



**Big 5 Sporting Goods Corporation**



**BGFV NASDAQ**

**Retail - Specialty**

Market Capitalization USD:

**\$133.74 mm**

**CONCERN LEVEL: AVERAGE**

- 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: Steven G. Miller**

**Age: 60**

**CEO Since: 2000**

	2009	2010	2011
<b>Base Salary</b>	\$473,000	\$482,231	\$485,000
<b>Discretionary Bonus</b>	\$305,000	\$275,000	\$140,000
<b>Annual Cash Incentive</b>	\$0	\$0	\$0
<b>Benefits and Perquisites</b>	\$27,794	\$26,638	\$26,043
<b>TOTAL ANNUAL COMPENSATION</b>	<b>\$805,794</b>	<b>\$783,869</b>	<b>\$651,043</b>
<b>Increase in Post-Retirement Benefits</b>	\$0	\$0	\$0
<b>Stock Option Awards</b>	\$81,774	\$0	\$0
<b>Stock Awards</b>	\$0	\$235,650	\$160,785
<b>TOTAL COMPENSATION</b>	<b>\$887,568</b>	<b>\$1,019,519</b>	<b>\$811,828</b>
<b>Median of Other Named Executive Officers Total Compensation</b>	\$450,406	\$474,491	\$412,961
<b>Value Realized on Exercise of Stock Option</b>	\$0	\$0	\$0
<b>Value Realized on Vesting of Stock</b>	\$0	\$0	\$44,663
<b>TOTAL REALIZED EQUITY COMPENSATION</b>	<b>\$0</b>	<b>\$0</b>	<b>\$44,663</b>

**Proxy Date:** 27 Apr 2012

**Annual Meeting Date:** 12 Jun 2012

**Equity Reserves:** 15.87%

**Stock Option Run Rate:** 0.20%

# Big 5 Sporting Goods Corporation

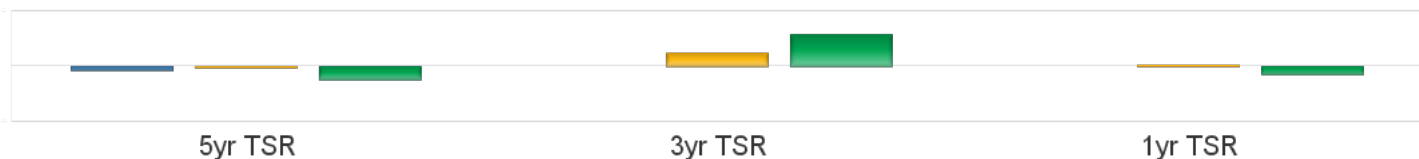
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## Performance Comparison

■ S&P500 ■ Industry ■ BGFV



## Peer Comparisons (TRBC) =Retail - Specialty

### Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
<b>BGFV</b>	<b>Big 5 Sporting Goods Corporation</b>	<b>\$887,568</b>	<b>\$1,019,519</b>	<b>\$811,828</b>	<b>\$133,743,249</b>
RUSHB	Rush Enterprises, Inc.	\$1,472,897	\$2,083,270	\$3,000,106	\$385,353,100
LAD	Lithia Motors, Inc.	\$1,546,466	\$1,821,359	\$2,949,083	\$381,288,475
TITN	Titan Machinery Inc.	\$704,646	\$378,133	\$1,253,909	\$371,484,660
CRMT	America's Car-Mart, Inc.	\$1,339,433	\$3,553,624		\$284,511,644
WINA	Winmark Corporation	\$409,244	\$493,451	\$517,647	\$229,809,583
HVT	Haverty Furniture Companies, Inc.	\$750,984	\$960,635	\$1,200,570	\$186,465,238

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

Cabela's Incorporated, Dick's Sporting Goods, Inc., The Finish Line, Inc., Hibbett Sports, Inc., Shoe Carnival, Inc., and Sport Chalet, Inc.

### Performance Peer Group

NA

## COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
G. Michael Brown	Chairman	59	Male	10	Outside Related
David R. Jessick	Member	58	Male	6	Outside
Dominic DeMarco	Member	41	Male	1	Outside
Jennifer Holden Dunbar	Member	49	Female	8	Outside
Sandra N. Bane	Member	59	Female	10	Outside Related

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