

# THE TOP 50

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

**KEY** **DIRECT PAY** CONSISTS OF SALARY, BONUS, NONEQUITY PAY AND OTHER COMPENSATION. **INDIRECT PAY** IS THE VALUE OF STOCK OPTIONS AND RESTRICTED STOCK GRANTED DURING THE FISCAL YEAR. **STOCK RETURN** IS FOR THE COMPANIES' 2011 FISCAL YEAR.



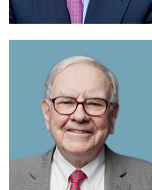
KKR's **Kravis** and his cousin Roberts were pioneers in the leveraged-buyout business.



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

\* Was paid \$1 in 2010.

	DIRECT PAY	INDIRECT PAY	TOTAL 2011 PAY	CHANGE FROM 2010	STOCK RETURN
(IN MILLIONS)					
1	\$30.0	\$0.0	\$30.0	+49.0%	+5.4%
2	29.9	0.0	29.9	+49.0	+5.4
3	16.9	6.8	23.7	+7.9	+12.1
4	6.1	17.0	23.1	+11.0	+20.0
5	5.6	17.5	23.0	+37.0	+11.6
6	8.8	13.1	21.9	-8.2	+3.6
7	7.8	12.0	19.8	+4.6	+9.5
8	11.2	7.6	18.8	+6.3	+12.3
9	0.2	18.5	18.7	+25.6	+0.2
10	7.7	8.9	16.6	0.0	+3.1
11	\$6.2	\$10.3	\$16.5	-16.9%	+9.3%
12	5.5	10.7	16.2	+14.5	+45.6
	8.1	8.1	16.2	NA	+11.5
14	7.8	8.0	15.7	-22.4	+19.0
15	7.0	7.8	14.9	*	+44.3
16	5.7	8.9	14.6	-8.3	+21.3
	6.3	8.3	14.6	+2.1	+19.1
18	6.7	7.6	14.3	+12.1	+26.6
19	3.1	10.9	14.0	+66.0	+51.9
20	4.3	9.6	13.9	+62.4	+31.4
21	8.1	5.5	13.6	-27.4	+2.3
22	5.1	8.3	13.4	+16.6	+14.6
23	3.5	9.4	13.0	-14.5	+43.9
24	2.8	9.2	12.0	-42.2	+3.0
25	9.2	2.8	11.9	+30.3	+29.0
(IN MILLIONS)					
26	5.0	6.8	11.8	-8.4	+16.3
27	4.6	6.6	11.2	+20.2	+11.5
28	3.6	6.5	10.1	+0.9	+33.1
	9.0	1.1	10.1	+19.4	+2.6
30	3.5	6.4	9.9	+46.8	+9.7
31	\$2.1	\$7.5	\$9.6	+0.1%	+0.2%
32	5.4	3.8	9.2	+11.6	+22.3
33	3.4	5.3	8.7	+172.5	+1.2
34	5.1	3.3	8.4	-11.8	+0.4
35	3.4	4.9	8.3	-29.7	+66.7
36	2.4	5.8	8.2	+22.8	+26.0
37	2.0	6.1	8.1	+316.9	+58.1
38	3.5	4.4	7.9	NA	+0.1
	1.4	6.5	7.9	-25.1	+37.5
	5.9	2.0	7.9	+10.5	+9.8
41	5.3	2.2	7.5	-28.2	+1.9
42	2.8	4.5	7.2	+50.1	+11.3
43	3.7	3.3	7.0	+27.6	+8.7
44	2.1	4.6	6.7	+14.1	+0.3
45	2.8	3.6	6.4	+24.7	+38.1
46	2.9	3.1	6.0	-13.1	+22.7
	2.4	3.6	6.0	+0.1	+8.0
48	5.0	0.0	5.0	+75.5	+3.0
49	2.3	0.7	2.9	+15.4	+9.2
50	0.5	0.0	0.5	-6.3	+4.7



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.

Sources: Bloomberg, company proxy statements and 10-K filings.