

GMI EXECUTIVE PAY SCORECARDSM

Data & analysis provided by GMI-The Independent Leader in Corporate Governance and ESG&A

18 Jan 2012

Dawson Geophysical Company



DWSN NASDAQ

Oil Related Services / Equipment

Market Capitalization USD:

\$186.54 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: Stephen C. Jumper

Age: 50

CEO Since: 2006

	2009	2010	2011
Base Salary	\$350,000	\$350,000	\$393,077
Discretionary Bonus	\$21,220	\$0	\$0
Annual Cash Incentive	\$0	\$0	\$0
Benefits and Perquisites	\$18,090	\$31,818	\$19,134
TOTAL ANNUAL COMPENSATION	\$389,310	\$381,818	\$412,211
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$283,650	\$0	\$0
Stock Awards	\$0	\$233,000	\$0
TOTAL COMPENSATION	\$522,155	\$614,818	\$412,211
Median of Other Named Executive Officers Total Compensation	\$315,037	\$324,564	\$240,218
Value Realized on Exercise of Stock Option	\$80,488	\$0	\$0
Value Realized on Vesting of Stock	\$0	\$155,940	\$102,660
TOTAL REALIZED EQUITY COMPENSATION	\$80,488	\$155,940	\$102,660

Proxy Date: 16 Dec 2011

Annual Meeting Date: 24 Jan 2012

Equity Reserves: 7.57%

Stock Option Run Rate: 0.64%

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Dawson Geophysical Company

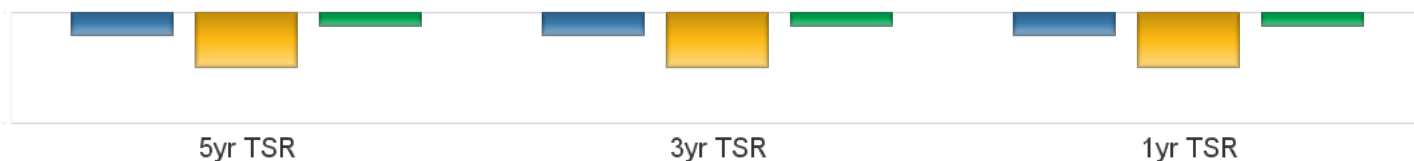
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Performance Comparison

■ vs S&P500 ■ vs Industry ■ DWSN



Peer Comparisons (TRBC) =Oil Related Services / Equipment

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
DWSN	Dawson Geophysical Company	\$522,155	\$614,818	\$412,211	\$186,538,668
NR	Newpark Resources, Inc.	\$909,505	\$2,436,296		\$554,821,843
TESO	Tesco Corporation	\$2,064,551	\$2,691,004		\$443,090,419
OSG	Overseas Shipholding Group, Inc.	\$1,489,082	\$2,703,832		\$418,577,654
GGG	Global Geophysical Services, Inc.		\$349,690		\$292,716,413
RNET	RigNet, Inc.		\$621,093		\$247,550,648
FTK	Flotek Industries, Inc.		\$2,209,523		\$233,174,384

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

The Compensation Committee and the CEO do not formally benchmark officer compensation against any peer group and have not directly based their compensation decisions on any peer group. However, the Compensation Committee did engage a financial consultant during fiscal 2009 to benchmark officer compensation against a peer group and to provide guidance to the Compensation Committee on its compensation practices.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Garv M. Hoover	Chairman	72	Male	10	Outside
Craig W. Cooper	Member	58	Male	2	Outside
Paul H. Brown	Member	80	Male	13	Outside

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