



**KEMET Corporation**




**KEM NYSE**

**Electrical Components / Equipment**

Market Capitalization USD:

**\$315.66 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: Per-Olof Loof**

**Age: 61**

**CEO Since: 2005**

	2009	2010	2011
<b>Base Salary</b>	\$570,375		\$770,000
<b>Discretionary Bonus</b>	\$0		\$0
<b>Annual Cash Incentive</b>	\$0		\$1,989,195
<b>Benefits and Perquisites</b>	\$65,216		\$92,616
<b>TOTAL ANNUAL COMPENSATION</b>	<b>\$635,591</b>		<b>\$2,851,811</b>
<b>Increase in Post-Retirement Benefits</b>	\$0		\$0
<b>Stock Option Awards</b>	\$0		\$0
<b>Stock Awards</b>	\$216,000		\$454,500
<b>TOTAL COMPENSATION</b>	<b>\$851,591</b>		<b>\$3,306,311</b>
<b>Median of Other Named Executive Officers Total Compensation</b>	\$442,744		\$1,287,892
<b>Value Realized on Exercise of Stock Option</b>	\$0		\$341,200
<b>Value Realized on Vesting of Stock</b>	\$468,656		\$0
<b>TOTAL REALIZED EQUITY COMPENSATION</b>	<b>\$468,656</b>		<b>\$341,200</b>

**Proxy Date:** 29 Jun 2012

**Annual Meeting Date:** 26 Jul 2012

**Equity Reserves:** 12.22%

**Stock Option Run Rate:** 0.93%

# KEMET Corporation

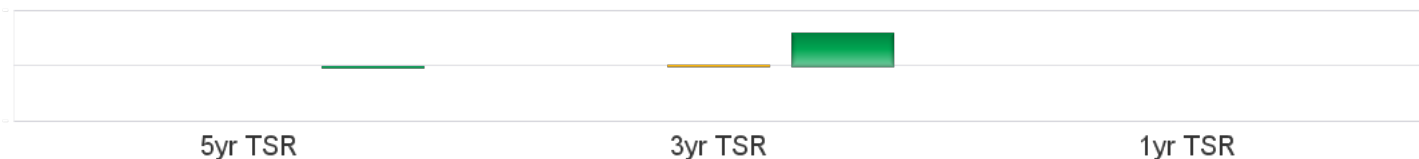
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## Performance Comparison

■ S&P500 ■ Industry ■ KEM



## Peer Comparisons (TRBC) =Electrical Components / Equipment

### Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
<b>KEM</b>	<b>KEMET Corporation</b>	<b>\$851,591</b>		<b>\$3,306,311</b>	<b>\$315,663,827</b>
LFUS	Littelfuse, Inc.	\$1,725,428	\$3,058,360	\$2,820,369	\$924,960,360
FELE	Franklin Electric Co., Inc.	\$2,517,255	\$3,450,317	\$4,294,778	\$847,362,065
FARO	FARO Technologies, Inc.	\$699,204	\$935,614	\$1,161,687	\$524,258,904
AZZ	AZZ incorporated	\$1,451,822	\$1,569,198	\$1,783,083	\$486,318,240
MTSC	MTS Systems Corporation	\$1,536,198	\$1,435,894	\$1,900,187	\$480,264,841
WIRE	Encore Wire Corporation	\$619,985	\$1,072,735	\$1,310,695	\$479,359,135

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

Amphenol Corporation, Littelfuse, Inc., AVX Corporation, MEMC Electronic Materials, Inc., Baldor Electric Company, Methode Electronics, Inc., C&D Technologies, Inc., Molex Incorporated, CTS Corporation, Park Electrochemical Corp., Fairchild Semiconductor International, Inc., Spectrum Control, Inc., Greatbatch, Inc., Thomas & Betts Corporation, International Rectifier Corporation, Vishay Intertechnology, Inc., JDS Uniphase Corporati

### Performance Peer Group

NA

## COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Robert G. Paul	Chairman	70	Male	6	Outside
Gurminder S. Bedi	Member	64	Male	6	Outside
Joseph V. Borruso	Member	72	Male	4	Outside
Wilfried Backes	Member	69	Male	4	Outside