



**1st United Bancorp, Inc.****FUBC NASDAQ****Banks**

Market Capitalization USD:

\$150.65 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: Rudy E. Schupp**Age: 61****CEO Since: 2003**

	2009	2010	2011
Base Salary	\$270,000	\$278,000	\$134,000
Discretionary Bonus	\$0	\$30,000	\$0
Annual Cash Incentive	\$211,500	\$77,520	\$62,800
Benefits and Perquisites	\$34,999	\$44,336	\$57,803
TOTAL ANNUAL COMPENSATION	\$516,499	\$429,856	\$254,603
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$988,016	\$0	\$373,832
Stock Awards	\$0	\$0	\$164,876
TOTAL COMPENSATION	\$1,504,515	\$429,856	\$793,311
Median of Other Named Executive Officers Total Compensation	\$1,373,958	\$320,376	\$560,070
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$0	\$0	\$0
TOTAL REALIZED EQUITY COMPENSATION	\$0	\$0	\$0

Proxy Date: 9 Apr 2012

Annual Meeting Date: 22 May 2012

Equity Reserves: 14.82%

Stock Option Run Rate: 2.54%

1st United Bancorp, Inc.

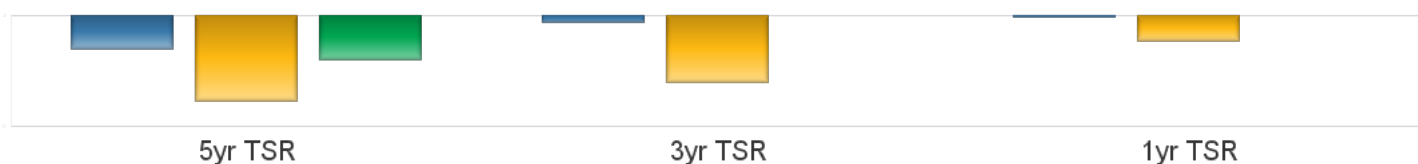
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Performance Comparison

■ S&P500 ■ Industry ■ FUBC



Peer Comparisons (TRBC) =Banks

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
FUBC	1st United Bancorp, Inc.	\$1,504,515	\$429,856	\$793,311	\$150,648,982
WAL	Western Alliance Bancorporation	\$1,042,669	\$1,523,660	\$1,835,360	\$450,801,240
CPF	Central Pacific Financial Corp.	\$743,332	\$407,032	\$870,183	\$430,744,725
OFG	Oriental Financial Group Inc.	\$1,154,187	\$2,502,329	\$1,332,010	\$425,587,404
CHFC	Chemical Financial Corporation	\$679,184	\$1,282,498	\$1,564,364	\$420,365,246
TRST	TrustCo Bank Corp NY	\$1,268,812	\$1,264,124	\$1,762,930	\$415,464,989
CHCO	City Holding Company	\$1,378,886	\$689,185	\$893,464	\$407,148,630

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

Ameris Bancorp, Capital City Bank Group, Inc., CenterState Banks, Inc., Charter Financial Corporation, Colony Bancorp, Inc., Fidelity Southern Corporation, Great Florida Bank, Savannah Bancorp, Inc., Seacoast Banking Corporation of Florida, State Bank Financial Corporation, Southeastern Bank Financial Corporation.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Paula Berliner	Chairman	68	Female	9	Outside
Arthur Lorina	Member	64	Male	7	Outside
Jeffery Carrier	Member	60	Male	9	Outside
Joseph Veccia	Member	55	Male	8	Outside
Thomas E. Lynch	Member	64	Male	8	Outside Related

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