



Alliant Energy Corporation


LNT NYSE

Utilities - Electric

Market Capitalization USD:

\$4,291.24 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: Patricia L. Kampling

Age: 52

CEO Since: 2012

	2009	2010	2011
Base Salary	\$832,000	\$872,481	\$894,231
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$0	\$1,080,625	\$909,000
Benefits and Perquisites	\$353,986	\$413,208	\$390,355
TOTAL ANNUAL COMPENSATION	\$1,185,986	\$2,366,314	\$2,193,586
Increase in Post-Retirement Benefits	\$147,000	\$403,922	\$2,175,000
Stock Option Awards	\$0	\$0	\$0
Stock Awards	\$1,999,511	\$2,384,547	\$2,347,528
TOTAL COMPENSATION	\$3,332,497	\$5,154,783	\$6,716,114
Median of Other Named Executive Officers Total Compensation	\$1,327,955	\$1,605,856	\$1,790,126
Value Realized on Exercise of Stock Option	\$0	\$101,677	\$0
Value Realized on Vesting of Stock	\$415,812	\$2,388,025	\$5,440,712
TOTAL REALIZED EQUITY COMPENSATION	\$415,812	\$2,489,702	\$5,440,712

Proxy Date: 3 Apr 2012

Annual Meeting Date: 17 May 2012

Equity Reserves: 3.73%

Stock Option Run Rate:

Alliant Energy Corporation

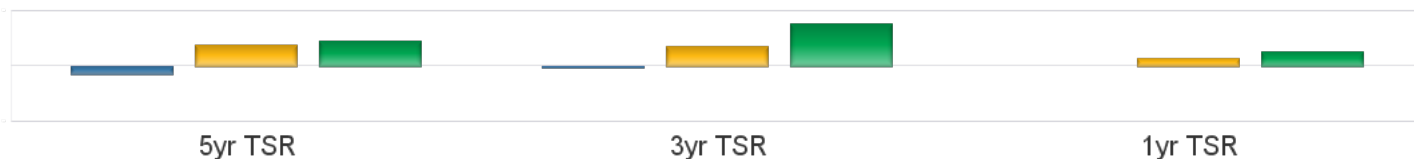
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Performance Comparison

■ S&P500 ■ Industry ■ LNT



Peer Comparisons (TRBC) =Utilities - Electric

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
LNT	Alliant Energy Corporation	\$3,332,497	\$5,154,783	\$6,716,114	\$4,291,241,511
EIX	Edison International	\$6,770,345	\$9,536,039	\$10,843,522	\$12,462,278,629
XEL	Xcel Energy Inc.	\$11,340,182	\$9,956,433	\$6,376,165	\$11,963,713,218
ETR	Entergy Corporation	\$15,166,209	\$8,280,067	\$10,130,771	\$11,797,494,875
DTE	DTE Energy Company	\$9,211,101	\$8,476,794	\$7,389,279	\$8,302,597,351
AES	AES Corporation (The)	\$8,812,490	\$7,868,720	\$20,827,217	\$7,636,253,572
CEG	Constellation Energy Group, Inc.	\$10,910,105	\$15,716,378		\$7,604,585,721

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

NA

Performance Peer Group

Edison Electric Institute (EEI) Stock Index

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Ann K. Newhall	Chairman	60	Female	9	Outside
Carol P. Sanders	Member	44	Female	7	Outside
Judith D. Pvlle	Member	68	Female	20	Outside Related