## **THE TOP 50**

THE HIGHEST-PAID CEOS AT THE LARGEST U.S.-BASED FINANCIAL COMPANIES





his cousin Roberts were pioneers in the leveragedbuyout business.

		PAY	PAY	2011 PAY	FROM 2010	RETURN	
€		(IN MILLIONS)					
	]	HENRY KRAVIS, KKR					
		\$30.0	\$0.0	\$30.0	<b>4</b> 9.0%	<b>5</b> .4%	
	2	GEORGE ROBERTS, KKR					
	_	29.9	0.0	29.9	<b>4</b> 9.0	<b>○</b> 5.4	
	2 3	JOHN ST	RANGFELD	, Prudential I	Financial		
		16.9	6.8	23.7	<b>3</b> 7.9	●12.1	
	4	JAMIE DIMON, JPMorgan Chase					
		6.1	17.0	23.1	<b>©</b> 11.0	●20.0	
	5	KENNETH	I I. CHENAI	<b>ULT,</b> America	n Express		
		5.6	17.5	23.0	<b>◆</b> 37.0	<b>©</b> 11.6	
	6	LARRY FI	<b>NK,</b> BlackRo	ock			
	U	8.8	13.1	21.9	●8.2	<b>○</b> 3.6	
	7	JOHN ST	<b>UMPF,</b> Well	s Fargo			
	1	7.8	12.0	19.8	<b>4</b> .6	<b>●</b> 9.5	
	$\overline{Q}$	JAMES CRACCHIOLO, Ameriprise Financial					
	U	11.2	7.6	18.8	<b>6</b> .3	●12.3	
	$\overline{\Omega}$	RICHARD FAIRBANK, Capital One Financial					
	9	0.2	18.5	18.7	<b>©</b> 25.6	●0.2	
	10	JIM ROH	<b>R,</b> PNC Finar	ncial Services			
		7.7	8.9	16.6	0.0	●3.1	
	77	JAY FISHMAN, Travelers					
	11	\$6.2	\$10.3	\$16.5	<b>○</b> 16.9%	<b>O</b> 9.3%	
	12	LLOYD BLANKFEIN, Goldman Sachs Group					
		5.5	10.7	16.2	<b>1</b> 4.5	<b>○</b> 45.6	
		JOSEPH HOOLEY, State Street					
		8.1	8.1	16.2	NA	●11.5	
€	14	JOHN FINNEGAN, Chubb					
		7.8	8.0	15.7	<b>○</b> 22.4	<b>O</b> 19.0	
	15	VIKRAM	<b>PANDIT,</b> Cit	igroup			
		7.0	7.8	14.9	*	●44.3	
	16	DANIEL AMOS, Aflac					
		5.7	8.9	14.6	●8.3	€21.3	
		BRIAN DUPERREAULT, Marsh & McLennan					
		6.3	8.3	14.6	<b>©</b> 2.1	<b>©</b> 19.1	
	18	FREDERICK H. WADDELL, Northern Trust					
		6.7	7.6	14.3	<b>©</b> 12.1	<b>○</b> 26.6	
	10	ROBERT	BENMOSCI	HE, AIG			

provided the least shareholder value after Citi's stock dropped 61 percent in three years.

Citi's Pandit

\* Was paid \$1 in 2010.

	3.7	0.9	14.0	0.5	21.3				
	BRIAN DUPERREAULT, Marsh & McLennan								
	6.3	8.3	14.6	<b>©</b> 2.1	<b>©</b> 19.1				
18	FREDERICK H. WADDELL, Northern Trust								
	6.7	7.6	14.3	<b>©</b> 12.1	<b>○</b> 26.6				
19	ROBERT BENMOSCHE, AIG								
	3.1	10.9	14.0	<b>○</b> 66.0	<b>●</b> 51.9				
20	DAVID NELMS, Discover Financial Services								
20	4.3	9.6	13.9	<b>○</b> 62.4	<b>3</b> 1.4				
21	RICHARD DAVIS, U.S. Bancorp								
<u> </u>	8.1	5.5	13.6	<b>○</b> 27.4	<b>©</b> 2.3				
22	MARTIN L. FLANAGAN, Invesco								
LL	5.1	8.3	13.4	<b>○</b> 16.6	●14.6				
23	JAMES GORMAN, Morgan Stanley								
<b>Z</b> U	3.5	9.4	13.0	□14.5	<b>43.9</b>				
24	GREGORY CASE, Aon								
۲4	2.8	9.2	12.0	□42.2	<b>◆</b> 3.0				
25	RAY McDANIEL, Moody's								
<b>Z U</b>	9.2	2.8	11.9	<b>○</b> 30.3	<b>©</b> 29.0				
	DIRECT Pay	INDIRECT PAY	TOTAL 2011 PAY	CHANGE From 2010	STOCK RETURN				
	(IN MILLIONS	5)	and the second						
26	JOSEPH W. SAUNDERS, Visa								
	5.0	6.8	11.8	<b>○</b> 8.4	<b>◆</b> 16.3				
27	THOMAS WILSON, Allstate								
	4.6	66	11.2	1 6 20 2	A11.5				

