



**Ameresco, Inc.****ARMC NYSE****Engineering / Construction**

Market Capitalization USD:

\$437.60 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: George P. Sakellaris**Age: 65****CEO Since: 2000**

	2009	2010	2011
Base Salary		\$500,000	\$500,000
Discretionary Bonus		\$200,000	\$0
Annual Cash Incentive		\$0	\$0
Benefits and Perquisites		\$26,404	\$17,379
TOTAL ANNUAL COMPENSATION		\$726,404	\$517,379
Increase in Post-Retirement Benefits		\$0	\$0
Stock Option Awards		\$0	\$0
Stock Awards		\$0	\$0
TOTAL COMPENSATION		\$726,404	\$517,379
Median of Other Named Executive Officers Total Compensation		\$724,667	\$1,522,647
Value Realized on Exercise of Stock Option		\$0	\$0
Value Realized on Vesting of Stock		\$0	\$0
TOTAL REALIZED EQUITY COMPENSATION		\$0	\$0

Proxy Date: 30 Apr 2012

Annual Meeting Date: 31 May 2012

Equity Reserves: 34.38%

Stock Option Run Rate: 1.49%

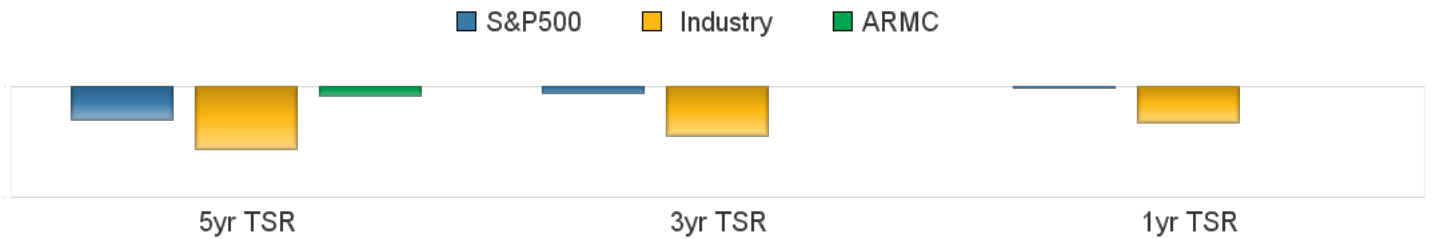
Ameresco, Inc.

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Performance Comparison



Peer Comparisons (TRBC) =Engineering / Construction

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
ARMC	Ameresco, Inc.		\$726,404	\$517,379	\$437,599,277
HII	Huntington Ingalls Industries, Inc.			\$12,908,477	\$1,187,359,399
ORA	Ormat Technologies, Inc.	\$767,950	\$483,464	\$224,936	\$730,528,646
GVA	Granite Construction Incorporated	\$2,552,523	\$1,666,698	\$1,759,168	\$725,871,825
TPC	Tutor Perini Corporation	\$11,897,890	\$9,001,900	\$10,471,900	\$543,317,334
PRIM	Primoris Services Corporation	\$862,981	\$779,553	\$848,413	\$534,078,520
DY	Dycom Industries, Inc.	\$1,675,426	\$1,911,576		\$512,420,179

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

NA

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Joseph W. Sutton	Chairman	64	Male	10	Outside Related
Douglas I. Fov	Member	65	Male	2	Outside
Michael E. Jesanis	Member	55	Male	2	Outside

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