

# Kimball International Inc.

Kimball International Inc., 1600 Royal St., Jasper, 47549, operates two divisions — electronic manufacturing services and furniture manufacturing. In the fiscal first quarter, which ended Sept. 30, 2011, the company reported a loss of \$146,000, or zero cents per Class B share, on sales of \$271 million. In the same period a year earlier, Kimball earned \$456,000, or 1 cent per Class B share, on sales of \$295 million. Kimball's Class A shares trade on the Pink Sheets under KBALA.PK and its Class B shares trade on NASDAQ under KBALB. Information for Proxy Corner was taken from the company's proxy statement dated Sept. 7, 2011, and from Yahoo Finance.

| VALUE                              | 12/21/11        | 12/21/10        |
|------------------------------------|-----------------|-----------------|
| Shares of common stock outstanding | 37.7 million    | 37.3 million    |
| Market value of one common share   | \$5.60          | \$7.06          |
| Market value of common stock       | \$211.1 million | \$263.3 million |

## NOTEWORTHY CONTROL

### Douglas Habig

Number of Class A shares: 977,541  
Number of Class B shares: 332,562

### John Habig

Number of Class A shares: 732,709  
Number of Class B shares: 385,431

### Barbara Habig

Number of Class A shares: 985,925  
Number of Class B shares: 64,419

### James Thyen

Number of Class A shares: 643,191  
Number of Class B shares: 258,424

### Dimensional Fund Advisors

Number of Class A shares: 0  
Number of Class B shares: 2,161,192

### Donald Smith Co.

Number of Class A shares: 0  
Number of Class B shares: 1,597,738

## EXECUTIVE COMPENSATION

|   | Total '11<br>compensation | Salary<br>Bonus  | Stock and<br>option grants (1) | All other<br>pay (2) | % change (3) |
|---|---------------------------|------------------|--------------------------------|----------------------|--------------|
| <b>James Thyen</b><br>CEO, president                            | \$1,942,900               | \$866,696<br>\$0 | \$905,206                      | \$170,998            | 2.1%         |
| <b>Robert Schneider</b><br>chief financial officer              | \$680,896                 | \$425,938<br>\$0 | \$160,716                      | \$94,242             | 3.2%         |
| <b>Donald Charron</b><br>president of electronics group         | \$839,386                 | \$529,926<br>\$0 | \$209,422                      | \$100,038            | -5.1%        |
| <b>John Kahle</b><br>general counsel                            | \$586,734                 | \$359,340<br>\$0 | \$156,018                      | \$71,376             | 1.2%         |
| <b>Donald Van Winkle</b><br>president of office furniture group | \$513,986                 | \$303,500<br>\$0 | \$75,321                       | \$135,165            | NA           |

(1) Grant date fair value of stock and options awards, as calculated in company's proxy statement in its grant of plan-based awards table.

(2) Includes non-equity incentive plan compensation, above-market or preferential earnings on deferred compensation and all other annual compensation.

(3) Percentage increase or decrease in executive's total compensation vs. previous year.

## DIRECTORS

### Douglas Habig, 64

Occupation: chairman of company, former CEO of company  
Number of Class A shares: 977,541  
Number of Class B shares: 332,562

### James Thyen, 67

Occupation: CEO, president of company  
Number of Class A shares: 643,191  
Number of Class B shares: 258,424

### Christine Vujovich, 59

Occupation: retired Cummins Inc. vice president  
Number of Class A shares: 0  
Number of Class B shares: 24,845

### Harry Bowman, 68

Occupation: retired CEO of Stiffel Co.  
Number of Class A shares: 0  
Number of Class B shares: 19,921

### Geoffrey Stringer, 68

Occupation: retired executive vice president of Bank One Corp.  
Number of Class A shares: 0  
Number of Class B shares: 37,432

### Thomas Tischhauser, 53

Occupation: executive consultant  
Number of Class A shares: 0  
Number of Class B shares: 25,586

### Jack Wentworth

Occupation: retired dean of the Indiana University Kelley School of Business  
Number of common shares: 0  
Number of common shares: 16,749