





**Dime Community Bancshares, Inc.****DCOM NASDAQ****Banks**

Market Capitalization USD:

\$354.53 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: Vincent F. Palagiano**Age: 71****CEO Since: 1995**

	2009	2010	2011
Base Salary	\$686,000	\$686,000	\$710,000
Discretionary Bonus	\$334,000	\$400,000	\$520,000
Annual Cash Incentive	\$0	\$469,910	\$628,462
Benefits and Perquisites	\$62,019	\$477,568	\$705,783
TOTAL ANNUAL COMPENSATION	\$1,082,019	\$2,033,478	\$2,564,245
Increase in Post-Retirement Benefits	\$208,720	\$662,625	\$582,712
Stock Option Awards	\$0	\$0	\$0
Stock Awards	\$0	\$0	\$0
TOTAL COMPENSATION	\$1,290,739	\$2,696,103	\$3,146,957
Median of Other Named Executive Officers Total Compensation	\$946,212	\$1,068,832	\$1,219,409
Value Realized on Exercise of Stock Option	\$0	\$0	\$284,381
Value Realized on Vesting of Stock	\$28,321	\$0	\$0
TOTAL REALIZED EQUITY COMPENSATION	\$28,321	\$0	\$284,381

Proxy Date: 11 Apr 2012

Annual Meeting Date: 24 May 2012

Equity Reserves: 9.40%

Stock Option Run Rate: 0.37%

Dime Community Bancshares, Inc.

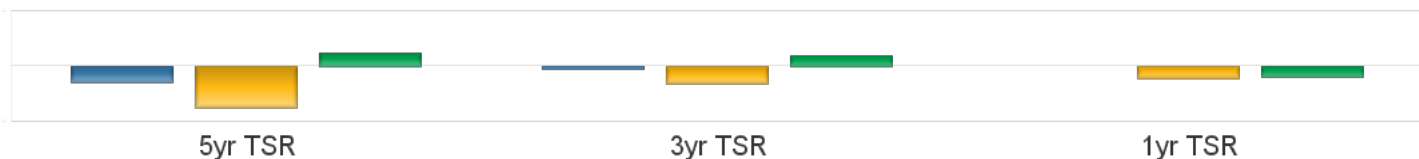
DCOM NASDAQ

Banks

Market Capitalization USD: **\$354.53 mm**

Performance Comparison

■ S&P500 ■ Industry ■ DCOM



Peer Comparisons (TRBC) =Banks

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
DCOM	Dime Community Bancshares, Inc.	\$1,290,739	\$2,696,103	\$3,146,957	\$354,527,096
NPBC	National Penn Bancshares Inc.	\$1,398,564	\$1,262,188	\$1,797,104	\$1,063,289,053
UBSI	United Bankshares, Inc.	\$995,883	\$2,296,941	\$2,594,855	\$1,008,396,616
UMPQ	Umpqua Holdings Corporation	\$2,316,716	\$3,731,340	\$3,442,525	\$1,006,793,467
WTFC	Wintrust Financial Corporation	\$1,016,182	\$2,439,911	\$2,580,566	\$917,199,542
CATY	Cathay General Bancorp	\$1,024,357	\$1,019,102	\$1,520,025	\$894,907,825
IBOC	International Bancshares Corporation	\$837,815	\$1,230,639	\$1,241,551	\$887,922,268

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

First Niagara Financial Group Inc., Flushing Financial Corp., Investors Bancorp Inc., OceanFirst Financial Corporation, Provident Financial Services Inc., Signature Bank, Sterling Bancorp, Sun Bancorp Inc., Kearny Financial Corporation, Oritani Financial Corporation, TrustCo Bank Corporation and Valley National Bancorp.

Performance Peer Group

New York Community Bancorp, Astoria Financial Corporation, Valley National Bancorp, First Niagara Financial Group Inc., New Alliance Bancshares Inc., Provident Financial Services Inc., Investors Bancorp Inc., Signature Bank, Sun Bancorp Inc., Flushing Financial Corp, OceanFirst Financial Corporation, Sterling Bancorp and Smithtown Bancorp Inc.

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Omer S.J. Williams	Chairman	71	Male	6	Outside
Anthony Berardo	Member	65	Male	17	Outside Related
George L. Clark	Member	71	Male	17	Outside Related
Kathleen M. Nelson	Member	66	Female	1	Outside

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