



Hudson Highland Group, Inc.





HHGP NASDAQ

Business Support / Supplies

Market Capitalization USD:

\$112.15 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: Manuel Marquez

Age: 53

CEO Since: 2011

	2009	2010	2011
Base Salary	\$500,000	\$500,000	\$377,308
Discretionary Bonus	\$0	\$0	\$539,577
Annual Cash Incentive	\$0	\$667,000	\$40,070
Benefits and Perquisites	\$0	\$0	\$333,519
TOTAL ANNUAL COMPENSATION	\$500,000	\$1,167,000	\$1,290,474
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$0	\$0	\$1,401,480
Stock Awards	\$7,200	\$341,250	\$518,000
TOTAL COMPENSATION	\$507,200	\$1,508,250	\$3,209,954
Median of Other Named Executive Officers Total Compensation	\$300,157	\$584,813	\$655,440
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$41,828	\$0	\$0
TOTAL REALIZED EQUITY COMPENSATION	\$41,828	\$0	\$0

Proxy Date: 16 Mar 2012

Annual Meeting Date: 26 Apr 2012

Equity Reserves: 17.55%

Stock Option Run Rate: 1.23%

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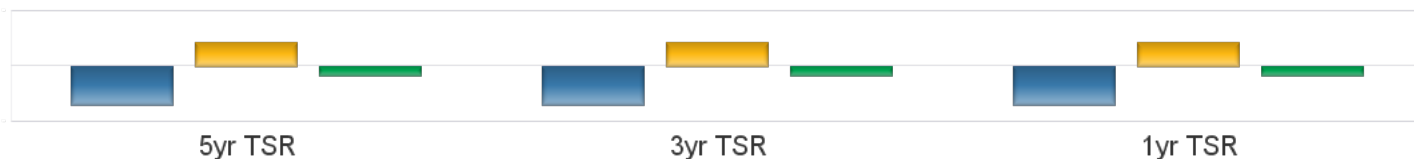
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Performance Comparison

■ vs S&P500 ■ vs Industry ■ HHGP



Peer Comparisons (TRBC) =Business Support / Supplies

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
HHGP	Hudson Highland Group, Inc.	\$507,200	\$1,508,250	\$3,209,954	\$112,145,497
UTI	Universal Technical Institute, Inc.	\$1,629,791	\$2,248,720	\$2,722,021	\$334,026,557
CBZ	CBIZ, Inc.	\$2,291,121	\$2,156,012		\$333,857,709
ELRC	Electro Rent Corporation	\$659,105	\$666,675		\$331,171,823
ES	EnergySolutions, Inc.	\$797,635	\$2,612,971		\$313,392,732
SFE	Safeguard Scientifics, Inc.	\$1,970,862	\$2,037,574		\$310,278,750
HSII	Heidrick & Struggles International, Inc.	\$1,948,596	\$1,890,811		\$293,452,816

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

Pay Governance used two groups of comparator companies for the positions of chief executive officer and chief financial officer. The first group of companies, all of which were U.S.-based publicly traded staffing companies, consisted of CDI Corp., Ciber, Inc., Kelly Services, Inc., Kforce, Inc., On Assignment, Inc., Resources Connection, Inc., Robert Half International, Inc. and SFN Group, Inc. In weighing the relevance of a particular comparator company, the Compensation Committee considered the size and business mix of each comparator in relationship to our company. For the second group of companies, Pay Governance used survey data from a database of approximately 110 consolidated professional and general business service firms. For the positions other than chief executive officer and chief financial officer, Pay Governance used survey data from the same database of consolidated professional and general business service firms. The data was adjusted for annual revenue size

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Jennifer Lainq	Chairman	65	Female	9	Outside
David G. Offensend	Member	58	Male	9	Outside
John J. Halev	Member	62	Male	9	Outside

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