27	THOMAS	S WILSO	<b>N,</b> Allstate					
<u></u>	4.6	6.6	11.2	<b>©</b> 20.2	●11.5			
28	WALTER BETTINGER, Charles Schwab							
20	3.6	6.5	10.1	•0.9	●33.1			
	JAMES TISCH, Loews							
	9.0	1.1	10.1	<b>1</b> 9.4	<b>○</b> 2.6			
30	GREGORY JOHNSON, Franklin Resources							
00	3.5	6.4	9.9	<b>4</b> 6.8	<b>○</b> 9.7			
31	GLENN R	RENWICK	<b>(,</b> Progressive					
JΙ	\$2.1	\$7.5	\$9.6	<b>O</b> 0.1%	<b>◆</b> 0.2%			
32	LARRY Z	IMPLEM	<b>AN,</b> Principal Fir	nancial				
UL	5.4	3.8	9.2	<b>©</b> 11.6	●22.3			
33	JEFFRE	Y SPREC	<b>HER,</b> Intercontir	ientalExcha	nge			
JJ	3.4	5.3	8.7	<b>©</b> 172.5	<b>©</b> 1.2			
34	THOMAS MOTAMED, CNA Financial							
JŦ	5.1	3.3	8.4	<b>○</b> 11.8	<b>O</b> 0.4			
35	AJAY BA	<b>NGA,</b> Ma	sterCard					
JJ	3.4	4.9	8.3	<b>○</b> 29.7	<b>○</b> 66.7			
36	JOHN A.	THAIN,	CIT Group					
JU	2.4	5.8	8.2	<b>©</b> 22.8	●26.0			
37	BRIANN	IOYNIHA	<b>N,</b> Bank of Ameri	ca				
J/	2.0	6.1	8.1	<b>3</b> 16.9	●58.1			
38	HIKMET	ERSEK,	Western Union					
JU	3.5	4.4	7.9	NA	<b>⊕</b> 0.1			
	LIAM McGEE, Hartford Financial Services							
	1.4	6.5	7.9	<b>○</b> 25.1	●37.5			
	JAMES I	KENNEDY	<b>/,</b> T. Rowe Price G	iroup				
	5.9	2.0	7.9	<b>©</b> 10.5	●9.8			
<u>/1</u>	KELLY K	ING, BB&	T					
41	5.3	2.2	7.5	<b>○</b> 28.2	●1.9			
42	KEVIN K	ABAT, Fif	th Third Bancorp					
42	2.8	4.5	7.2	<b>⊙</b> 50.1	●11.3			
43	ALBERT	LORD, SI	LM					
40	3.7	3.3	7.0	<b>2</b> 7.6	<b>●</b> 8.7			
11	JEFFER	Y YABUK	<b>I,</b> Fiserv					
44	2.1	4.6	6.7	<b>©</b> 14.1	•0.3			
45	GRAYSO	N HALL,	Regions Financia	ıl				
40	2.8	3.6	6.4	<b>©</b> 24.7	●38.1			
<u>4</u> 6	CRAIG D	ONOHUE	, CME Group		<u>·</u>			
<del>4</del> U	2.9	3.1	6.0	<b>13.1</b>	€22.7			
	FRED TO	· ·	TD Ameritrade					
	2.4	3.6		<b>O</b> 0.1	●8.0			
10		· ·	ARZMAN, Black	'	<u>'</u>			
40		1	,	I	1			



5.0 0.0 **5.0 ⊕**75.5 ₩3.0 ROBERT G. WILMERS, M&T Bank 2.3 0.7 2.9 ⊕15.4 ●9.2 WARREN BUFFETT, Berkshire Hathaway **0.5 ○**6.3 0.0 0.5

Pay figures come from the summary compensation tables in companies' 2011 proxy statements, which show what CEOs received during the year. To be included in the ranking, CEOs must have held the job for all of their company's 2011 fiscal year. NA indicates that the CEO was hired during 2010. Figures for direct and indirect pay may not add up to total pay because of rounding.