



**Home Properties, Inc.**


**HME NASDAQ**

**REIT - Residential / Commercial**

Market Capitalization USD:

**\$2,726.46 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: Edward J. Pettinella**

**Age: 60**

**CEO Since: 2004**

	2009	2010	2011
<b>Base Salary</b>	\$550,000	\$550,000	\$550,000
<b>Discretionary Bonus</b>	\$0	\$0	\$0
<b>Annual Cash Incentive</b>	\$346,071	\$463,335	\$894,630
<b>Benefits and Perquisites</b>	\$100,124	\$110,258	\$129,438
<b>TOTAL ANNUAL COMPENSATION</b>	<b>\$996,195</b>	<b>\$1,123,593</b>	<b>\$1,574,068</b>
<b>Increase in Post-Retirement Benefits</b>	\$0	\$0	\$0
<b>Stock Option Awards</b>	\$593,996	\$329,999	\$412,497
<b>Stock Awards</b>	\$725,969	\$1,089,993	\$1,237,454
<b>TOTAL COMPENSATION</b>	<b>\$2,316,160</b>	<b>\$2,543,585</b>	<b>\$3,224,019</b>
<b>Median of Other Named Executive Officers Total Compensation</b>	\$796,529	\$874,304	\$1,181,061
<b>Value Realized on Exercise of Stock Option</b>	\$0	\$2,856,621	\$1,530,500
<b>Value Realized on Vesting of Stock</b>	\$370,313	\$664,066	\$1,006,658
<b>TOTAL REALIZED EQUITY COMPENSATION</b>	<b>\$370,313</b>	<b>\$3,520,687</b>	<b>\$2,537,158</b>

**Proxy Date:** 29 Mar 2012

**Annual Meeting Date:** 1 May 2012

**Equity Reserves:** 13.57%

**Stock Option Run Rate:** 0.34%

# Home Properties, Inc.

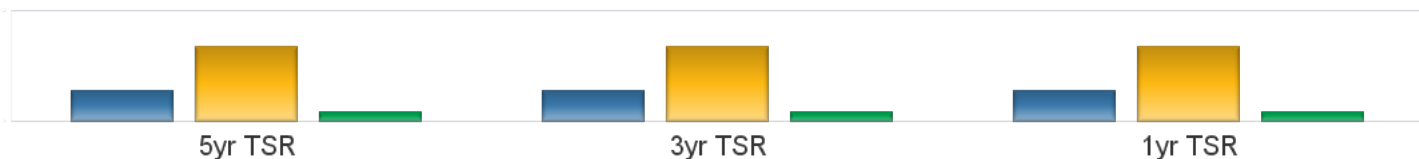
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## Performance Comparison

■ vs S&P500    ■ vs Industry    ■ HME



## Peer Comparisons (TRBC) =REIT - Residential / Commercial

### Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
<b>HME</b>	<b>Home Properties, Inc.</b>	<b>\$2,316,160</b>	<b>\$2,543,585</b>	<b>\$3,224,019</b>	<b>\$2,726,464,216</b>
KIM	Kimco Realty Corporation	\$1,824,572	\$2,381,272	\$4,033,226	\$6,116,955,001
MAC	Macerich Company (The)	\$5,817,791	\$8,987,393		\$6,094,853,730
DLR	Digital Realty Trust, Inc.	\$3,660,674	\$5,042,510	\$5,357,687	\$5,548,718,760
FRT	Federal Realty Investment Trust	\$3,511,010	\$9,762,492		\$5,175,830,263
SLG	SL Green Realty Corp.	\$11,414,951	\$24,840,351		\$5,169,829,180
UDR	UDR, Inc.	\$3,855,753	\$8,651,734		\$4,850,421,546

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

Apartment Investment & Management Company, Associated Estates Realty Corporation, AvalonBay Communities, Inc., BRE Properties, Inc., Camden Property Trust, Colonial Properties Trust, Equity Residential, Essex Property Trust, Inc., Mid-America Apartment Communities, Inc., Post Properties, Inc., UDR, Inc.

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## COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Leonard F. Helbig	Chairman	66	Male	18	Outside Related
Charles John Koch	Member	65	Male	2	Outside
Clifford W. Smith	Member	65	Male	18	Outside Related
Thomas P. Lydon	Member	63	Male	1	Outside

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