



**Equity One, Inc.**



**EQY NYSE**

**REIT - Residential / Commercial**

Market Capitalization USD:

**\$1,818.42 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: Jeffrey S. Olson**

**Age: 44**

**CEO Since: 2006**

	2009	2010	2011
<b>Base Salary</b>	\$605,475	\$672,750	\$975,000
<b>Discretionary Bonus</b>	\$1,014,000	\$1,164,000	\$0
<b>Annual Cash Incentive</b>	\$0	\$0	\$682,500
<b>Benefits and Perquisites</b>	\$27,796	\$53,941	\$70,292
<b>TOTAL ANNUAL COMPENSATION</b>	<b>\$1,647,271</b>	<b>\$1,890,691</b>	<b>\$1,727,792</b>
<b>Increase in Post-Retirement Benefits</b>	\$0	\$0	\$0
<b>Stock Option Awards</b>	\$587,644	\$803,562	\$0
<b>Stock Awards</b>	\$45,189	\$6,459,281	\$0
<b>TOTAL COMPENSATION</b>	<b>\$2,280,104</b>	<b>\$9,153,534</b>	<b>\$1,727,792</b>
<b>Median of Other Named Executive Officers Total Compensation</b>	\$1,300,518	\$1,104,594	\$3,259,920
<b>Value Realized on Exercise of Stock Option</b>	\$0	\$0	\$0
<b>Value Realized on Vesting of Stock</b>	\$395,595	\$236,852	\$185,619
<b>TOTAL REALIZED EQUITY COMPENSATION</b>	<b>\$395,595</b>	<b>\$236,852</b>	<b>\$185,619</b>

**Proxy Date:** 4 Apr 2012

**Annual Meeting Date:** 14 May 2012

**Equity Reserves:** 7.51%

**Stock Option Run Rate:** 0.47%

# Equity One, Inc.

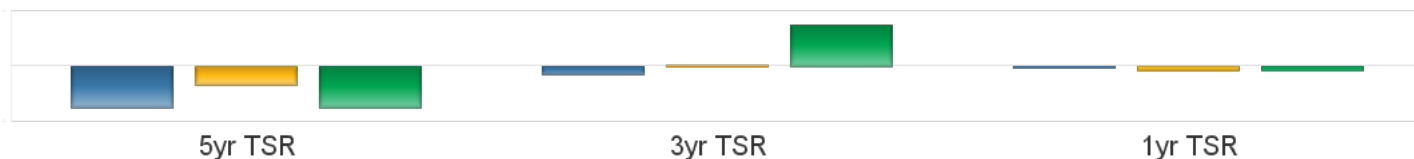
EQY NYSE

REIT - Residential / Commercial

Market Capitalization USD: **\$1,818.42 mm**

## Performance Comparison

■ S&P500 ■ Industry ■ EQY



## Peer Comparisons (TRBC) =REIT - Residential / Commercial

### Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
EQY	Equity One, Inc.	\$2,280,104	\$9,153,534	\$1,727,792	\$1,818,418,625
FRT	Federal Realty Investment Trust	\$3,511,010	\$9,762,492	\$5,913,285	\$5,175,830,263
SLG	SL Green Realty Corp.	\$11,414,951	\$24,840,351		\$5,169,829,180
UDR	UDR, Inc.	\$3,855,753	\$8,651,734	\$3,214,134	\$4,850,421,546
AGNC	American Capital Agency Corp.				\$4,837,668,668
O	Realty Income Corporation	\$2,312,335	\$3,547,804	\$4,471,264	\$4,294,410,137
ESS	Essex Property Trust, Inc.	\$766,246	\$2,556,105	\$1,524,260	\$4,059,404,203

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

DDR Corp., Federal Realty Investment Trust, Kimco Realty Corporation, Regency Centers Corporation and Weingarten Realty Investors

## COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Peter Linneman	Chairman	61	Male	12	Outside Related
James S. Cassel	Member	56	Male	7	Outside
Neil W. Flanzraich	Member	68	Male	7	Outside