



General Cable Corporation

BGC NYSE

Electrical Components / Equipment

Market Capitalization USD:

\$1,218.06 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: Gregory B. Kenny**Age: 59****CEO Since: 2001**

	2009	2010	2011
Base Salary	\$856,731	\$825,000	\$891,346
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$424,000	\$861,780	\$568,400
Benefits and Perquisites	\$137,431	\$112,778	\$143,026
TOTAL ANNUAL COMPENSATION	\$1,418,162	\$1,799,558	\$1,602,772
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$1,758,366	\$1,490,324	\$2,627,543
Stock Awards	\$646,470	\$488,800	\$728,790
TOTAL COMPENSATION	\$3,822,998	\$3,778,682	\$4,959,105
Median of Other Named Executive Officers Total Compensation	\$1,314,635	\$1,495,153	\$1,673,932
Value Realized on Exercise of Stock Option	\$1,708,690	\$0	\$0
Value Realized on Vesting of Stock	\$540,975	\$892,245	\$551,988
TOTAL REALIZED EQUITY COMPENSATION	\$2,249,665	\$892,245	\$551,988

Proxy Date: 28 Mar 2012

Annual Meeting Date: 10 May 2012

Equity Reserves: 12.30%

Stock Option Run Rate: 0.45%

General Cable Corporation

BGC NYSE

Electrical Components / Equipment

Market Capitalization USD: **\$1,218.06 mm**

Performance Comparison

■ S&P500 ■ Industry ■ BGC



Peer Comparisons (TRBC) =Electrical Components / Equipment

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
BGC	General Cable Corporation	\$3,822,998	\$3,778,682	\$4,959,105	\$1,218,061,646
ARW	Arrow Electronics, Inc.	\$5,063,453	\$6,354,647	\$7,396,353	\$3,192,432,651
HUBB	Hubbell Incorporated	\$7,461,689	\$5,722,486	\$8,784,837	\$2,614,480,633
TNB	Thomas & Betts Corporation	\$9,106,706	\$5,508,214		\$2,096,817,002
IPGP	IPG Photonics Corporation	\$451,604	\$922,296		\$2,062,269,126
AVX	AVX Corporation	\$1,374,658	\$1,097,570		\$2,018,807,900
GTI	GrafTech International Ltd.	\$3,446,396	\$3,333,873		\$1,845,018,750

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

AK Steel Holding Corporation, Allegheny Technologies Incorporated, Amphenol Corporation, Anixter International Inc., Ball Corporation, Belden Inc., Carlisle Companies Incorporated, Commscope, Inc., Cooper Industries Ltd., Corning Incorporated, Dover Corporation, Eaton Corporation, Hubbell Incorporated, ITT Corporation, Molex Incorporated, Mueller Industries, Inc., Thomas & Betts Corporation, The Timken Company, Vishay Intertechnology, Inc., WESCO International, Inc., Worthington Industries, Inc.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Robert L. Smialek	Chairman	68	Male	14	Outside Related
Charles G. McClure	Member	58	Male	2	Outside
Craig P. Omtvedt	Member	63	Male	8	Outside
Gregory E. Lawton	Member	61	Male	14	Outside Related
John E. Welsh	Member	61	Male	15	Outside Related
Patrick M. Prevost	Member	56	Male	2	Outside

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