



Georgia Gulf Corporation




GGC NYSE

Chemicals - Commodity

Market Capitalization USD:

\$473.52 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: Paul Carrico

Age: 61

CEO Since: 2008

	2009	2010	2011
Base Salary	\$724,997	\$768,268	\$785,962
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$127,600	\$1,550,000	\$466,000
Benefits and Perquisites	\$772,264	\$391,540	\$417,173
TOTAL ANNUAL COMPENSATION	\$1,624,861	\$2,709,808	\$1,669,135
Increase in Post-Retirement Benefits	\$79,376	\$82,579	\$93,754
Stock Option Awards	\$269,520	\$0	\$0
Stock Awards	\$5,031,259	\$0	\$1,808,681
TOTAL COMPENSATION	\$7,005,016	\$2,792,387	\$3,571,570
Median of Other Named Executive Officers Total Compensation	\$2,061,454	\$1,189,143	\$1,274,534
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$4,951,430	\$1,373,006	\$1,916,982
TOTAL REALIZED EQUITY COMPENSATION	\$4,951,430	\$1,373,006	\$1,916,982

Proxy Date: 16 Apr 2012

Annual Meeting Date: 22 May 2012

Equity Reserves: 7.62%

Stock Option Run Rate: 0.85%

Georgia Gulf Corporation

GGC NYSE

Chemicals - Commodity

Market Capitalization USD: **\$473.52 mm**

Performance Comparison

■ S&P500 ■ Industry ■ GGC



Peer Comparisons (TRBC) =Chemicals - Commodity

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
GGC	Georgia Gulf Corporation	\$7,005,016	\$2,792,387	\$3,571,570	\$473,518,939
BCPC	Balchem Corporation	\$1,636,439	\$1,648,519		\$1,079,721,999
AMRS	Amyris, Inc.		\$5,805,266	\$2,857,965	\$910,657,161
IPHS	Innophos Holdings, Inc.	\$2,494,186	\$3,108,620	\$2,671,334	\$865,489,638
NL	NL Industries, Inc.	\$3,068,920	\$3,075,490	\$3,093,885	\$609,745,936
SHLM	A. Schulman, Inc.	\$2,966,022	\$4,688,808		\$523,929,243
TG	Tredegear Corporation	\$2,408,288	\$2,827,897	\$1,790,700	\$474,761,213

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

Acuity Brands, Albemarle Corporation, Armstrong World Industries, Cytec Industries, Ferro Corporation, FMC Corporation, Louisiana-Pacific Corporation, Lubrizol Corporation, Martin Marietta Materials Incorporated, Olin Corporation, Owens Corporation, Polyone Corporation, Rockwood Holdings, Inc., RPM International Incorporated, Universal Forest Products Incorporated, USG Corp., Valspar Corporation, Vulcan Materials Company, Westlake Chemical Corporation.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Wayne C. Sales	Chairman	62	Male	5	Outside
David N. Weinstein	Member	52	Male	3	Outside
T. Kevin DeNicola	Member	57	Male	3	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