



Glacier Bancorp, Inc.




GBCI NASDAQ

Banks

Market Capitalization USD:

\$673.84 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: Michael J. Blodnick

Age: 59

CEO Since: 1998

	2009	2010	2011
Base Salary	\$346,662	\$334,183	\$334,183
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$0	\$0	\$0
Benefits and Perquisites	\$26,024	\$20,051	\$13,980
TOTAL ANNUAL COMPENSATION	\$372,686	\$354,234	\$348,163
Increase in Post-Retirement Benefits	\$6,812	\$21,976	\$12,654
Stock Option Awards	\$31,913	\$0	\$0
Stock Awards	\$0	\$0	\$0
TOTAL COMPENSATION	\$411,411	\$376,210	\$360,817
Median of Other Named Executive Officers Total Compensation	\$288,435	\$203,933	\$235,403
Value Realized on Exercise of Stock Option	\$23,417	\$0	\$0
Value Realized on Vesting of Stock	\$0	\$0	\$0
TOTAL REALIZED EQUITY COMPENSATION	\$23,417	\$0	\$0

Proxy Date: 28 Mar 2012

Annual Meeting Date: 25 Apr 2012

Equity Reserves: 7.19%

Stock Option Run Rate: 0.00%

Glacier Bancorp, Inc.

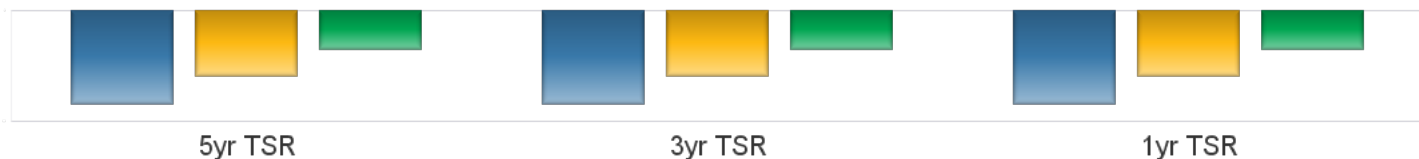
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Performance Comparison

■ vs S&P500 ■ vs Industry ■ GBCI



Peer Comparisons (TRBC) =Banks

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
GBCI	Glacier Bancorp, Inc.	\$411,411	\$376,210	\$360,817	\$673,844,234
BKU	BankUnited, Inc.		\$2,495,698		\$2,019,008,298
CYN	City National Corporation	\$4,072,939	\$9,249,824		\$2,008,650,034
CSE	CapitalSource Inc.	\$2,700,087	\$1,301,080	\$1,301,080	\$1,981,966,703
VLY	Valley National Bancorp	\$929,015	\$2,435,568	\$3,059,666	\$1,800,275,674
CFFN	Capitol Federal Financial	\$808,360	\$941,805		\$1,768,780,284
BOH	Bank of Hawaii Corporation	\$1,368,723	\$2,210,188	\$2,055,209	\$1,715,146,742

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

CVB Financial Corp., Oriental Financial Group, Inc., NBT Bancorp, Inc., Westamerica Bancorporation, Community Bank System, Inc., First Commonwealth Fin. Cap., Western Alliance Bancorporation, Northwest Bancshares, inc., First Financial Bancorp, Flushing Financial Corp., Signature Bank, F.N.B. Corp., United Bankshares, Inc., First Interstate Bancsystem, Texas Capital Bancshares, Wesbanco, Inc., Banner Corporation, 1st Source Corporation, S&T Bancorp, Inc., and Sterling Bancshares, Inc.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Allen J. Fetscher	Chairman	66	Male	16	Outside Related
Craig A. Langel	Member	61	Male	7	Outside
Dallas I. Herron	Member	67	Male	4	Outside
Douglas J. McBride	Member	59	Male	6	Outside
James M. Enlish	Member	67	Male	8	Outside
John W. Murdoch	Member	69	Male	7	Outside

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