



Cass Information Systems, Inc.

CASS NASDAQ

Business Support / Supplies

Market Capitalization USD:

\$292.35 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: Eric H. Brunngraber

Age: 55

CEO Since: 2008

	2009	2010	2011
Base Salary	\$372,500	\$396,875	\$425,240
Discretionary Bonus	\$139,700	\$183,700	\$216,000
Annual Cash Incentive	\$0	\$0	\$0
Benefits and Perquisites	\$46,778	\$36,582	\$39,776
TOTAL ANNUAL COMPENSATION	\$558,978	\$617,157	\$681,016
Increase in Post-Retirement Benefits	\$366,224	\$394,265	\$670,647
Stock Option Awards	\$170,190	\$49,002	\$165,164
Stock Awards	\$170,185	\$49,010	\$165,156
TOTAL COMPENSATION	\$1,265,577	\$1,109,434	\$1,681,983
Median of Other Named Executive Officers Total Compensation	\$515,506	\$470,134	\$630,840
Value Realized on Exercise of Stock Option	\$181,273	\$57,227	\$56,151
Value Realized on Vesting of Stock	\$108,712	\$183,375	\$154,008
TOTAL REALIZED EQUITY COMPENSATION	\$289,985	\$240,602	\$210,159

Proxy Date: 16 Mar 2012

Annual Meeting Date: 16 Apr 2012

Equity Reserves: 8.64%

Stock Option Run Rate: 0.79%

Cass Information Systems, Inc.

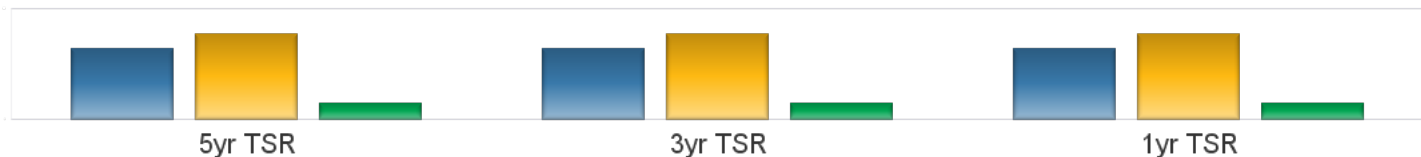
CASS NASDAQ

Business Support / Supplies

Market Capitalization USD: **\$292.35 mm**

Performance Comparison

■ vs S&P500 ■ vs Industry ■ CASS



Peer Comparisons (TRBC) =Business Support / Supplies

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
CASS	Cass Information Systems, Inc.	\$1,265,577	\$1,109,434	\$1,681,983	\$292,353,044
HNI	HNI Corporation	\$2,846,663	\$3,989,669		\$858,483,083
SCS	Steelcase Inc.	\$1,756,593	\$2,240,371		\$821,366,459
EEFT	Euronet Worldwide, Inc.	\$3,727,296	\$2,565,935		\$807,235,580
PLXS	Plexus Corp.	\$2,744,922	\$4,333,740		\$801,478,806
HPY	Heartland Payment Systems, Inc.	\$7,171,998	\$6,306,950		\$773,457,682
MINI	Mobile Mini, Inc.	\$1,184,984	\$2,339,923		\$739,326,001

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

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
K. Dane Brooksher	Chairman	73	Male	7	Outside
Andrew J. Sianorelli	Member	72	Male	26	Outside Related
Benjamin F. Edwards	Member	56	Male	7	Outside
James J. Lindemann	Member	56	Male	5	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