



Bryn Mawr Bank Corporation

BMTC NASDAQ

Banks

Market Capitalization USD:

\$214.57 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: Frederick C. Peters

Age: 62

CEO Since: 2001

	2009	2010	2011
Base Salary	\$363,315	\$370,369	\$390,000
Discretionary Bonus	\$100,000	\$135,000	\$200,000
Annual Cash Incentive	\$0	\$0	\$0
Benefits and Perquisites	\$32,416	\$32,827	\$48,058
TOTAL ANNUAL COMPENSATION	\$495,731	\$538,196	\$638,058
Increase in Post-Retirement Benefits	\$116,708	\$180,149	\$293,611
Stock Option Awards	\$101,660	\$0	\$0
Stock Awards	\$0	\$95,147	\$344,491
TOTAL COMPENSATION	\$714,099	\$813,492	\$1,276,160
Median of Other Named Executive Officers Total Compensation	\$428,498	\$424,972	\$596,294
Value Realized on Exercise of Stock Option	\$0	\$0	\$245,000
Value Realized on Vesting of Stock	\$0	\$0	\$0
TOTAL REALIZED EQUITY COMPENSATION	\$0	\$0	\$245,000

Proxy Date: 30 Mar 2012

Annual Meeting Date: 2 May 2012

Equity Reserves: 9.38%

Stock Option Run Rate: 0.08%

Bryn Mawr Bank Corporation

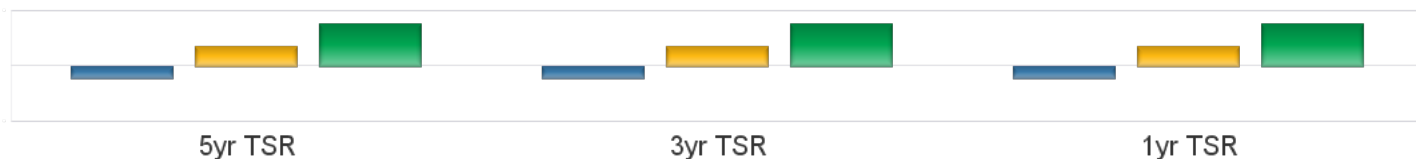
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Performance Comparison

■ vs S&P500 ■ vs Industry ■ BMTC



Peer Comparisons (TRBC) =Banks

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
BMTC	Bryn Mawr Bank Corporation	\$714,099	\$813,492	\$1,276,160	\$214,570,116
NBTB	NBT Bancorp Inc.	\$2,299,459	\$2,990,727	\$4,509,376	\$625,525,586
HOMB	Home BancShares, Inc.	\$1,025,614	\$905,789	\$866,825	\$604,856,768
BNCL	Beneficial Mutual Bancorp, Inc.	\$955,088	\$744,482		\$601,345,769
KRNY	Kearny Financial Corp.	\$2,513,689	\$1,307,971		\$598,898,251
COLB	Columbia Banking System, Inc.	\$747,460	\$1,003,191	\$1,138,875	\$565,592,214
NFBK	Northfield Bancorp, Inc.	\$3,951,684	\$937,048		\$560,137,768

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

Nasdaq Community Bank Index

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Andrea F. Gilbert	Chairman	58	Female	8	Outside
B. Lovall Tavlör	Member	64	Male	26	Outside Related
David E. Lees	Member	51	Male	7	Outside
Wendell F. Holland	Member	60	Male	15	Outside Related

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