



Basic Energy Services, Inc.


BAS NYSE

Oil Related Services / Equipment

Market Capitalization USD:

\$600.78 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: Kenneth V. Huseman

Age: 59

CEO Since: 1999

	2009	2010	2011
Base Salary	\$510,008	\$543,654	\$694,231
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$0	\$390,000	\$470,000
Benefits and Perquisites	\$9,800	\$1,200	\$11,000
TOTAL ANNUAL COMPENSATION	\$519,808	\$934,854	\$1,175,231
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$0	\$0	\$0
Stock Awards	\$894,431	\$1,545,605	\$2,906,710
TOTAL COMPENSATION	\$1,414,239	\$2,480,459	\$4,081,941
Median of Other Named Executive Officers Total Compensation	\$489,590	\$730,686	\$1,233,980
Value Realized on Exercise of Stock Option	\$0	\$0	\$4,490,536
Value Realized on Vesting of Stock	\$7,825	\$189,000	\$841,982
TOTAL REALIZED EQUITY COMPENSATION	\$7,825	\$189,000	\$5,332,518

Proxy Date: 20 Apr 2012

Annual Meeting Date: 23 May 2012

Equity Reserves: 7.27%

Stock Option Run Rate: 0.00%

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Performance Comparison

■ S&P500 ■ Industry ■ BAS



Peer Comparisons (TRBC) =Oil Related Services / Equipment

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
BAS	Basic Energy Services, Inc.	\$1,414,239	\$2,480,459	\$4,081,941	\$600,780,904
CKH	SEACOR Holdings Inc.	\$6,483,767	\$9,868,170		\$1,739,987,428
LUFK	Lufkin Industries, Inc.	\$1,543,450	\$2,604,714	\$6,998,831	\$1,621,082,291
BRS	Bristow Group Inc.	\$3,998,753	\$4,348,300		\$1,551,402,628
CPX	Complete Production Services, Inc.	\$2,469,952	\$4,580,076		\$1,494,564,304
HLX	Helix Energy Solutions Group, Inc.	\$4,706,125	\$4,001,116	\$5,106,125	\$1,387,862,155
KEG	Key Energy Services, Inc.	\$2,420,366	\$5,618,049	\$6,461,758	\$1,357,984,532

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

Allis-Chalmers Energy, Bronco Drilling, Complete Production Services, Hercules Offshore, Key Energy Services, Newpark Resources, Oil States International, Patterson-UTI Energy, Pioneer Drilling, RPC, Superior Energy Services, Tetra Technologies, and Unit Corp.

Performance Peer Group

Bronco Drilling Company, Inc.; Complete Production Services, Inc.; Hercules Offshore, Inc.; Key Energy Services, Inc.; Natural Gas Services Group, Inc.; Oil States International, Inc.; Patterson-UTI Energy, Inc.; Pioneer Drilling Co.; Superior Energy Services, Inc.; Team, Inc.; Tesco Corp.; Tetra Technologies, Inc.; and Union Drilling, Inc

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
William E. Chiles	Chairman	63	Male	9	Outside
Antonio Garza	Member	52	Male	3	Outside
James S. D'Agostino	Member	65	Male	8	Outside

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