



HCC Insurance Holdings, Inc.


HCC NYSE

Insurance - Multiline

Market Capitalization USD:

\$2,975.50 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: John N. Molbeck

Age: 65

CEO Since: 2009

	2009	2010	2011
Base Salary	\$1,743,548	\$1,950,000	\$1,950,000
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$2,750,000	\$3,250,000	\$2,600,000
Benefits and Perquisites	\$100,093	\$130,051	\$129,191
TOTAL ANNUAL COMPENSATION	\$4,593,641	\$5,330,051	\$4,679,191
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$0	\$0	\$0
Stock Awards	\$0	\$4,000,020	\$0
TOTAL COMPENSATION	\$4,593,641	\$9,330,071	\$4,679,191
Median of Other Named Executive Officers Total Compensation	\$2,018,322	\$2,409,915	\$3,250,665
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: 12 Apr 2012

Annual Meeting Date: 23 May 2012

Equity Reserves: 7.51%

Stock Option Run Rate: 0.38%

HCC Insurance Holdings, Inc.

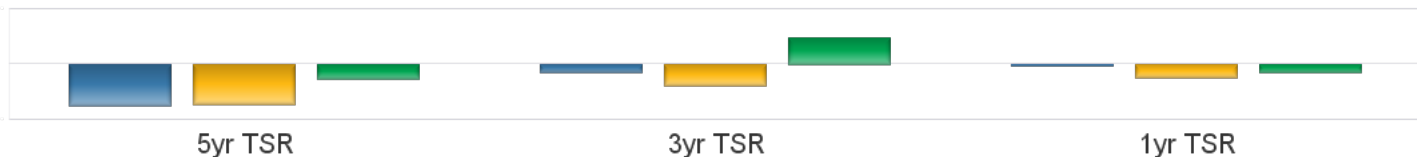
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Performance Comparison

■ S&P500 ■ Industry ■ HCC



Peer Comparisons (TRBC) = Insurance - Multiline

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
HCC	HCC Insurance Holdings, Inc.	\$4,593,641	\$9,330,071	\$4,679,191	\$2,975,500,000
HIG	Hartford Financial Services Group, Inc. (The)	\$9,154,356	\$10,601,860	\$7,938,307	\$7,189,408,846
AIZ	Assurant, Inc.	\$6,444,198	\$7,869,488	\$9,389,340	\$3,381,953,326
GNW	Genworth Financial, Inc.	\$7,252,186	\$6,932,262	\$4,292,129	\$2,816,712,669
ANAT	American National Insurance Company	\$22,325,432	\$16,483,156	\$18,944,550	\$1,857,373,917
KMPR	Kemper Corporation	\$2,310,761	\$3,502,451	\$3,354,031	\$1,448,614,196

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

American Financial Group, Argo Group International Holdings, Ltd., The Chubb Corporation, Markel Corporation, Navigators Group, Inc., Old Republic International Corporation, RLI Corp., The Travelers Companies, Inc., W.R. Berkley Corporation.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Judy C. Bozeman	Chairman	69	Female	3	Outside
James E. Oesterreicher	Member	69	Male	5	Outside
Thomas M. Hamilton	Member	68	Male	4	Outside

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