

ExecComp Analytics

Comprehensive Data and Tools for Analyzing Executive Compensation Practices

In today's environment of intense scrutiny of performance-based executive pay, investors need greater visibility into companies' executive compensation practices. Yet pay disclosures are often wordy, non-standardized and mystifying, leaving it to investors to piece together how well a company has linked pay to performance.

ISS' executive compensation database provides investors with a comprehensive view of executive pay programs at more than 4,000 U.S. companies. The database includes five years of historical CEO and NEO (named executive officer) compensation data, together with MSOP data for the most recent reported period. Salary, bonus, stock-based incentive awards, option grants, non-equity incentive plan payouts, deferred compensation payouts and other components of total compensation are included in ISS' database.

Investors Can Use ISS' Pay Data To:

- Evaluate the linkage of executive pay with financial performance
- Assess whether pay incentives are aligned with company strategy
- Incorporate executive compensation data into quantitative investment models
- Identify pay practices requiring engagement with companies
- Create and refine pay issue watchlists

Components of Pay							Show Summary Compensation Table
	Base		STI		LTI		Total Compensation
	Salary	All Other Compensation	Bonus ¹	Non-Equity Incentive Payout	Stock Awards	Option Grants	
Selected Year (2010)	\$975,000	\$16,274	\$182,822	\$0	\$0	\$0	\$1,174,096
Last Year (2009)	\$975,000	\$16,524	\$0	\$0	\$519,491	\$380,403	\$1,891,418
% Change from Last Year	0%	-2%	0%	0%	-100%	-100%	-38%
% of Total	83%	1%	16%	0%	0%	0%	100%
Benchmarking							
Against Disclosed Peers:	Total Base		Total STI		Total LTI		Total Compensation
Mean	\$865,430		\$1,127,513		\$2,300,150		\$4,293,093
Minimum	\$0		\$0		\$0		\$171,300
25th Percentile	\$525,695		\$1,044,442		\$699,300		\$1,708,600
50th Percentile	\$834,033		\$1,475,000		\$1,194,293		\$3,881,709
75th Percentile	\$1,004,108		\$2,275,379		\$3,135,000		\$5,064,188
90th Percentile	\$1,134,163		\$2,875,000		\$6,415,398		\$8,389,056
Maximum	\$3,270,880		\$4,000,000		\$9,794,540		\$13,555,412

Easy-to-interpret tables show company pay compared to peers, and also break compensation down into base pay, short term incentives, long term incentives and total compensation.

Executive Compensation Data Available from ISS Includes

Executive Name	Salary
Executive Title	Bonus
Executive Pay Rank	Stock Awards
Proxy Defined Peers	Option Awards*
ISS Defined Peers	Non-Equity Incentive Plan Payouts
1, 3 and 5 Year Total Shareholder Return Percentages	Change in Pension Value
ISS-Exclusive Management Say On Pay (MSOP) Data	All Other Compensation Disclosed
Vote Recommendations on MSOP	Total Compensation
	Target Percentiles Set By Company

* Compensation data, including option award value, available as disclosed in company proxies and recalculated under ISS Total Direct Compensation (TDC) Calculation

Easy Access to Pay Data and Analytics

The ISS executive compensation database can be accessed by a daily-updated direct feed or through an easy-to-use web-based interface.

The web interface provides detailed analytical profiles of company pay practices, including comprehensive information on CEO pay relative to company-defined, ISS, industry, index, and custom-defined peer groups. Delivered via ISS Link, ISS' integrated platform for research content, the web tool also provides access to compensation analysis from ISS research and powerful searching/filtering capabilities to identify companies of interest.

Features & Benefits

- Access to CEO compensation data since 2006 for over 4,000 companies
- NEO compensation data for 4,000 companies from 2010
- Comprehensive information on company peer groups and benchmarking practices

For more information on this and other solutions from ISS, please email marketing@issgovernance.com, visit www.issgovernance.com, or call:

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