



# Encore Wire Corporation

**WIRE NASDAQ****Electrical Components / Equipment**

Market Capitalization USD:

**\$479.36 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: Daniel L. Jones****Age: 48****CEO Since: 2006**

	2009	2010	2011
<b>Base Salary</b>	\$550,000	\$550,000	\$633,333
<b>Discretionary Bonus</b>	\$0	\$450,000	\$650,000
<b>Annual Cash Incentive</b>	\$0	\$0	\$0
<b>Benefits and Perquisites</b>	\$24,542	\$27,292	\$27,362
<b>TOTAL ANNUAL COMPENSATION</b>	<b>\$574,542</b>	<b>\$1,027,292</b>	<b>\$1,310,695</b>
<b>Increase in Post-Retirement Benefits</b>	\$0	\$0	\$0
<b>Stock Option Awards</b>	\$45,443	\$45,443	\$0
<b>Stock Awards</b>	\$0	\$0	\$0
<b>TOTAL COMPENSATION</b>	<b>\$619,985</b>	<b>\$1,072,735</b>	<b>\$1,310,695</b>
<b>Median of Other Named Executive Officers Total Compensation</b>	\$289,789	\$492,929	\$631,840
<b>Value Realized on Exercise of Stock Option</b>	\$2,437,500	\$0	\$1,428,750
<b>Value Realized on Vesting of Stock</b>	\$0	\$0	\$0
<b>TOTAL REALIZED EQUITY COMPENSATION</b>	<b>\$2,437,500</b>	<b>\$0</b>	<b>\$1,428,750</b>

Proxy Date: 22 Mar 2012

Annual Meeting Date: 1 May 2012

Equity Reserves: 2.99%

Stock Option Run Rate: 0.00%

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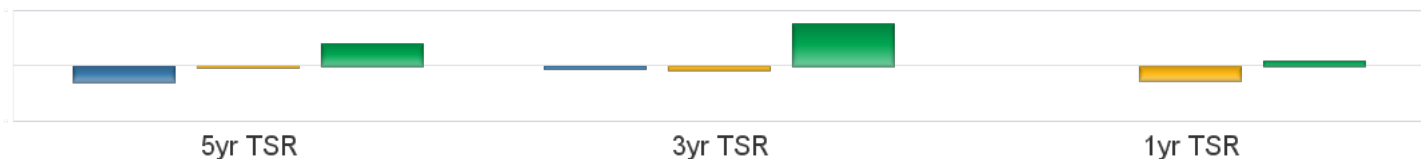
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## Performance Comparison

■ S&P500 ■ Industry ■ WIRE



## Peer Comparisons (TRBC) =Electrical Components / Equipment

### Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
WIRE	Encore Wire Corporation	\$619,985	\$1,072,735	\$1,310,695	\$479,359,135
LII	Lennox International Inc.	\$5,232,110	\$6,916,120		\$1,369,503,077
SPB	Spectrum Brands Holdings, Inc.		\$14,470,150	\$13,744,111	\$1,236,109,239
BGC	General Cable Corporation	\$3,822,998	\$3,778,682		\$1,218,061,646
ITRI	Itron, Inc.	\$2,506,496	\$5,104,203	\$3,686,211	\$1,197,594,006
IIVI	II-VI Incorporated	\$1,085,123	\$2,179,926		\$1,095,788,505
ENS	EnerSys	\$3,727,997	\$5,202,327		\$1,001,574,734

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

Because of the lack of directly comparable salary information with producers of electric building wire, we also periodically refer to surveys of salary data with respect to executives in comparable positions at comparable companies. The version of the survey we used does not identify the names of the companies in the Comparison Group that provide salary data. The survey reported 25 salaries in the Comparison Group for CEOs and 24 salaries for the CFO position.

### Performance Peer Group

NA

## COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
John H. Wilson	Chairman	69	Male	18	Outside Related
Gregory J. Fisher	Member	61	Male	0	Outside
Scott D. Weaver	Member	53	Male	10	Outside Related
William R. Thomas	Member	41	Male	5	Outside

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