



Exterran Holdings, Inc.




EXH NYSE

Oil Related Services / Equipment

Market Capitalization USD:

\$621.46 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: D. Bradley Childers

Age: 47 CEO Since: 2011

	2009	2010	2011
Base Salary	\$334,664	\$506,015	\$438,660
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$120,000	\$0	\$0
Benefits and Perquisites	\$97,994	\$17,697	\$1,317,100
TOTAL ANNUAL COMPENSATION	\$552,658	\$523,712	\$1,755,760
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$543,269	\$1,484,445	\$1,042,919
Stock Awards	\$687,500	\$2,665,004	\$4,104,606
TOTAL COMPENSATION	\$1,783,427	\$4,673,161	\$6,903,285
Median of Other Named Executive Officers Total Compensation	\$1,661,342	\$1,398,405	\$2,156,340
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$1,394,024	\$290,647	\$2,720,134
TOTAL REALIZED EQUITY COMPENSATION	\$1,394,024	\$290,647	\$2,720,134

Proxy Date: 16 Mar 2012

Annual Meeting Date: 24 Apr 2012

Equity Reserves: 13.78%

Stock Option Run Rate: 1.44%

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Performance Comparison

■ S&P500 ■ Industry ■ EXH



Peer Comparisons (TRBC) =Oil Related Services / Equipment

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
EXH	Exterran Holdings, Inc.	\$1,783,427	\$4,673,161	\$6,903,285	\$621,464,646
CKH	SEACOR Holdings Inc.	\$6,483,767	\$9,868,170		\$1,739,987,428
LUFK	Lufkin Industries, Inc.	\$1,543,450	\$2,604,714	\$6,998,831	\$1,621,082,291
BRS	Bristow Group Inc.	\$3,998,753	\$4,348,300		\$1,551,402,628
CPX	Complete Production Services, Inc.	\$2,469,952	\$4,580,076		\$1,494,564,304
HLX	Helix Energy Solutions Group, Inc.	\$4,706,125	\$4,001,116		\$1,387,862,155
KEG	Key Energy Services, Inc.	\$2,420,366	\$5,618,049		\$1,357,984,532

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

Cameron International Corporation, FMC Technologies, Inc., Patterson-UTI Energy, Inc., Chicago Bridge & Iron Company N. V., Gardner Denver, Inc., Pride International, Inc., Complete Production Services, Inc., Key Energy Services, Inc., Regency Energy Partners, L.P., DCP Midstream Partners, McDermott International, Inc., Rowan Companies, Inc., Dresser-Rand Group Inc., Noble Corporation, Superior Energy Services, Inc., Oil States International, Inc.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Stephen M. Pazuk	Chairman	68	Male	8	Outside
Gordan T. Hall	Member	52	Male	10	Outside Related
J.W.G. "Will" Honevbourne	Member	60	Male	6	Outside

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