



EXECUTIVE PAY SCORECARDSM

Data & analysis provided by GMI-The Independent Leader in Corporate Governance and ESG&A

13 Feb 2012

ESSA Bancorp, Inc.


ESSA NASDAQ

Banks

Market Capitalization USD:

\$130.90 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: Gary S. Olson

Age: 57

CEO Since: 2006

	2009	2010	2011
Base Salary	\$252,273	\$268,011	\$277,569
Discretionary Bonus	\$153,155	\$94,902	\$115,441
Annual Cash Incentive	\$0	\$0	\$0
Benefits and Perquisites	\$49,726	\$54,930	\$42,606
TOTAL ANNUAL COMPENSATION	\$455,154	\$417,843	\$435,616
Increase in Post-Retirement Benefits	\$125,010	\$0	\$0
Stock Option Awards	\$0	\$0	\$0
Stock Awards	\$0	\$0	\$0
TOTAL COMPENSATION	\$1,087,468	\$417,843	\$435,616
Median of Other Named Executive Officers Total Compensation	\$450,586	\$198,031	\$203,789
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$359,989	\$334,728	\$305,651
TOTAL REALIZED EQUITY COMPENSATION	\$359,989	\$334,728	\$305,651

Proxy Date: 27 Jan 2012

Annual Meeting Date: 1 Mar 2012

Equity Reserves: 14.02%

Stock Option Run Rate: 0.00%

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ESSA Bancorp, Inc.

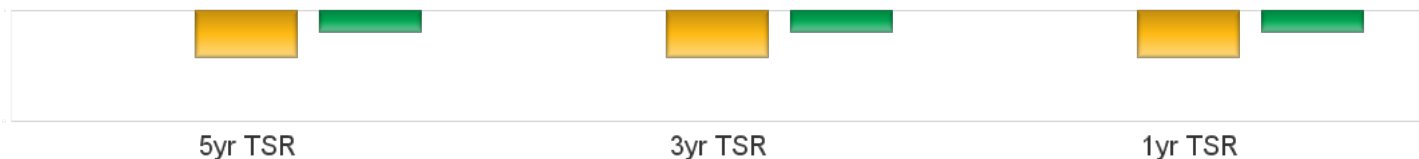
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Performance Comparison

■ vs S&P500 ■ vs Industry ■ ESSA



Peer Comparisons (TRBC) =Banks

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
ESSA	ESSA Bancorp, Inc.	\$1,087,468	\$417,843	\$435,616	\$130,898,077
BHLB	Berkshire Hills Bancorp, Inc.	\$916,683	\$1,285,740		\$390,250,191
FCF	First Commonwealth Financial Corporation	\$555,946	\$476,758		\$388,155,877
TMP	Tompkins Financial Corporation	\$1,043,548	\$895,276		\$387,548,028
BUSE	First Busey Corporation	\$465,328	\$718,571		\$376,694,892
SFNC	Simmons First National Corporation	\$843,508	\$1,349,613		\$376,468,417
PNFP	Pinnacle Financial Partners, Inc.	\$1,200,775	\$1,061,842		\$373,473,045

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

Market-based industry salary data, including the L.R. Webber Associates, Inc. Pennsylvania Salary/Benefits Survey and the American Bankers' Association Compensation and Benefits Survey. The L.R. Webber Associates, Inc. survey compares the Company to financial institutions of similar asset size and type in Pennsylvania. The American Bankers' Association survey compares the Company to financial institutions of similar asset size, ownership type and charter type in Pennsylvania, New York, New Jersey, Delaware, Maryland, Virginia and the District of Columbia.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
William P. Douglass	Chairman	70	Male	6	Outside
Elizabeth B. Weekes	Member	52	Female	6	Outside
Frederick E. Kutteroff	Member	68	Male	6	Outside
John S. Schnoover	Member	70	Male	6	Outside
William A. Viechnicki	Member	67	Male	6	Outside