



CBIZ, Inc.






CBZ NYSE

Business Support / Supplies

Market Capitalization USD:

\$333.86 mm

CONCERN LEVEL: HIGH

- 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 L. Gerard

Age: 67

CEO Since: 2000

	2009	2010	2011
Base Salary	\$675,000	\$675,000	\$675,000
Discretionary Bonus	\$179,810	\$185,625	\$168,500
Annual Cash Incentive	\$420,190	\$354,375	\$445,500
Benefits and Perquisites	\$265,321	\$294,812	\$300,765
TOTAL ANNUAL COMPENSATION	\$1,540,321	\$1,509,812	\$1,589,765
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$442,800	\$376,200	\$423,000
Stock Awards	\$308,000	\$270,000	\$489,060
TOTAL COMPENSATION	\$2,291,121	\$2,156,012	\$2,501,825
Median of Other Named Executive Officers Total Compensation	\$1,151,343	\$1,082,754	\$1,212,991
Value Realized on Exercise of Stock Option	\$0	\$60,245	\$106,520
Value Realized on Vesting of Stock	\$180,708	\$211,618	\$251,340
TOTAL REALIZED EQUITY COMPENSATION	\$180,708	\$271,863	\$357,860

Proxy Date: 5 Apr 2012

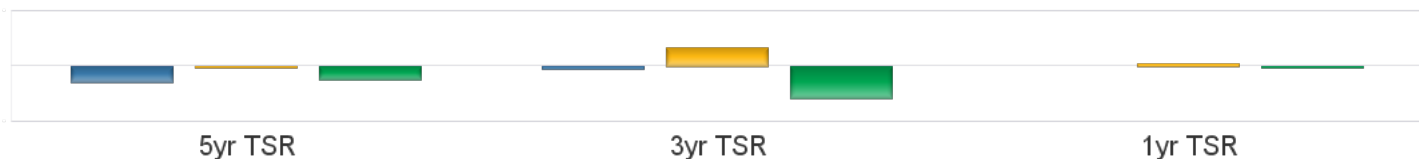
Annual Meeting Date: 10 May 2012

Equity Reserves: 22.17%

Stock Option Run Rate: 3.01%

Performance Comparison

■ S&P500 ■ Industry ■ CBZ



Peer Comparisons (TRBC) =Business Support / Supplies

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
CBZ	CBIZ, Inc.	\$2,291,121	\$2,156,012	\$2,501,825	\$333,857,709
MSA	Mine Safety Appliances Company	\$2,624,869	\$3,051,005	\$4,455,962	\$987,441,597
MWW	Monster Worldwide Inc.	\$2,783,599	\$8,869,000		\$927,514,266
LRN	K12 Inc.	\$1,731,530	\$2,677,804		\$909,031,427
PHH	PHH Corporation	\$3,857,357	\$1,755,736		\$905,797,865
UNF	UniFirst Corporation	\$915,903	\$21,370,201	\$701,695	\$899,851,067
HNI	HNI Corporation	\$2,846,663	\$3,989,669		\$858,483,083

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

Compensation Peer Group: Ingram Micro Inc., Iron Mountain, Inc., IHS Group, Automatic Data Processing, Inc., Protective Life Corporation, RehabCare Group, Inc., Pitney Bowes, Inc., Equifax Inc., ACI Worldwide, AMERIGROUP Corporation, Global Payments Inc., Blue Cross Blue Shield of AZ, Inc., Unisys Corporation, Deluxe Corporation, Indiana Farm Bureau Insurance, Fiserv, Inc., Erie Insurance Group, The MITRE Corporation, The Brink's Company, MoneyGram International, Inc., The ServiceMaster Company.

Company Peer Group: Towers Watson & Co., Viad Corp., ICF International Inc., Duke Realty Corp., Zebra Technologies Corp., Korn/Ferry International, Deluxe Corp., American Healthcare Services Inc., National Western Life, Erie Indemnity Co., Healthways Inc., Alliance Healthcare Services Inc., Moneygram International Inc., Navigant Consulting Inc., Resources Connection Inc., Brown & Brown, Inc., Hudson

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Joseph S. DiMartino	Chairman	68	Male	15	Outside Related
Benaree Pratt Wilev	Member	65	Female	4	Outside
Richard C. Rochon	Member	54	Male	16	Outside Related
Todd J. Slotkin	Member	59	Male	9	Outside