

# Form DEF 14A

## SCHWEITZER MAUDUIT INTERNATIONAL INC - SWM

Filed: March 08, 2010 (period: April 22, 2010)

Official notification to shareholders of matters to be brought to a vote (Proxy)

### Base Salary – 2009

The base salary established for each Named Executive Officer against the competitive market median base salary is set forth below:

Named Executive Officer Position	2009 Base Salary	Competitive Compensation Study Market Median Base Salary
Chief Executive Officer	\$ 685,000	\$ 685,000
Chief Operating Officer	\$ 420,000	\$ 460,000
Treasurer, Chief Financial and Strategic Planning Officer	\$ 335,000	\$ 335,000
President – Americas	\$ 290,000	\$ 355,000 <sup>(6)</sup>
<b>President – European Operations</b>	<b>\$ 370,941</b>	<b>\$ 301,505<sup>(7)</sup></b>

### Incentive Compensation – 2009 Objectives and Results Against Objectives

Based on full-year 2009 financial performance, the following results were achieved under the Company's incentive compensation programs:

#### Annual Incentive Plan

The Annual Incentive Plan provides a cash-based award opportunity that may be earned if performance objectives are achieved over a fiscal year period. Objectives are established for unit and individual performance with the individual award component not exceeding 30% of the total award opportunity. Incentive cash opportunities can range from 17.5% to 150% of a participant's base salary depending on the position held by the participant. Unit objectives, excepting the corporate unit and the Chief Executive Officer's individual objectives, are approved by the Compensation Committee. The full Board of Directors approves the corporate unit objective and the Chief Executive Officer's individual objectives. The Chief Executive Officer approves all other officer's individual objectives.

#### A. 2009 Objectives.

The objectives for the 2009 incentive award opportunity under the Annual Incentive Plan applicable to the Named Executive Officers are set out below. **These objectives were selected because they were deemed to be the primary drivers for delivering increased stockholder value.** The amounts established for each succeeding performance level relate to actual prior-year earnings, budget which sets an aggressive goal for growing the business and thereafter increasingly more aggressive growth targets in the range of a 6% increase between each objective level. All 2009 corporate and unit objectives exclude the impact of restructuring charges.

Named Executive Officer Position	2009 Objectives
Chief Executive Officer	Corporate Unit: Earnings per Share
Chief Financial Officer	Threshold \$0.97 Target \$1.80 Outstanding \$1.90 Maximum \$2.00

Chief Operating Officer	Unit: Chief Operating Officer – Operating Profit (000) Threshold \$49,605 Target \$66,800 Outstanding \$70,800 Maximum \$74,800
<b>President – European Operations</b>	<b>Unit: European Operations</b> <b>70% of the award opportunity = to the sum of operating profit (000) generated by StG, PdM and LTRI</b> <b>Threshold \$40,350</b> <b>Target \$56,260</b> <b>Outstanding \$62,116</b> <b>Maximum \$67,999</b> <b>30% of the award opportunity is based on the successful sale or shutdown of PdMal by 12/31/2009 with operating losses not to exceed U.S. \$15 million and severance costs not to exceed €18 million</b>
President – Americas	40% of the award is based on Corporate earnings per share. 40% of the award is based on business unit operating profit (000) (Brazil & U.S.): Threshold \$ 22,920 Target \$41,000 Outstanding \$46,000 Maximum \$49,000 20% of the award is based on individual objectives.