

AK Steel CEO's compensation for 2007 valued at \$9.25 million

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(CINCINNATI) -- James Wainscott, the top executive of AK Steel Holding Corp., received compensation valued at \$9.25 million in 2007, when the company had record revenues and shipments.

That was a 71 percent increase from the previous year, according to an analysis of regulatory filings.

Wainscott, the suburban West Chester-based company's chief executive, chairman and president, received a salary of \$1 million, incentives of \$3.9 million, and stock and option awards that the company valued at \$4.2 million when they were granted, according to a proxy statement filed Thursday with the Securities and Exchange Commission.

The company said in the filing that the compensation reported for 2007 reflected outstanding performance by its executive officers, not only in 2007, but in the preceding years when the management team laid the foundation for the company's record-breaking performance in 2007. **Union workers at AK Steel's Middletown Works approved a contract in March 2007 to end a lockout that began when the previous contract expired Feb. 28, 2006.**

When the nearly 13-month lockout ended, the company had shed about 1,000 jobs. Wainscott's 2007 compensation also included \$116,486 in "other compensation," including \$90,000 in company matches to qualified and nonqualified defined contribution plans and \$21,107 for items such as financial planning and tax preparation services, club memberships, company-owned tickets to athletic events, and costs paid by the company for a mandatory annual physical.

The Associated Press calculations of total pay include executives' salary, bonus, incentives, perks, above-market returns on deferred compensation, and the estimated value of stock options and awards granted during the year. The calculations don't include changes in the present value of pension benefits and can differ from the figures listed in the summary compensation table of proxy statements filed with the SEC.

Wainscott, 51, became president and chief executive in October 2003, when AK Steel's stock was trading around \$2 a share and the company reported a net loss of \$560.4 million that year. He added the title of chairman on Jan. 1, 2005. The company earned \$387.7 million, or \$3.46 a share, in 2007,

compared with \$12 million, or 11 cents a share, in 2006.

Net sales rose to \$7 billion for the first time on shipments of 6.5 million tons, compared with \$6.1 billion and 6.2 million tons in 2006. AK Steel shares have traded between \$26.16 and \$69.62 in the past year. The shares fell 90 cents to \$67.60 Thursday.

AK Steel makes flat-rolled carbon steel, stainless and electrical steel and carbon and stainless tubular products used in cars and appliances. Its headquarters are in West Chester, and its biggest plant is in Middletown, with smaller plants in Zanesville, Mansfield and Coshocton, Ohio; Ashland, Ky.; Rockport, Ind.; and Butler, Pa.

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