



GEO Group, Inc. (The)




GEO NYSE

Business Support / Supplies

Market Capitalization USD:

\$1,162.08 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 C. Zoley

Age: 62

CEO Since: 1994

	2009	2010	2011
Base Salary	\$1,017,962	\$1,040,920	\$1,145,000
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$1,654,179	\$2,216,900	\$1,334,498
Benefits and Perquisites	\$61,479	\$19,277	\$91,382
TOTAL ANNUAL COMPENSATION	\$2,733,620	\$3,277,097	\$2,570,880
Increase in Post-Retirement Benefits	\$201,416	\$207,710	\$217,152
Stock Option Awards	\$371,500	\$0	\$485,917
Stock Awards	\$946,560	\$0	\$2,461,000
TOTAL COMPENSATION	\$4,253,096	\$3,484,807	\$5,734,949
Median of Other Named Executive Officers Total Compensation	\$1,313,455	\$2,307,033	\$1,360,011
Value Realized on Exercise of Stock Option	\$3,034,337	\$10,546,461	\$1,076,185
Value Realized on Vesting of Stock	\$1,089,630	\$1,663,259	\$917,480
TOTAL REALIZED EQUITY COMPENSATION	\$4,123,967	\$12,209,720	\$1,993,665

Proxy Date: 23 Mar 2012

Annual Meeting Date: 4 May 2012

Equity Reserves: 8.01%

Stock Option Run Rate: 0.91%

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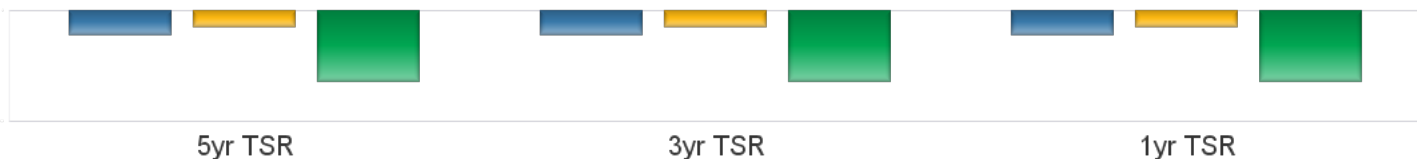
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Performance Comparison

■ vs S&P500 ■ vs Industry ■ GEO



Peer Comparisons (TRBC) =Business Support / Supplies

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
GEO	GEO Group, Inc. (The)	\$4,253,096	\$3,484,807	\$5,734,949	\$1,162,082,042
RHI	Robert Half International Inc.	\$7,061,886	\$9,615,927		\$3,115,743,422
MAN	Manpower Inc.	\$5,358,568	\$8,741,698	\$10,952,171	\$2,754,493,391
ROL	Rollins, Inc.	\$3,049,685	\$3,317,413	\$3,265,780	\$2,748,581,136
AVY	Avery Dennison Corporation	\$8,058,747	\$12,143,665	\$7,272,334	\$2,657,341,643
CXW	Corrections Corporation of America	\$1,649,637	\$3,266,387		\$2,431,830,519
BAH	Booz Allen Hamilton Holding Corporation				\$1,940,434,999

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

America Service Group, Inc., Avalon Correctional Services, Inc., Cornell Companies, Inc., Correctional Services Corp., Corrections Corporation of America and MTC Technologies, Inc.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Richard H. Glanton	Chairman	65	Male	14	Outside Related
Anne N. Foreman	Member	64	Female	10	Outside Related
Christopher C. Wheeler	Member	65	Male	2	Outside

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