





**EnergySolutions, Inc.**

ES NYSE

Business Support / Supplies

Market Capitalization USD:

\$313.39 mm**CONCERN LEVEL: HIGH**

- 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: Val John Christensen**Age: 59****CEO Since: 2010**

	2009	2010	2011
Base Salary	\$701,923	\$707,702	\$750,000
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$75,000	\$750,000	\$1,135,035
Benefits and Perquisites	\$20,712	\$20,869	\$20,250
TOTAL ANNUAL COMPENSATION	\$797,635	\$1,478,571	\$1,905,285
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$0	\$497,400	\$797,778
Stock Awards	\$0	\$637,000	\$2,024,960
TOTAL COMPENSATION	\$797,635	\$2,612,971	\$4,728,023
Median of Other Named Executive Officers Total Compensation	\$1,375,187	\$1,195,638	\$1,366,129
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$0	\$0	\$195,827
TOTAL REALIZED EQUITY COMPENSATION	\$0	\$0	\$195,827

Proxy Date: 13 Apr 2012

Annual Meeting Date: 23 May 2012

Equity Reserves: 11.71%

Stock Option Run Rate: 1.03%

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Performance Comparison

■ S&P500 ■ Industry ■ ES



Peer Comparisons (TRBC) =Business Support / Supplies

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
ES	EnergySolutions, Inc.	\$797,635	\$2,612,971	\$4,728,023	\$313,392,732
MWW	Monster Worldwide Inc.	\$2,783,599	\$8,869,000		\$927,514,266
LRN	K12 Inc.	\$1,731,530	\$2,677,804		\$909,031,427
PHH	PHH Corporation	\$3,857,357	\$1,755,736		\$905,797,865
UNF	UniFirst Corporation	\$915,903	\$21,370,201	\$701,695	\$899,851,067
HNI	HNI Corporation	\$2,846,663	\$3,989,669		\$858,483,083
SCS	Steelcase Inc.	\$1,756,593	\$2,240,371		\$821,366,459

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

Aegion Corporation, Babcock & Wilcox Company, CH2M Hill Companies, Ltd., Clean Harbors, Inc., Dycom Industries Inc., Foster Wheeler AG, Layne Christensen Company, MasTec Inc., Perma-Fix Environmental Services, Progressive Waste Solutions Ltd., Quanta Services, Inc., Shaw Group Inc., Stericycle, Inc., TetraTech Inc., Tutor Perini Corporation, US Ecology, Inc., USEC Inc.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
David Lockwood	Chairman	52	Male	2	Outside Related
Robert A. Whitman	Member	58	Male	4	Outside
Steven R. Roael	Member	69	Male	3	Outside

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