

GMI EXECUTIVE PAY SCORECARDSM

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

21 Feb 2012

ABM Industries Incorporated



ABM NYSE

Business Support / Supplies

Market Capitalization USD:

\$1,014.92 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: Henrik C. Slipsager

Age: 57

CEO Since: 2000

	2009	2010	2011
Base Salary	\$765,000	\$805,000	\$833,325
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$1,050,000	\$1,008,000	\$879,260
Benefits and Perquisites	\$47,317	\$21,535	\$9,800
TOTAL ANNUAL COMPENSATION	\$1,862,317	\$1,834,535	\$1,722,385
Increase in Post-Retirement Benefits	\$106,414	\$87,576	\$44,210
Stock Option Awards	\$161,157	\$382,499	\$406,495
Stock Awards	\$573,731	\$1,131,722	\$1,197,311
TOTAL COMPENSATION	\$3,126,296	\$3,436,332	\$3,370,401
Median of Other Named Executive Officers Total Compensation	\$1,067,382	\$2,033,811	\$1,785,726
Value Realized on Exercise of Stock Option	\$0	\$356,668	\$629,233
Value Realized on Vesting of Stock	\$118,209	\$540,646	\$343,385
TOTAL REALIZED EQUITY COMPENSATION	\$118,209	\$897,314	\$972,618

Proxy Date: 6 Feb 2012

Annual Meeting Date: 6 Mar 2012

Equity Reserves: 16.63%

Stock Option Run Rate: 0.96%

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ABM Industries Incorporated

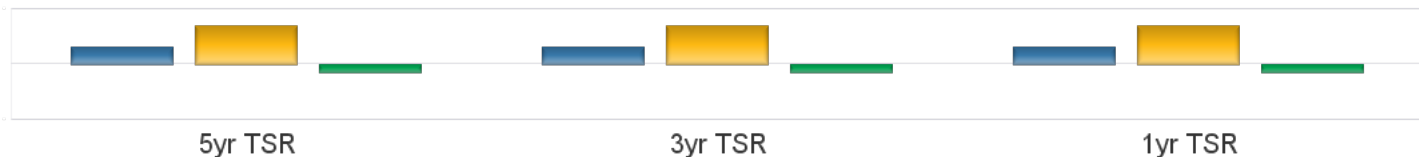
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Performance Comparison

■ vs S&P500 ■ vs Industry ■ ABM



Peer Comparisons (TRBC) =Business Support / Supplies

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
ABM	ABM Industries Incorporated	\$3,126,296	\$3,436,332	\$3,370,401	\$1,014,919,955
MAN	Manpower Inc.	\$5,358,568	\$8,741,698		\$2,754,493,391
ROL	Rollins, Inc.	\$3,049,685	\$3,317,413		\$2,748,581,136
AVY	Avery Dennison Corporation	\$8,058,747	\$12,143,665	\$7,272,334	\$2,657,341,643
CXW	Corrections Corporation of America	\$1,649,637	\$3,266,387		\$2,431,830,519
BAH	Booz Allen Hamilton Holding Corporation				\$1,940,434,999
ACTG	Acacia Research Corporation	\$789,696	\$1,255,154		\$1,543,000,565

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

Arkansas Best Corp., Fiserv Inc., Rent-A-Center, Inc., Brinker International Inc., G&K Services, Inc., Republic Services Inc., Brinks Co., Hub Group Inc., Robert Half Intl., C. H. Robinson Worldwide, Iron Mountain, Rollins Inc., Cintas Corp., J B Transport Services, Spherion Corp., Convergys Corp., Johnson Controls, Standard Parking, Con-Way Inc., Kelly Services, URS Corp., Corrections Corp. America, Manpower Inc., Werner Enterprises, Emcor Group Inc.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Linda L. Chavez	Chairman	64	Female	15	Outside
Daniel T. Bane	Member	64	Male	4	Outside
Marvellen C. Herrinaer	Member	68	Female	19	Outside

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