



Intrepid Potash, Inc.



IPI NYSE

Chemicals - Agricultural

Market Capitalization USD:

\$1,870.28 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: **Age:** **CEO Since:**

	2009	2010	2011
Base Salary	\$487,500	\$249,038	\$100,000
Discretionary Bonus	\$0	\$226,417	\$0
Annual Cash Incentive	\$110,000	\$191,684	\$400,000
Benefits and Perquisites	\$138,698	\$10,753	\$5,648
TOTAL ANNUAL COMPENSATION	\$736,198	\$677,892	\$505,648
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$365,624	\$62,494	\$249,988
Stock Awards	\$365,622	\$62,478	\$249,973
TOTAL COMPENSATION	\$1,467,444	\$802,864	\$1,005,609
Median of Other Named Executive Officers Total Compensation	\$868,155	\$777,867	\$932,686
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$0	\$161,181	\$255,206
TOTAL REALIZED EQUITY COMPENSATION	\$0	\$161,181	\$255,206

Proxy Date: 9 Apr 2012

Annual Meeting Date: 29 May 2012

Equity Reserves: 5.92%

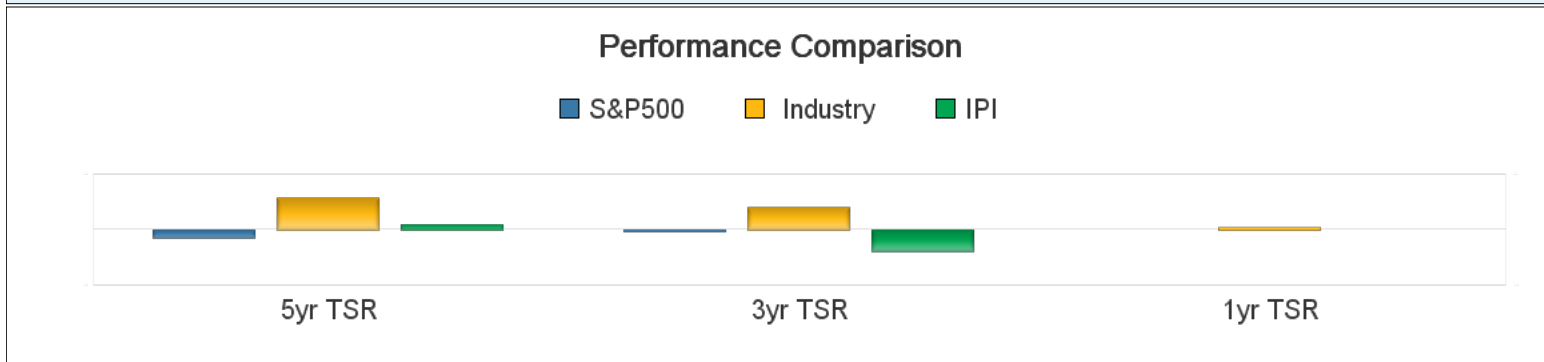
Stock Option Run Rate: 0.07%

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Peer Comparisons (TRBC) = Basic Materials

Ticker	Company Name	Total Summary CEO Compensation			Market Cap
		2009	2010	2011	
IPI	Intrepid Potash, Inc.	\$1,467,444	\$802,864	\$1,005,609	\$1,870,275,878
SMG	Scotts Miracle-Gro Company (The)	\$7,548,657	\$6,047,410	\$4,209,660	\$2,897,492,921
OLN	Olin Corporation	\$5,721,354	\$5,217,408	\$5,651,880	\$1,433,299,123
OI	Owens-Illinois, Inc.	\$8,762,311	\$7,791,521	\$6,305,729	\$2,476,645,234
TXI	Texas Industries, Inc.	-\$2,018,943	\$1,503,284		\$885,239,550
RGLD	Royal Gold, Inc	\$991,641	\$2,475,823		\$3,507,187,052
OMG	OM Group, Inc.	\$1,992,934	\$4,623,249	\$5,026,819	\$839,264,517

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

AMCOL International Corporation, American Vanguard Corporation, Berry Petroleum Company, Bill Barrett Corporation, Brush Engineered Metals Inc., Clayton Williams Energy, Inc., Compass Minerals International Inc., Crocs, Inc., Delta Petroleum Corporation, DigitalGlobe, Inc., Forest Oil Corporation, Golden State Resources Limited, Lundin Mining Corporation, National CineMedia, Inc., Petroleum Development Corporation, Rosetta Resources Inc., RTI International Metals, Inc., SM Energy Company, Thompson Creek Metals Company Inc., Titanium Metals Corporation, Venoco, Inc.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Terry Considine	Chairman	65	Male	4	Outside
Barth Whitham	Member	55	Male	4	Outside
Chris A. Elliott	Member	46	Male	2	Outside
J. Landis Martin	Member	66	Male	5	Outside

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