



Gorman-Rupp Company (The)

GRC AMEX

Industrial Machinery / Equipment

Market Capitalization USD:

\$518.19 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: Jeffrey S. Gorman

Age: 59

CEO Since: 1998

	2009	2010	2011
Base Salary	\$252,053	\$285,417	\$325,000
Discretionary Bonus	\$135,000	\$174,000	\$212,000
Annual Cash Incentive	\$0	\$0	\$0
Benefits and Perquisites	\$7,430	\$7,361	\$5,879
TOTAL ANNUAL COMPENSATION	\$394,483	\$466,778	\$542,879
Increase in Post-Retirement Benefits	\$107,776	\$77,197	\$119,295
Stock Option Awards	\$0	\$0	\$0
Stock Awards	\$0	\$0	\$0
TOTAL COMPENSATION	\$502,259	\$543,975	\$662,174
Median of Other Named Executive Officers Total Compensation	\$178,838	\$216,038	\$247,963
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$0	\$0	\$0
TOTAL REALIZED EQUITY COMPENSATION	\$0	\$0	\$0

Proxy Date: 22 Mar 2012

Annual Meeting Date: 26 Apr 2012

Equity Reserves: 0.16%

Stock Option Run Rate: 0.00%

Gorman-Rupp Company (The)

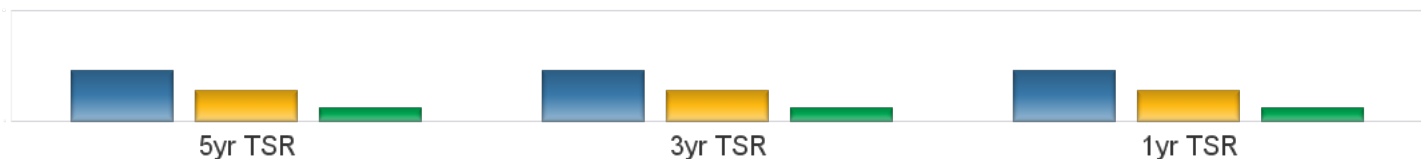
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Performance Comparison

■ vs S&P500 ■ vs Industry ■ GRC



Peer Comparisons (TRBC) = Industrial Machinery / Equipment

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
GRC	Gorman-Rupp Company (The)	\$502,259	\$543,975	\$662,174	\$518,191,078
MLI	Mueller Industries, Inc.	\$1,458,476	\$2,756,846	\$3,332,291	\$1,462,615,604
SHS	Sauer-Danfoss, Inc.	\$601,265	\$1,303,972		\$1,399,709,653
ATU	Actuant Corporation	\$2,237,935	\$4,650,999	\$5,036,239	\$1,355,380,959
GTLS	Chart Industries, Inc.	\$1,640,395	\$2,515,730		\$1,241,626,634
AIT	Applied Industrial Technologies, Inc.	\$9,896,063	\$5,756,925		\$1,150,977,978
MKSI	MKS Instruments, Inc.	\$1,347,720	\$5,623,985		\$1,138,926,073

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

10 publicly-traded industrial manufacturing companies identified as applicable benchmark companies for comparative compensation analysis

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
W. Wayne Walston	Chairman	69	Male	9	Outside
Ann Harlan	Member	52	Female	3	Outside
Christopher H. Lake	Member	47	Male	12	Outside Related

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