



Clean Harbors, Inc.



CLH NYSE

Environmental Services

Market Capitalization USD:

\$2,719.60 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: Alan S. McKim

Age: 57

CEO Since: 1980

	2009	2010	2011
Base Salary	\$625,000	\$750,000	\$850,000
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$95,000	\$760,000	\$1,275,000
Benefits and Perquisites	\$552	\$1,032	\$45,441
TOTAL ANNUAL COMPENSATION	\$720,552	\$1,511,032	\$2,170,441
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$0	\$0	\$0
Stock Awards	\$0	\$0	\$0
TOTAL COMPENSATION	\$720,552	\$1,511,032	\$2,170,441
Median of Other Named Executive Officers Total Compensation	\$455,597	\$1,293,484	\$1,298,279
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$0	\$0	\$0
TOTAL REALIZED EQUITY COMPENSATION	\$0	\$0	\$0

Proxy Date: 23 Mar 2012

Annual Meeting Date: 7 May 2012

Equity Reserves: 10.92%

Stock Option Run Rate: 0.00%

Clean Harbors, Inc.

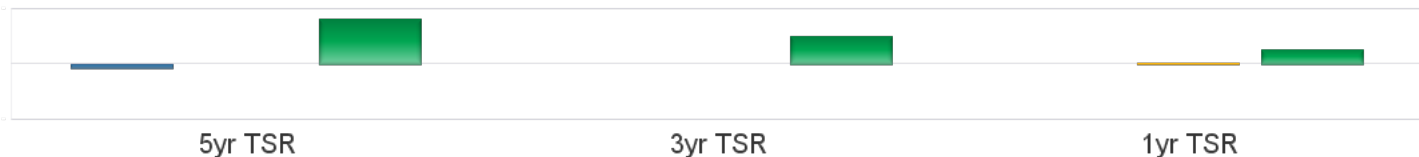
CLH NYSE

Environmental Services

Market Capitalization USD: **\$2,719.60 mm**

Performance Comparison

■ S&P500 ■ Industry ■ CLH



Peer Comparisons (TRBC) =Environmental Services

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
CLH	Clean Harbors, Inc.	\$720,552	\$1,511,032	\$2,170,441	\$2,719,601,630
SRCL	Stericycle, Inc.	\$2,389,954	\$3,793,851		\$6,951,150,089
DCI	Donaldson Company, Inc.	\$2,827,041	\$3,288,097		\$4,083,638,021
WCN	Waste Connections, Inc.	\$2,340,074	\$2,933,253		\$3,783,251,572
CVA	Covanta Holding Corporation	\$2,584,262	\$5,934,003		\$2,170,745,026
TTEK	Tetra Tech, Inc.	\$2,490,723	\$3,075,403	\$3,415,805	\$1,170,907,657

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

Casella Waste Systems, Inc., TRC Companies, Inc., Energy Solutions, Inc., US Ecology, Inc., Perma-Fix Environmental Services, Inc., Waste Connections, Inc., Republic Services, Inc., Waste Management, Inc., Stericycle, Inc., WCA Waste Corporation

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Daniel J. McCarthv	Chairman	79	Male	25	Outside Related
Eugene G. Banucci	Member	68	Male	6	Outside
John P. DeVillars	Member	62	Male	11	Outside Related
Lorne R. Waxlax	Member	78	Male	18	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