,240	\$1,798,600	\$1,896,000
Value Realized on Vesting of Stock	\$1,189,628	\$1,633,175	\$441,980
TOTAL REALIZED EQUITY COMPENSATION	\$3,323,868	\$3,431,775	\$2,337,980

Proxy Date: 3 Apr 2012

Annual Meeting Date: 21 May 2012

Equity Reserves: 21.20%

Stock Option Run Rate:

Chemed Corporation

CHE NYSE

Healthcare Facilities

Market Capitalization USD: **\$1,169.07 mm**

Performance Comparison

■ S&P500 ■ Industry ■ CHE



Peer Comparisons (TRBC) =Healthcare Facilities

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
CHE	Chemed Corporation	\$5,732,640	\$5,838,230	\$6,362,480	\$1,169,071,747
UHS	Universal Health Services, Inc.	\$12,006,675	\$9,850,965	\$12,500,281	\$3,324,335,278
SNH	Senior Housing Properties Trust	\$163,693	\$256,653	\$254,656	\$3,303,667,257
MD	MEDNAX, Inc.	\$8,035,314	\$6,526,486	\$12,433,119	\$3,054,801,524
OCR	Omnicare, Inc.	\$25,234,045	\$32,833,583	\$10,678,213	\$2,948,465,659
AH	Accretive Health, Inc.		\$10,316,988	\$3,863,258	\$2,070,139,974
HMSY	HMS Holdings Corp.	\$2,156,883	\$1,486,478		\$2,066,675,479

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

Gentiva Health Services, Inc., Emeritus Corp., Healthcare Services Group, Healthways Inc., Skilled Healthcare Group Inc., Amedisys Inc., Rollins Inc., Comfort Systems USA Inc., Sun Healthcare Group Inc., Lincare Holdings Inc., ABM Industries Inc., Kindred Healthcare Inc., Five Star Quality Care, Inc., Rehabcare Group, Inc., Mednax, Inc., Sunrise Senior Living, Inc., Brookdale Senior Living, Inc., Ecolab Inc.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
George J. Walsh	Chairman	66	Male	17	Outside Related
Andrea R. Lindell	Member	68	Female	4	Outside
Frank E. Wood	Member	69	Male	10	Outside Related
Walter L. Krebs	Member	79	Male	7	Outside Related

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