



Great Southern Bancorp, Inc.


GSBC NASDAQ

Banks

Market Capitalization USD:

\$225.89 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: Joseph W. Turner

Age: 47

CEO Since: 2000

	2009	2010	2011
Base Salary	\$258,869	\$299,237	\$319,004
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$473,497	\$146,779	\$158,856
Benefits and Perquisites	\$35,082	\$12,529	\$35,160
TOTAL ANNUAL COMPENSATION	\$767,448	\$458,545	\$513,020
Increase in Post-Retirement Benefits	\$73,000	\$63,000	\$154,000
Stock Option Awards	\$0	\$0	\$19,380
Stock Awards	\$0	\$0	\$0
TOTAL COMPENSATION	\$840,448	\$521,545	\$686,400
Median of Other Named Executive Officers Total Compensation	\$278,389	\$293,057	\$368,578
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$0	\$0	\$0
TOTAL REALIZED EQUITY COMPENSATION	\$0	\$0	\$0

Proxy Date: 5 Apr 2012

Annual Meeting Date: 16 May 2012

Equity Reserves: 8.72%

Stock Option Run Rate: 0.69%

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Performance Comparison

■ S&P500 ■ Industry ■ GSBC



Peer Comparisons (TRBC) =Banks

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
GSBC	Great Southern Bancorp, Inc.	\$840,448	\$521,545	\$686,400	\$225,887,980
GBCI	Glacier Bancorp, Inc.	\$411,411	\$376,210	\$360,817	\$673,844,234
ORIT	Oritani Financial Corp.	\$3,455,504			\$656,952,829
PFS	Provident Financial Services, Inc.	\$1,549,766	\$1,230,272	\$1,621,602	\$649,943,032
NBTB	NBT Bancorp Inc.	\$2,299,459	\$2,990,727	\$4,509,376	\$625,525,586
HOMB	Home BancShares, Inc.	\$1,025,614	\$905,789	\$866,825	\$604,856,768
BNCL	Beneficial Mutual Bancorp, Inc.	\$955,088	\$744,482	\$1,138,115	\$601,345,769

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

NA

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
William E. Barclay	Chairman	82	Male	23	Outside Related
Earl A. Steinert	Member	75	Male	8	Outside Related
Grant Q. Haden	Member	58	Male	2	Outside
Larry D. Frazier	Member	74	Male	20	Outside Related
Thomas J. Carlson	Member	59	Male	11	Outside Related

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