

# GMI EXECUTIVE PAY SCORECARD<sup>SM</sup>

Data & analysis provided by GMI-The Independent Leader in Corporate Governance and ESG&A

18 Jan 2012

## Jacobs Engineering Group Inc.



JEC NYSE

Engineering / Construction

Market Capitalization USD:

\$4,118.64 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: Craig L. Martin**

**Age: 62**

**CEO Since: 2006**

	2009	2010	2011
<b>Base Salary</b>	\$1,150,000	\$1,165,385	\$1,222,960
<b>Discretionary Bonus</b>	\$0	\$0	\$0
<b>Annual Cash Incentive</b>	\$978,254	\$674,062	\$646,186
<b>Benefits and Perquisites</b>	\$7,350	\$7,350	\$7,350
<b>TOTAL ANNUAL COMPENSATION</b>	<b>\$2,135,604</b>	<b>\$1,846,797</b>	<b>\$1,876,496</b>
<b>Increase in Post-Retirement Benefits</b>	\$5,846	\$5,915	\$5,110
<b>Stock Option Awards</b>	\$2,482,313	\$2,404,038	\$847,575
<b>Stock Awards</b>	\$0	\$2,121,500	\$3,131,150
<b>TOTAL COMPENSATION</b>	<b>\$4,674,603</b>	<b>\$6,378,250</b>	<b>\$5,860,331</b>
<b>Median of Other Named Executive Officers Total Compensation</b>	\$2,990,164	\$2,635,881	\$2,493,106
<b>Value Realized on Exercise of Stock Option</b>	\$0	\$0	\$446,500
<b>Value Realized on Vesting of Stock</b>	\$0	\$0	\$0
<b>TOTAL REALIZED EQUITY COMPENSATION</b>	<b>\$0</b>	<b>\$0</b>	<b>\$446,500</b>

Proxy Date: 16 Dec 2011

Annual Meeting Date: 26 Jan 2012

Equity Reserves: 10.17%

Stock Option Run Rate: 0.55%

This report is for informational purposes only, and should not be considered a solicitation to buy or sell any security.

COPYRIGHT 2012| GMI | ALL RIGHTS RESERVED

# Jacobs Engineering Group Inc.

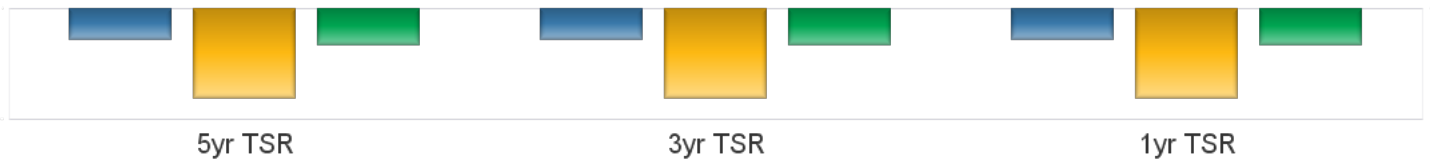
JEC NYSE

Engineering / Construction

Market Capitalization USD: **\$4,118.64 mm**

## Performance Comparison

■ vs S&P500   ■ vs Industry   ■ JEC



## Peer Comparisons (TRBC) =Engineering / Construction

### Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
JEC	Jacobs Engineering Group Inc.	\$4,674,603	\$6,378,250	\$5,860,331	\$4,118,641,519
FLR	Fluor Corporation	\$10,006,619	\$9,870,571		\$8,090,708,541
PWR	Quanta Services, Inc.	\$3,283,296	\$2,776,586		\$3,970,919,091
KBR	KBR, Inc.	\$7,258,897	\$9,553,209		\$3,563,149,008
MDR	McDermott International, Inc.	\$8,615,311	\$7,187,111		\$2,525,530,634
URS	URS Corporation	\$6,576,899	\$6,703,474		\$2,361,031,327
ACM	AECOM Technology Corporation	\$7,333,556	\$9,389,254	\$10,140,121	\$2,110,642,979

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

Fluor, Computer Sciences, L-3 Communications, SAIC, URS, KBR, AECOM, Shaw Group, CH2M Hill, Foster Wheeler, Chicago Bridge & Iron

### Performance Peer Group

Fluor, Computer Sciences, L-3 Communications, SAIC, URS, KBR, AECOM, Shaw Group, CH2M Hill, Foster Wheeler, Chicago Bridge & Iron

## COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Benjamin F. Montova	Chairman	76	Male	10	Outside
John F. Covne	Member	61	Male	4	Outside
Robert C. Davidson	Member	66	Male	11	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.

COPYRIGHT 2012 | GMI | ALL RIGHTS RESERVED