



Insperity, Inc.



NSP NYSE

Business Support / Supplies

Market Capitalization USD:

\$588.88 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: Paul J. Sarvadi

Age: 55

CEO Since: 1989

	2009	2010	2011
Base Salary	\$683,800	\$683,800	\$766,000
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$557,981	\$1,312,896	\$858,824
Benefits and Perquisites	\$421,637	\$435,017	\$416,193
TOTAL ANNUAL COMPENSATION	\$1,663,418	\$2,431,713	\$2,041,017
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$0	\$0	\$0
Stock Awards	\$776,718	\$782,000	\$1,236,900
TOTAL COMPENSATION	\$2,440,136	\$3,213,713	\$3,277,917
Median of Other Named Executive Officers Total Compensation	\$1,439,448	\$1,532,922	\$1,583,436
Value Realized on Exercise of Stock Option	\$0	\$434,523	\$30,063
Value Realized on Vesting of Stock	\$464,449	\$600,683	\$1,113,760
TOTAL REALIZED EQUITY COMPENSATION	\$464,449	\$1,035,206	\$1,143,823

Proxy Date: 29 Mar 2012

Annual Meeting Date: 15 May 2012

Equity Reserves: 9.72%

Stock Option Run Rate: 0.06%

Insperty, Inc.

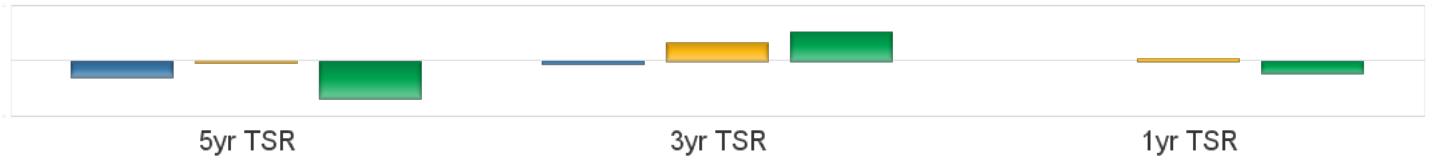
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Performance Comparison

■ S&P500 ■ Industry ■ NSP



Peer Comparisons (TRBC) =Business Support / Supplies

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
NSP	Insperty, Inc.	\$2,440,136	\$3,213,713	\$3,277,917	\$588,877,622
ACTG	Acacia Research Corporation	\$789,696	\$1,255,154	\$4,385,488	\$1,543,000,565
FCN	FTI Consulting, Inc.	\$3,851,456	\$3,592,007		\$1,529,647,758
WXS	Wright Express Corporation	\$2,901,346	\$4,239,654	\$2,668,455	\$1,469,943,734
BRC	Brady Corporation	\$1,831,916	\$3,957,797		\$1,395,047,923
WOOF	VCA Antech, Inc.	\$1,861,929	\$5,266,314		\$1,383,794,364
DFT	DuPont Fabros Technology, Inc.	\$2,050,529	\$3,002,250		\$1,229,551,068

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

Automatic Data Processing, Inc., CBIZ, Inc., Cognizant Technology Solutions Corporation, Convergys Corporation, Concur Technologies, Inc., Genpact Limited, Korn/Ferry International, Paychex, Inc., Resources Connection, Inc., salesforce.com, inc., SFN Group, Inc., Towers Watson & Company and The Ultimate Software Group, Inc.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Eli Jones	Chairman	50	Male	8	Outside
Gregory E. Petsch	Member	61	Male	10	Outside Related
Jack M. Fields	Member	60	Male	15	Outside Related