



Ameriprise Financial, Inc.


AMP NYSE

Investment Services

Market Capitalization USD:

\$9,292.06 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: James M. Cracchiolo

Age: 53

CEO Since: 2005

	2009	2010	2011
Base Salary	\$850,000	\$950,000	\$950,000
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$7,790,000	\$9,428,000	\$8,025,000
Benefits and Perquisites	\$474,764	\$714,686	\$661,137
TOTAL ANNUAL COMPENSATION	\$9,114,764	\$11,092,686	\$9,636,137
Increase in Post-Retirement Benefits	\$610,732	\$915,458	\$1,566,448
Stock Option Awards	\$9,100,000	\$2,850,000	\$3,771,000
Stock Awards	\$0	\$2,850,000	\$3,876,000
TOTAL COMPENSATION	\$18,825,496	\$17,708,144	\$18,849,585
Median of Other Named Executive Officers Total Compensation	\$4,967,104	\$5,079,923	\$5,366,113
Value Realized on Exercise of Stock Option	\$0	\$5,431,821	\$0
Value Realized on Vesting of Stock	\$1,109,690	\$2,304,555	\$1,534,592
TOTAL REALIZED EQUITY COMPENSATION	\$1,109,690	\$7,736,376	\$1,534,592

Proxy Date: 9 Mar 2012

Annual Meeting Date: 25 Apr 2012

Equity Reserves: 18.61%

Stock Option Run Rate: 0.81%

Ameriprise Financial, Inc.

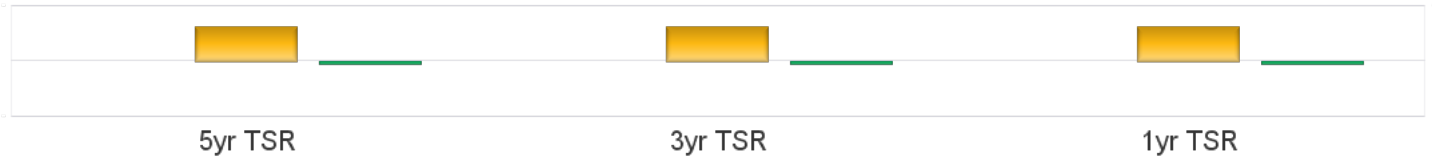
AMP NYSE

Investment Services

Market Capitalization USD: **\$9,292.06 mm**

Performance Comparison

■ vs S&P500 ■ vs Industry ■ AMP



Peer Comparisons (TRBC) - Investment Services

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
AMP	Ameriprise Financial, Inc.	\$18,825,496	\$17,708,144	\$18,849,585	\$9,292,058,891
MS	Morgan Stanley	\$1,249,666	\$15,185,737		\$26,046,148,361
TRI	Thomson Reuters Corporation	\$9,447,624	\$9,497,750		\$22,459,167,606
BEN	Franklin Resources, Inc.	\$6,289,140	\$6,728,758	\$9,877,522	\$21,092,175,225
BLK	BlackRock, Inc.	\$15,859,456	\$23,839,294		\$19,988,695,588
CME	CME Group Inc.	\$4,727,306	\$6,906,028		\$16,474,993,180
SCHW	Charles Schwab Corporation (The)	\$10,029,410	\$10,018,919		\$13,630,053,190

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

Asset Management: Affiliated Managers Group, AllianceBernstein, BlackRock, Invesco, Legg Mason

Advice & Wealth Management: Bank of New York Mellon, Northern Trust, PNC Financial, Schwab (Charles), State Street

Protection and Annuities: Genworth Financial, Hartford Financial, Lincoln National, MetLife, Principal Financial, Prudential Financial, Unum Group

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Jeffrey Noddle	Chairman	65	Male	7	Outside
Robert F. Sharpe	Member	59	Male	7	Outside
Siri S. Marshall	Member	63	Female	7	Outside
W. Walker Lewis	Member	67	Male	7	Outside
Warren D. Knowlton	Member	65	Male	6	Outside

This report is for informational purposes only, and should not be considered a solicitation to buy or sell any security. Thomson Reuters Business Classification (TRBC) is a global industry classification system that is owned and operated by Thomson Reuters and has been licensed for use by GMI Ratings.

COPYRIGHT 2012 | GMI Ratings | ALL RIGHTS RESERVED