



**Dolan Company (The)****DM NYSE****Business Support / Supplies**

Market Capitalization USD:

\$274.89 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: James P. Dolan**Age: 62****CEO Since: 2003**

	2009	2010	2011
Base Salary	\$479,000	\$527,000	\$540,000
Discretionary Bonus	\$0	\$0	\$81,000
Annual Cash Incentive	\$500,076	\$260,959	\$0
Benefits and Perquisites	\$24,772	\$20,175	\$20,346
TOTAL ANNUAL COMPENSATION	\$1,003,848	\$808,134	\$641,346
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$470,040	\$421,677	\$403,920
Stock Awards	\$0	\$0	\$0
TOTAL COMPENSATION	\$1,473,888	\$1,229,811	\$1,045,266
Median of Other Named Executive Officers Total Compensation	\$642,900	\$713,089	\$502,472
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: 4 Apr 2012

Annual Meeting Date: 17 May 2012

Equity Reserves: 16.27%

Stock Option Run Rate: 1.50%

Dolan Company (The)

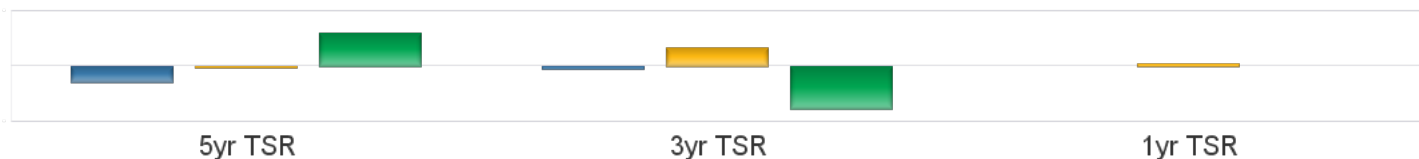
DM NYSE

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Performance Comparison

■ S&P500 ■ Industry ■ DM



Peer Comparisons (TRBC) =Business Support / Supplies

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
DM	Dolan Company (The)	\$1,473,888	\$1,229,811	\$1,045,266	\$274,886,807
SCS	Steelcase Inc.	\$1,756,593	\$2,240,371		\$821,366,459
EEFT	Euronet Worldwide, Inc.	\$3,727,296	\$2,565,935	\$3,808,909	\$807,235,580
PLXS	Plexus Corp.	\$2,744,922	\$4,333,740		\$801,478,806
HPY	Heartland Payment Systems, Inc.	\$7,171,998	\$6,306,950	\$4,466,424	\$773,457,682
MINI	Mobile Mini, Inc.	\$1,184,984	\$2,339,923		\$739,326,001
HURN	Huron Consulting Group, Inc.	\$2,338,091	\$3,633,027	\$2,704,655	\$704,959,551

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

Advent Software, Inc., AMREP Corporation, Bottomline Technologies, Inc., Cass Information Systems, Inc., Concur Technologies, Inc., Corporate Executive Board Company, CoStar Group, Inc., Courier Corp., Digital River, Inc., EasyLink Services International Corp., Epiq Systems, Inc., ExlService Holdings, Inc., FactSet Research Systems Inc., Hill International, Inc., Marchex, Inc., Morningstar, Inc., NIC Inc., Online Resources Corp., PRIMEDIA Inc., Solera Holdings, Inc., StarTek, Inc.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
John C. Berastrom	Chairman	51	Male	9	Outside
Arthur F. Kinasburv	Member	63	Male	4	Outside
Lauren Rich Fine	Member	52	Female	4	Outside

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