

# GMI EXECUTIVE PAY SCORECARD<sup>SM</sup>

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

18 Jan 2012

## Home Federal Bancorp, Inc.





HOME NASDAQ

Banks

Market Capitalization USD:

**\$126.62 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: Len E. Williams**

**Age: 52**

**CEO Since: 2008**

	2009	2010	2011
<b>Base Salary</b>	\$245,000	\$253,333	\$275,833
<b>Discretionary Bonus</b>	\$183,750	\$0	\$0
<b>Annual Cash Incentive</b>	\$0	\$0	\$51,719
<b>Benefits and Perquisites</b>	\$68,659	\$77,159	\$47,191
<b>TOTAL ANNUAL COMPENSATION</b>	<b>\$497,409</b>	<b>\$330,492</b>	<b>\$374,743</b>
<b>Increase in Post-Retirement Benefits</b>	\$66,826	\$80,763	\$82,020
<b>Stock Option Awards</b>	\$397,670	\$0	\$0
<b>Stock Awards</b>	\$497,670	\$0	\$0
<b>TOTAL COMPENSATION</b>	<b>\$762,296</b>	<b>\$411,255</b>	<b>\$456,763</b>
<b>Median of Other Named Executive Officers Total Compensation</b>	\$348,348	\$248,415	\$281,229
<b>Value Realized on Exercise of Stock Option</b>	\$0	\$0	\$0
<b>Value Realized on Vesting of Stock</b>	\$40,896	\$210,269	\$208,209
<b>TOTAL REALIZED EQUITY COMPENSATION</b>	<b>\$40,896</b>	<b>\$210,269</b>	<b>\$208,209</b>

Proxy Date: 16 Dec 2011

Annual Meeting Date: 24 Jan 2012

Equity Reserves: 10.75%

Stock Option Run Rate: 1.25%

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# Home Federal Bancorp, Inc.

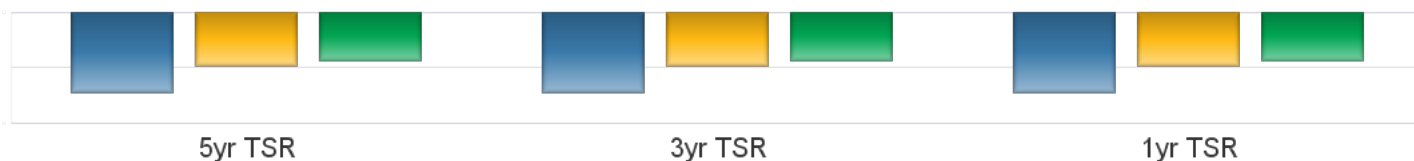
HOME NASDAQ

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## Performance Comparison

■ vs S&P500   ■ vs Industry   ■ HOME



## Peer Comparisons (TRBC) =Banks

### Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
HOME	Home Federal Bancorp, Inc.	\$762,296	\$411,255	\$456,763	\$126,619,219
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
RBCAA	Republic Bancorp, Inc.	\$484,842	\$471,389		\$371,103,451
THFF	First Financial Corporation	\$1,526,314	\$1,414,815		\$361,801,341
CTBI	Community Trust Bancorp, Inc.	\$562,415	\$643,312		\$359,020,264

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

Sierra Bancorp, PremierWest Bancorp, Provident Financial Holdings, Inc., Heritage Financial Corp., Washington Banking Company, Preferred Bank, Pacific Continental Corporation, Cascade Bancorp, Bank of Marin Bancorp, TriCo Bancshares, First California Financial Group, Inc., First Financial Northwest, Inc, West Coast Bancorp, Heritage Commerce Corp

### Performance Peer Group

NA

## COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Robert A. Tinstman	Chairman	65	Male	13	Outside
Brad J. Little	Member	57	Male	3	Outside
James R. Stamev	Member	68	Male	11	Outside
N. Charles Hedemark	Member	69	Male	29	Outside

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