



**Advent Software, Inc.**



**ADVS NASDAQ**

Investment Services

Market Capitalization USD:

**\$1,090.06 mm**

**CONCERN LEVEL: LOW**

- 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: Stephanie G. DiMarco**

**Age: 54**

**CEO Since: 2003**

	2009	2010	2011
<b>Base Salary</b>	\$452,400	\$452,400	\$452,400
<b>Discretionary Bonus</b>	\$0	\$0	\$0
<b>Annual Cash Incentive</b>	\$290,000	\$275,000	\$275,000
<b>Benefits and Perquisites</b>	\$40,958	\$25,504	\$33,711
<b>TOTAL ANNUAL COMPENSATION</b>	<b>\$783,358</b>	<b>\$752,904</b>	<b>\$761,111</b>
<b>Increase in Post-Retirement Benefits</b>	\$0	\$0	\$0
<b>Stock Option Awards</b>	\$0	\$0	\$0
<b>Stock Awards</b>	\$0	\$0	\$0
<b>TOTAL COMPENSATION</b>	<b>\$783,358</b>	<b>\$752,904</b>	<b>\$761,111</b>
<b>Median of Other Named Executive Officers Total Compensation</b>	\$976,074	\$767,211	\$853,169
<b>Value Realized on Exercise of Stock Option</b>	\$0	\$0	\$0
<b>Value Realized on Vesting of Stock</b>	\$0	\$367,764	\$0
<b>TOTAL REALIZED EQUITY COMPENSATION</b>	<b>\$0</b>	<b>\$367,764</b>	<b>\$0</b>

Proxy Date: 30 Mar 2012

Annual Meeting Date: 9 May 2012

Equity Reserves: 34.86%

Stock Option Run Rate: 2.46%

# Advent Software, Inc.

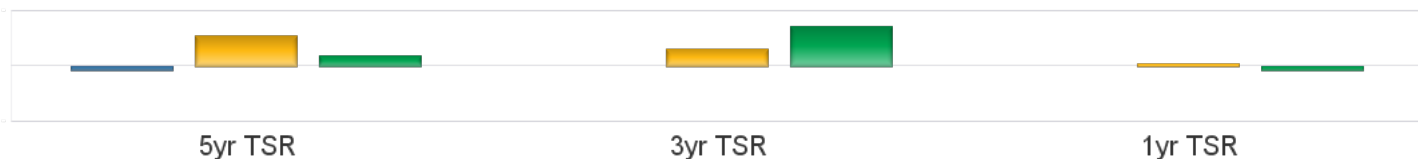
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## Performance Comparison

■ S&P500 ■ Industry ■ ADVS



## Peer Comparisons (TRBC) - Investment Services

### Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
ADVS	Advent Software, Inc.	\$783,358	\$752,904	\$761,111	\$1,090,062,415
DNB	Dun & Bradstreet Corporation (The)	\$6,536,191	\$4,586,462	\$6,666,922	\$3,037,236,004
MORN	Morningstar, Inc.	\$100,020	\$103,228		\$2,854,394,189
SEIC	SEI Investments Company	\$1,360,482	\$1,349,708		\$2,808,071,602
LPLA	LPL Investment Holdings Inc.		\$5,742,725		\$2,741,008,578
EV	Eaton Vance Corp.	\$5,957,022	\$8,876,206		\$2,615,855,556
ETFC	E*TRADE Financial Corporation	\$4,045,936	\$3,030,231	\$6,294,374	\$2,598,297,891

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

Ariba, Concur Technologies, SS&C Technologies, Aspen Technology, EPIQ Systems, Successfactors, Blackbaud, NetSuite, Taleo, Blackboard, Pegasystems, Tyler Technologies, Bottomline Technologies, Qlik Technologies, Ultimate Software Group, Commvault Systems, S1k, Websense

### Performance Peer Group

NA

## COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
James P. Roemer	Chairman	63	Male	8	Outside
James D. Kirsner	Member	68	Male	6	Outside

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