



Ames National Corporation

ATLO NASDAQ

Banks

Market Capitalization USD:

\$146.40 mm

CONCERN LEVEL: LOW

- 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: Thomas H. Pohlman

Age: 61

CEO Since: 2007

	2009	2010	2011
Base Salary	\$165,000	\$167,372	\$172,380
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$74,807	\$105,169	\$137,808
Benefits and Perquisites	\$23,669	\$24,252	\$25,202
TOTAL ANNUAL COMPENSATION	\$263,476	\$296,793	\$335,390
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$0	\$0	\$0
Stock Awards	\$0	\$0	\$0
TOTAL COMPENSATION	\$263,476	\$296,793	\$335,390
Median of Other Named Executive Officers Total Compensation	\$196,272	\$192,947	\$215,531
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$0	\$0	\$0
TOTAL REALIZED EQUITY COMPENSATION	\$0	\$0	\$0

Proxy Date: 19 Mar 2012

Annual Meeting Date: 25 Apr 2012

Equity Reserves: 0.00%

Stock Option Run Rate:

Ames National Corporation

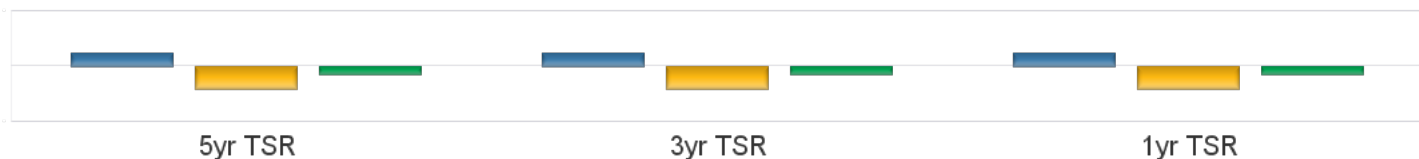
ATLO NASDAQ

Banks

Market Capitalization USD: **\$146.40 mm**

Performance Comparison

■ vs S&P500 ■ vs Industry ■ ATLO



Peer Comparisons (TRBC) =Banks

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
ATLO	Ames National Corporation	\$263,476	\$296,793	\$335,390	\$146,401,270
CPF	Central Pacific Financial Corp.	\$743,332	\$407,032	\$870,183	\$430,744,725
OFG	Oriental Financial Group Inc.	\$1,154,187	\$2,502,329	\$1,332,010	\$425,587,404
CHFC	Chemical Financial Corporation	\$679,184	\$1,282,498	\$1,564,364	\$420,365,246
TRST	TrustCo Bank Corp NY	\$1,268,812	\$1,264,124		\$415,464,989
CHCO	City Holding Company	\$1,378,886	\$689,185	\$893,464	\$407,148,630
STBZ	State Bank Financial Corporation		\$615,018		\$398,938,152

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

A peer group of Iowa banking institutions that are similar in size and located in communities of similar populations as the Banks.

Performance Peer Group

A peer group of Iowa banking institutions that are similar in size and located in communities of similar populations as the Banks.

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
James R. Larson	Chairman	60	Male	12	Outside Related
Charles D. Jons	Member	71	Male	16	Outside Related
Frederick C. Samuelson	Member	68	Male	8	Outside
Larry A. Ravmon	Member	68	Male	5	Outside

This report is for informational purposes only, and should not be considered a solicitation to buy or sell any security. Thomson Reuters Business Classification (TRBC) is a global industry classification system that is owned and operated by Thomson Reuters and has been licensed for use by GMI Ratings.

COPYRIGHT 2012 | GMI Ratings | ALL RIGHTS RESERVED