



Interface, Inc.



IFSIA NASDAQ

Home Furnishing

Market Capitalization USD:

\$776.54 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: Daniel T. Hendrix

Age: 57

CEO Since: 2001

	2009	2010	2011
Base Salary	\$780,000	\$780,000	\$850,000
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$771,810	\$909,480	\$344,081
Benefits and Perquisites	\$140,328	\$127,729	\$179,829
TOTAL ANNUAL COMPENSATION	\$1,692,138	\$1,817,209	\$1,373,910
Increase in Post-Retirement Benefits	\$273,025	\$1,148,247	\$1,134,518
Stock Option Awards	\$382,000	\$0	\$0
Stock Awards	\$0	\$686,758	\$2,102,500
TOTAL COMPENSATION	\$2,347,163	\$3,652,214	\$4,610,928
Median of Other Named Executive Officers Total Compensation	\$1,079,452	\$1,566,135	\$1,181,659
Value Realized on Exercise of Stock Option	\$0	\$918,000	\$1,433,000
Value Realized on Vesting of Stock	\$133,497	\$509,959	\$1,461,737
TOTAL REALIZED EQUITY COMPENSATION	\$133,497	\$1,427,959	\$2,894,737

Proxy Date: 5 Apr 2012

Annual Meeting Date: 17 May 2012

Equity Reserves: 5.30%

Stock Option Run Rate: 0.02%

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Performance Comparison

■ S&P500 ■ Industry ■ IFSIA



Peer Comparisons (TRBC) = Cyclical Consumer Goods / Services

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
IFSIA	Interface, Inc.	\$2,347,163	\$3,652,214	\$4,610,928	\$776,536,049
NPK	National Presto Industries, Inc.	\$441,188	\$631,372	\$557,180	\$597,247,953
NYT	New York Times Company (The)	\$6,262,755	\$5,279,209	\$11,252,720	\$851,896,083
ODP	Office Depot, Inc.	\$3,394,551	\$15,268,483	\$6,816,935	\$571,796,439
OXM	Oxford Industries, Inc.	\$537,279	\$1,288,922		\$565,568,858
LHO	LaSalle Hotel Properties	\$459,223	\$2,784,937	\$2,728,465	\$1,633,620,825
MIDD	Middleby Corporation (The)	\$13,373,946	\$10,490,888	\$27,689,584	\$1,320,956,177

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

Actuant Corp., Acuity Brands, Inc., Albany International Corp., BE Aerospace, Inc., The Dixie Group, Inc., Herman Miller, Inc., HNI Corporation, Kimball International, Inc., Knoll, Inc., Mohawk Industries, Inc., Steelcase, Inc., Unifi, Inc., and USG Corp.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Harold M. Paisner	Member	72	Male	5	Outside
K. David Kohler	Member	45	Male	6	Outside

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