



Advisory Board Company (The)



ABCO NASDAQ

Business Support / Supplies

Market Capitalization USD:

\$1,045.38 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: Robert W. Musslewhite

Age: 42

CEO Since: 2008

	2009	2010	2011
Base Salary	\$458,333	\$500,000	\$556,250
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$180,000	\$512,000	\$897,000
Benefits and Perquisites	\$6,615	\$2,731	\$8,740
TOTAL ANNUAL COMPENSATION	\$644,948	\$1,014,731	\$1,461,990
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$530,498	\$882,600	\$700,003
Stock Awards	\$144,084	\$0	\$1,050,031
TOTAL COMPENSATION	\$1,319,530	\$1,897,331	\$3,212,024
Median of Other Named Executive Officers Total Compensation	\$1,037,713	\$1,037,713	\$1,358,604
Value Realized on Exercise of Stock Option	\$0	\$0	\$2,811,157
Value Realized on Vesting of Stock	\$12,460	\$100,538	\$878,116
TOTAL REALIZED EQUITY COMPENSATION	\$12,460	\$100,538	\$3,689,273

Proxy Date: 26 Jul 2012

Annual Meeting Date: 11 Sep 2012

Equity Reserves: 28.12%

Stock Option Run Rate: 1.49%

Advisory Board Company (The)

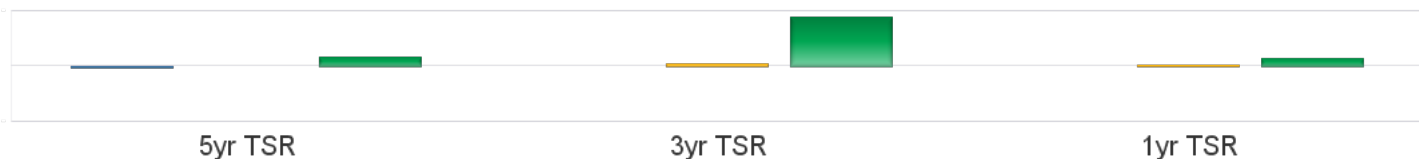
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Performance Comparison

■ S&P500 ■ Industry ■ ABCO



Peer Comparisons (TRBC) =Business Support / Supplies

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
ABCO	Advisory Board Company (The)	\$1,319,530	\$1,897,331	\$3,212,024	\$1,045,380,966
RHI	Robert Half International Inc.	\$7,061,886	\$9,615,927	\$9,991,022	\$3,115,743,422
MAN	Manpower Inc.	\$5,358,568	\$8,741,698	\$10,952,171	\$2,754,493,391
ROL	Rollins, Inc.	\$3,049,685	\$3,317,413	\$3,265,780	\$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	\$1,734,793	\$2,431,830,519
BAH	Booz Allen Hamilton Holding Corporation			\$3,106,476	\$1,940,434,999

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

Accretive Health, Inc., Healthways, Inc., Allscripts Healthcare Solutions, Inc., Huron Consulting Group Inc., athenahealth, Inc., K12 Inc., Blackbaud, Inc., Maximus, Inc., Computer Programs and Systems, Inc., MedAssets, Inc., The Corporate Executive Board Company, Navigant Consulting, Inc., CoStar Group, Inc., Quality Systems, Inc., Exponent, Inc., WebMD Health Corp., Forrester Research, Inc.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Peter J. Grua	Chairman	58	Male	5	Outside
Kelt Kindick	Member	57	Male	11	Outside Related
Leon D. Shapiro	Member	53	Male	8	Outside

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