



General Moly, Inc.



GMO AMEX

Precious Metals / Minerals

Market Capitalization USD:

\$263.25 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: Bruce D. Hansen

Age: 54

CEO Since: 2007

	2009	2010	2011
Base Salary	\$350,000	\$450,000	\$500,000
Discretionary Bonus	\$0	\$0	\$531,130
Annual Cash Incentive	\$0	\$111,375	\$0
Benefits and Perquisites	\$18,742	\$23,242	\$23,294
TOTAL ANNUAL COMPENSATION	\$368,742	\$584,617	\$1,054,424
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$112,720	\$298,331	\$317,870
Stock Awards	\$0	\$329,400	\$328,000
TOTAL COMPENSATION	\$481,462	\$1,212,348	\$1,700,294
Median of Other Named Executive Officers Total Compensation	\$307,131	\$513,081	\$667,958
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$0	\$0	\$32,100
TOTAL REALIZED EQUITY COMPENSATION	\$0	\$0	\$32,100

Proxy Date: 27 Apr 2012

Annual Meeting Date: 14 Jun 2012

Equity Reserves: 6.44%

Stock Option Run Rate: 0.54%

General Moly, Inc.

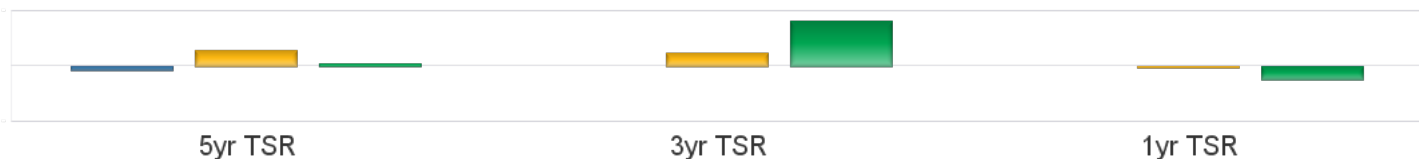
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Performance Comparison

■ S&P500 ■ Industry ■ GMO



Peer Comparisons (TRBC) =Precious Metals / Minerals

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
GMO	General Moly, Inc.	\$481,462	\$1,212,348	\$1,700,294	\$263,250,420
UXG	McEwen Mining Inc.	\$773,662		\$0	\$546,976,382
GSS	Golden Star Resources Ltd.	\$1,030,189	\$1,294,943	\$1,252,600	\$481,013,643
JAG	Jaguar Mining Inc.		\$866,347		\$396,725,345
PZG	Paramount Gold and Silver Corp.	\$310,826	\$340,000		\$269,960,678
VGZ	Vista Gold Corp.		\$431,341	\$799,422	\$237,754,269
AUMN	Golden Minerals Company		\$3,253,014	\$1,645,834	\$232,922,487

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

AMCOL International Corporation, Quadra FNX Mining Ltd, Breakwater Resources, Stillwater Mining Co., Capstone Mining Corp., Hecla Mining Co., HudBay Minerals Inc., Thompson Creek Metals Company Inc., James River Coal Company, Northgate Minerals Corp., New Gold Inc., Westmoreland Coal Co.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Ricardo M. Campov	Chairman	61	Male	6	Outside
Andrew G. Sharkev	Member	66	Male	3	Outside
Garv A. Lovina	Member	63	Male	4	Outside
Mark A. Lettes	Member	63	Male	5	Outside
Patrick M. James	Member	67	Male	2	Outside
Richard F. Nanna	Member	63	Male	9	Outside

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