


**Hub Group, Inc.****HUBG NASDAQ**

Rails / Roads - Freights

Market Capitalization USD:

\$1,059.86 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: David P. Yeager**Age: 59****CEO Since: 1995**

	2009	2010	2011
Base Salary	\$574,867	\$574,867	\$625,000
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$0	\$517,380	\$350,625
Benefits and Perquisites	\$154,756	\$135,115	\$208,744
TOTAL ANNUAL COMPENSATION	\$729,623	\$1,227,362	\$1,184,369
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$0	\$0	\$0
Stock Awards	\$500,009	\$495,936	\$650,512
TOTAL COMPENSATION	\$1,229,632	\$1,723,298	\$1,834,881
Median of Other Named Executive Officers Total Compensation	\$707,007	\$976,872	\$1,197,278
Value Realized on Exercise of Stock Option	\$622,991	\$0	\$0
Value Realized on Vesting of Stock	\$298,082	\$394,858	\$405,656
TOTAL REALIZED EQUITY COMPENSATION	\$921,073	\$394,858	\$405,656

Proxy Date: 4 Apr 2012

Annual Meeting Date: 15 May 2012

Equity Reserves: 4.19%

Stock Option Run Rate: 0.00%

Hub Group, Inc.

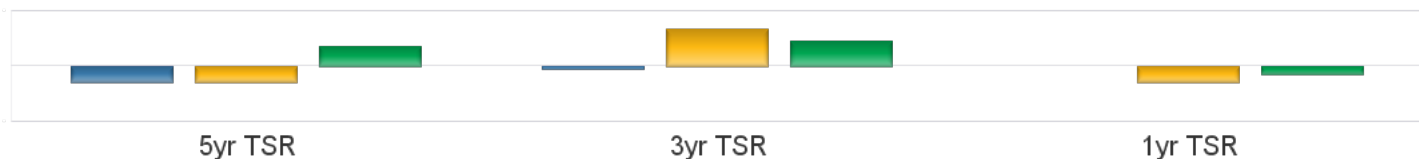
HUBG NASDAQ

Rails / Roads - Freights

Market Capitalization USD: **\$1,059.86 mm**

Performance Comparison

■ S&P500 ■ Industry ■ HUBG



Peer Comparisons (TRBC) = Rails / Roads - Freights

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
HUBG	Hub Group, Inc.	\$1,229,632	\$1,723,298	\$1,834,881	\$1,059,858,640
GWR	Genesee & Wyoming Inc.	\$2,311,566	\$3,419,869		\$1,966,612,484
R	Ryder System, Inc.	\$4,115,885	\$5,312,879	\$6,233,093	\$1,935,046,899
LSTR	Landstar System, Inc.	\$1,778,276	\$3,573,857		\$1,887,689,583
ODFL	Old Dominion Freight Line, Inc.	\$1,267,263	\$1,981,283		\$1,664,133,096
WERN	Werner Enterprises, Inc.	\$1,614,744	\$1,716,798	\$1,747,106	\$1,516,530,545
GMT	GATX Corporation	\$2,759,473	\$3,429,963	\$4,517,952	\$1,437,787,340

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

Arkansas Best Corporation, Celadon Group, Inc., Con-Way, Inc., Covenant Transportation Group, Inc., Heartland Express, Inc., J.B. Hunt Transport Services, Inc., Knight Transportation, Inc., Landstar System, Inc., Marten Transport, Ltd., Old Dominion Freight Line, Inc., Ryder System, Inc., Saia, Inc., Universal Truckload Services, Inc., YRC Worldwide, Inc.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Martin P. Slark	Chairman	57	Male	16	Outside Related
Charles R. Reaves	Member	73	Male	16	Outside Related
Garv D. Eppen	Member	75	Male	16	Outside Related
Jonathan P. Ward	Member	58	Male	0	Outside

This report is for informational purposes only, and should not be considered a solicitation to buy or sell any security. Thomson Reuters Business Classification (TRBC) is a global industry classification system that is owned and operated by Thomson Reuters and has been licensed for use by GMI Ratings.

COPYRIGHT 2012 | GMI Ratings | ALL RIGHTS RESERVED