



Columbus McKinnon Corporation




CMCO NASDAQ

Construction / Agricultural Machinery

Market Capitalization USD:

\$211.28 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: Timothy T. Tevens

Age: 56

CEO Since: 1998

	2009	2010	2011
Base Salary	\$603,022	\$574,750	\$637,442
Discretionary Bonus	\$0	\$0	\$203
Annual Cash Incentive	\$82,764	\$410,250	\$452,120
Benefits and Perquisites	\$8,094	\$4,960	\$10,347
TOTAL ANNUAL COMPENSATION	\$693,880	\$989,960	\$1,100,112
Increase in Post-Retirement Benefits	\$11,354	\$111,859	\$176,630
Stock Option Awards	\$45,170	\$319,818	\$329,548
Stock Awards	\$179,953	\$870,248	\$884,857
TOTAL COMPENSATION	\$930,357	\$2,291,885	\$2,491,147
Median of Other Named Executive Officers Total Compensation	\$848,014	\$848,014	\$680,866
Value Realized on Exercise of Stock Option	\$0	\$230,100	\$526,842
Value Realized on Vesting of Stock	\$0	\$63,163	\$322,448
TOTAL REALIZED EQUITY COMPENSATION	\$0	\$293,263	\$849,290

Proxy Date: 12 Jun 2012

Annual Meeting Date: 23 Jul 2012

Equity Reserves: 8.98%

Stock Option Run Rate: 0.64%

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Performance Comparison

■ S&P500 ■ Industry ■ CMCO



Peer Comparisons (TRBC) =Construction / Agricultural Machinery

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
CMCO	Columbus McKinnon Corporation	\$930,357	\$2,291,885	\$2,491,147	\$211,279,997
NC	NACCO Industries, Inc.	\$3,488,334	\$10,531,524	\$6,733,740	\$431,022,617
ARII	American Railcar Industries, Inc.	\$701,806	\$580,585	\$822,788	\$328,398,327
WNC	Wabash National Corporation	\$1,463,503	\$2,430,363	\$3,070,745	\$326,837,361
GBX	Greenbrier Companies, Inc. (The)	\$1,456,238	\$818,850	\$2,526,843	\$293,098,855
HEES	H&E Equipment Services, Inc.	\$1,017,786	\$1,094,371	\$1,443,054	\$289,494,166
ALG	Alamo Group Inc.	\$819,525	\$996,319	\$1,664,405	\$247,590,791

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

Actuant Corp., Alamo Group Inc., Altra Holdings Corp., Barnes Group Inc., Blount International, Cascade, Circor International, Clarcor Inc., Colfax Corp., Enpro Industries, Inc., Esco Technologies, Inc., Federal Signal Corp., Gardner Denver Inc., Graco, Inc., IDEX Corp., Kadant, Inc., Kaydon Corp., Lydall, Inc., Miller Industries, Nordson Corp., Robbins & Myers, Tennant Co., Titan International, Inc., Twin Disc, Inc., Valmont Industries, Inc., Wabash National Corp., Watts Water Technologies, Inc., Xerium Technologies, Inc.

Performance Peer Group

Actuant Corp., Alamo Group Inc., Altra Holdings Corp., Barnes Group Inc., Blount International, Cascade, Circor International, Clarcor Inc., Colfax Corp., Enpro Industries, Inc., Esco Technologies, Inc., Federal Signal Corp., Gardner Denver Inc., Graco, Inc., IDEX Corp., Kadant, Inc., Kaydon Corp., Lydall, Inc., Miller Industries, Nordson Corp., Robbins & Myers, Tennant Co., Titan International, Inc., Twin Disc, Inc., Valmont Industries, Inc., Wabash National Corp., Watts Water Technologies, Inc., Xerium Technologies, Inc.

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Stephen Rabinowitz	Chairman	69	Male	8	Outside
Christian Raot	Member	54	Male	4	Outside
Liam G. McCarthv	Member	55	Male	4	Outside
Nicholas T. Pinchuk	Member	65	Male	5	Outside
Richard H. Flemina	Member	64	Male	13	Outside Related