

ALCOA INC
Form DEFA14A
April 27, 2011

UNITED STATES
SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

SCHEDULE 14A

Proxy Statement Pursuant to Section 14(a)
of the Securities Exchange Act of 1934

Filed by the Registrant

Filed by a Party other than the Registrant

Check the appropriate box:

- Preliminary Proxy Statement
- Confidential, for Use of the Commission Only (as permitted by Rule 14a-6(e)(2))**
- Definitive Proxy Statement
- Definitive Additional Materials
- Soliciting Material Pursuant to §240.14a-12

Alcoa Inc.

(Name of Registrant as Specified In Its Charter)

Payment of Filing Fee (Check the appropriate box):

- No fee required.
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Commencing April 26, 2011, Alcoa Inc. sent the following communication to certain shareholders.

We urge you to vote FOR the advisory vote on executive compensation. In addition to the information provided in the company's Proxy Statement, we ask you to consider the following:

1. The Compensation and Benefits Committee of the Board of Directors engaged in a comprehensive review of compensation policies and practices in 2010 and made significant changes. See slides 1 and 2 in the attachment. In its recent report, ISS recognized these improvements and rated our compensation governance risk of low concern.
2. Our current performance equity plan has a one-year performance period and uses the same metrics as our annual cash incentive compensation plan. We designed the plans in this way to focus management on critical goals to recover from the deepest recession in the aluminum industry in a half century. See slide 3. It is through the actions implemented by the management team and supported by our incentive plans that the company returned to profitability and positive free cash flow in 2010. See slides 4 and 5.
3. We state in the Proxy Statement that we intend to move to a longer performance period for our equity plan when the markets stabilize. We are considering steps to implement changes in our performance equity plan to create a three-year performance period with metrics designed to drive profitability and revenue growth. In choosing metrics, we will consider the market dynamics of the aluminum industry, a goal to drive continuous performance improvement and those factors that are clearly within management's control to increase shareholder value. See slides 6, 7, 8 and 9.

We urge you to provide a favorable advisory vote on executive compensation.

Recent major changes to improve compensation governance risk

1

In 2011 annual equity grants to senior officers are 80% performance based restricted share units and 20% time vested stock options

Increased stock ownership requirements (6 X base salary for CEO)

Adopted a §162(m) compliant incentive compensation plan, subject to shareholder approval

Amended the 2009 Stock Incentive Plan to convert from a single to a double trigger standard on change in control
Eliminated the modified single trigger severance feature under the change in control severance plan for any new participants

Recent other changes to improve compensation governance risk

2

Eliminated remaining tax gross ups:

spouse travel (except under the relocation policies)

term life insurance provided by the Company to executives accepting a U.S. assignment

golden parachute excise tax gross-up for any new participants

continuation of health benefits in executive severance agreement

Accrued dividend equivalents on future RSU grants to be paid at vesting
Amended terms and conditions for stock options granted after January 1, 2011
to decrease the post-retirement exercise period to the lesser of 5 years from
retirement or the remaining option term
Beginning in 2011, the Chairman and Chief Executive Officer will
reimburse the
Company for the cost of personal use of a company car and driver
in excess of
\$70,000 per year

Source: IAI, Bloomberg

3

Unprecedented Drop in LME Price at End of 2008

Strong Year over Year Growth in Key Metrics

Income from Continuing Operations (\$M)

Free Cash Flow (\$M)

\$559

(\$685)

2009

\$1,246

(\$685)

2009

(\$257)

4

Results Have Strengthened Liquidity and Financial Positions

5

GDP and PPI Change Were Not as Abrupt as Aluminum

6

Source: LME, Bloomberg

Metals Experienced Differing Declines and Recoveries

7

Source: LME, Bloomberg

Total Shareholder Return: Alcoa vs. Select Aluminum Peers

Peers:

-5.9%

Alcoa:

-3.6%

Peers include public aluminum companies with market capitalization > \$3b: Rusal, Chalco, Norsk Hydro, Alumina Ltd., Nalco

8

Marked Improvement in Shareholder Return in 2011

Peers:

+9.4%

Alcoa:

+15.7%

9

Reconciliation of Free Cash Flow
(in millions)
Quarter ended
Year ended
December 31,
2008
March 31,

