




**Best Buy Co., Inc.****BBY NYSE****Retail - Computers / Electronics**

Market Capitalization USD:

\$8,441.48 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 L. Mikan**Age: 41****CEO Since: 2012**

	2009	2010	2011
Base Salary	\$1,247,311	\$961,541	\$1,121,154
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$0	\$2,996,009	\$0
Benefits and Perquisites	\$15,869	\$54,510	\$55,532
TOTAL ANNUAL COMPENSATION	\$1,263,180	\$4,012,060	\$1,176,686
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$0	\$6,220,000	\$2,265,594
Stock Awards	\$0	\$0	\$3,632,679
TOTAL COMPENSATION	\$1,898,448	\$10,232,060	\$7,074,959
Median of Other Named Executive Officers Total Compensation	\$3,688,196	\$3,688,196	\$3,449,064
Value Realized on Exercise of Stock Option	\$6,633,978	\$302,738	\$263,758
Value Realized on Vesting of Stock	\$855,320	\$0	\$0
TOTAL REALIZED EQUITY COMPENSATION	\$7,489,298	\$302,738	\$263,758

Proxy Date: 9 May 2012

Annual Meeting Date: 21 Jun 2012

Equity Reserves: 20.51%

Stock Option Run Rate: 1.16%

Best Buy Co., Inc.

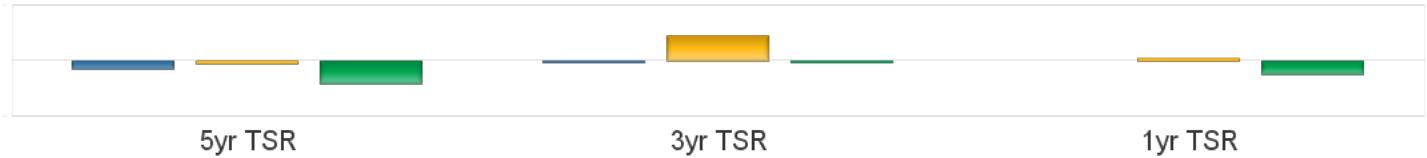
BBY NYSE

Retail - Computers / Electronics

Market Capitalization USD: **\$8,441.48 mm**

Performance Comparison

■ S&P500 ■ Industry ■ BBY



Peer Comparisons (TRBC) = Cyclical Consumer Goods / Services

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
BBY	Best Buy Co., Inc.	\$1,898,448	\$10,232,060	\$7,074,959	\$8,441,482,936
JWN	Nordstrom, Inc.	\$4,340,209	\$5,951,085	\$5,995,829	\$9,712,040,605
OMC	Omnicom Group Inc.	\$7,884,598	\$10,768,846	\$15,420,537	\$10,295,785,320
ORLY	O'Reilly Automotive, Inc.	\$3,541,095	\$4,896,696	\$3,696,252	\$9,057,934,394
GME	GameStop Corp.	\$4,313,153	\$5,271,951	\$5,875,380	\$3,212,719,540
HST	Host Hotels & Resorts, Inc.	\$4,632,913	\$7,538,424	\$9,920,909	\$7,725,197,921
MGM	MGM Resorts International	\$13,752,443	\$9,775,903	\$9,933,557	\$4,539,436,522

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

Amazon.com, Inc., Harley-Davidson, Inc., The TJX Companies, Inc., Apple Inc., Lowe's Companies Inc., Wal-Mart Stores Inc., Costco Wholesale Corporation, Nordstrom Inc., Walgreen Co., Dell Inc., Staples, Inc., Walt Disney Co., eBay Inc., Starbucks Corporation, Whole Foods Market, Inc., FedEx Corporation, Target Corp., Yahoo! Inc.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Ronald James	Chairman	61	Male	8	Outside
Hatim A. Tvabii	Member	67	Male	14	Outside Related
Kathv Hiaains Victor	Member	55	Female	13	Outside Related

This report is for informational purposes only, and should not be considered a solicitation to buy or sell any security. Thomson Reuters Business Classification (TRBC) is a global industry classification system that is owned and operated by Thomson Reuters and has been licensed for use by GMI Ratings.

COPYRIGHT 2012 | GMI Ratings | ALL RIGHTS RESERVED