



Hibbett Sports, Inc.


HIBB NASDAQ

Retail - Apparel / Accessories

Market Capitalization USD:

\$909.38 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: Jeffrey O. Rosenthal

Age: 54

CEO Since: 2010

	2009	2010	2011
Base Salary	\$525,000	\$541,000	\$420,000
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$590,625	\$595,100	\$420,000
Benefits and Perquisites	\$6,331	\$16,749	\$10,625
TOTAL ANNUAL COMPENSATION	\$1,121,956	\$1,152,849	\$850,625
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$199,584	\$459,295	\$0
Stock Awards	\$447,900	\$541,200	\$400,128
TOTAL COMPENSATION	\$1,637,223	\$2,153,344	\$1,250,753
Median of Other Named Executive Officers Total Compensation	\$820,451	\$820,451	\$996,674
Value Realized on Exercise of Stock Option	\$0	\$513,812	\$1,047,310
Value Realized on Vesting of Stock	\$361,797	\$92,400	\$188,870
TOTAL REALIZED EQUITY COMPENSATION	\$361,797	\$606,212	\$1,236,180

Proxy Date: 24 Apr 2012

Annual Meeting Date: 24 May 2012

Equity Reserves: 12.36%

Stock Option Run Rate: 0.14%

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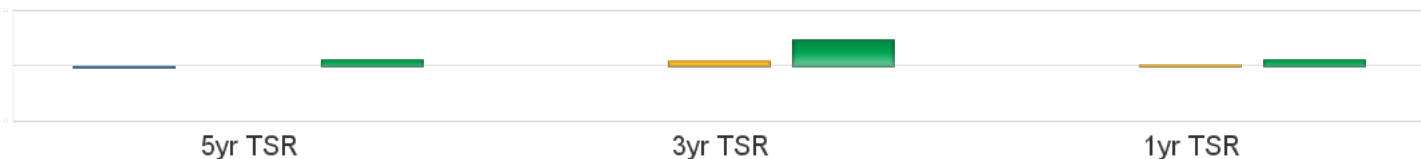
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Performance Comparison

■ S&P500 ■ Industry ■ HIBB



Peer Comparisons (TRBC) =Retail - Apparel / Accessories

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
HIBB	Hibbett Sports, Inc.	\$1,637,223	\$2,153,344	\$1,250,753	\$909,377,839
GES	Guess?, Inc.	\$15,220,426	\$9,799,620		\$2,643,234,849
AEO	American Eagle Outfitters, Inc.	\$17,946,755	\$9,214,977		\$2,284,241,970
ASNA	Ascena Retail Group, Inc.	\$1,932,613	\$6,747,800		\$2,097,196,302
CHS	Chico's FAS, Inc.	\$4,254,305	\$3,767,788		\$1,968,133,540
BKE	Buckle, Inc. (The)	\$7,631,297	\$5,272,297		\$1,821,208,110
DSW	DSW Inc.	\$3,966,372	\$5,161,217		\$1,815,601,427

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

Big 5 Sporting Goods Corp., Finish Line, Inc., Shoe Carnival, Inc., Books-A-Million, Inc., Footlocker, Inc., Sport Chalet, Inc., Brown Shoe Co., Inc., Genesco, Inc., Stage Stores, Inc., Dicks Sporting Goods, Inc., Hastings Entertainment, Inc., Urban Outfitters, Inc., DSW, Inc., Kirkland's, Inc.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Ralph T. Parks	Chairman	66	Male	10	Outside Related
Albert C. Johnson	Member	67	Male	4	Outside
Alton E. Yother	Member	59	Male	8	Outside
Carl T. Kirkland	Member	70	Male	15	Outside Related
Jane F. Aqgers	Member	64	Female	2	Outside
Thomas A. Saunders	Member	75	Male	17	Outside Related

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