2009
June 30,
2009
September 30,
2009
December 31,
2009
March 31,
2010
June 30,
2010
September 30,
2010
December 31,
2010
December 31,
2009
December 31,
2010
Cash
provided
from
operations
\$ 608
\$ (271)
\$ 328
\$ 184
\$ 1,124
\$ 199
\$ 300
\$ 392
\$ 1,370
\$ 1,365
\$ 2,261
Capital
expenditures
(1,017)
(471)
(418)
(370)
(363)
(221)
(213)
(216)
(365)
(1,622)
(1,015)
Free cash
flow
\$ (409)

\$ (742)
\$ (90)
\$ (186)
\$ 761
\$ (22)
\$ 87
\$ 176
\$ 1,005
\$ (257)
\$ 1,246

Free Cash Flow is a non-GAAP financial measure. Management believes that this measure is meaningful to investors because fact that these expenditures are considered necessary to maintain and expand Alcoa's asset base and are expected to generate f available for discretionary expenditures since other non-discretionary expenditures, such as mandatory debt service requiremen

10

11
Reconciliation of Adjusted Income
(in millions)
Quarter ended
Year ended
December 31,
2009

March 31,
 2010
 June 30,
 2010
 September 30,
 2010
 December 31,
 2010
 December 31,
 2009
 December 31,
 2010
 Net (loss) income
 attributable to Alcoa
 \$ (277)
 \$ (201)
 \$ 136
 \$ 61
 \$ 258
 \$ (1,151)
 \$ 254
 Loss from discontinued
 operations
 (11)
 (7)
 (1)

 (166)
 (8)
 (Loss) income from
 continuing
 operations
 attributable to Alcoa
 (266)
 (194)
 137
 61
 258
 (985)
 262
 Restructuring and
 other charges
 49
 119
 20
 (1)
 (8)
 152
 130

2010 (\$23), restart costs and lost volumes related to a June 2010 flood at the Avilés smelter in Spain (\$13), and a net charge for and call option (partially offset by gains from the termination of related in-the-money interest rate swaps) (\$9); for the quarter ended June 30, 2010, favorable mark-to-market changes in derivative contracts (\$22), a charge for costs associated to an unfavorable decision in Alcoa's lawsuit against Luminant related to the Rockdale, TX facility (\$7); for the quarter ended March 31, 2010, charges related to unfavorable mark-to-market changes in derivative contracts (\$31), post-Grasse River remediation in Massena, NY (\$11), and the write off of inventory related to the permanent closures of certain U.S. for the quarter ended December 31, 2009, charges related to the European Commission's ruling on electricity pricing for smelters at the Intalco smelter (\$19), and an environmental accrual for smelters in Italy (\$15); and, for the year ended December 31, 2009, the previously mentioned items for the quarter ended December 31, 2009 (\$308), a gain in Suriname (\$35).

Reconciliation of Adjusted Income, con t
(in millions)
Quarter ended
December 31,
2008
March 31,
2009

June 30,
2009
September 30,
2009
Net (loss) income
attributable to Alcoa
\$ (1,191)
\$ (497)
\$ (454)
\$ 77
(Loss) income from
discontinued
operations
(262)
(17)
(142)
4
(Loss) income from
continuing
operations
attributable to Alcoa
(929)
(480)
(312)
73
Restructuring and
other charges
614
46
56
1
Discrete tax items*
65
(28)

Special items**
29
(15)

(35)
(Loss) income from
continuing
operations
attributable to Alcoa

as adjusted
\$ (221)
\$ (477)
\$ (256)

\$ 39

Income (loss) from continuing operations attributable to Alcoa as adjusted is a non-GAAP financial measure. Management believes that it is appropriate to consider both Income (loss) from continuing operations attributable to Alcoa determined under operations attributable to Alcoa as adjusted.

* Discrete tax items include the following:

for the quarter ended March 31, 2009, a benefit for a change in a Canadian national tax law permitting tax returns to be filed in the U.S.;
for the quarter ended December 31, 2008, a charge for non-cash tax on repatriated earnings.

** Special items include the following:

for the quarter ended September 30, 2009, a gain on an acquisition in Suriname;

for the quarter ended March 31, 2009, a gain on the Elkem/SAPA swap (\$133) and a loss on the sale of Shining Prospect (\$118);

for the quarter ended December 31, 2008, charges for environmental reserve (\$26), obsolete inventory (\$16), and accounts receivable (\$12).