



FXCM Inc.



FXCM NYSE

Investment Services

Market Capitalization USD:

\$237.67 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: Dror Niv

Age: 38

CEO Since: 1999

	2009	2010	2011
Base Salary		\$765,000	\$800,000
Discretionary Bonus		\$0	\$0
Annual Cash Incentive		\$0	\$196,000
Benefits and Perquisites		\$109,723	\$21,061
TOTAL ANNUAL COMPENSATION		\$874,723	\$1,017,061
Increase in Post-Retirement Benefits		\$0	\$0
Stock Option Awards		\$0	\$0
Stock Awards		\$0	\$0
TOTAL COMPENSATION		\$874,723	\$1,017,061
Median of Other Named Executive Officers Total Compensation		\$1,085,120	\$1,129,137
Value Realized on Exercise of Stock Option		\$0	\$0
Value Realized on Vesting of Stock		\$0	\$0
TOTAL REALIZED EQUITY COMPENSATION		\$0	\$0

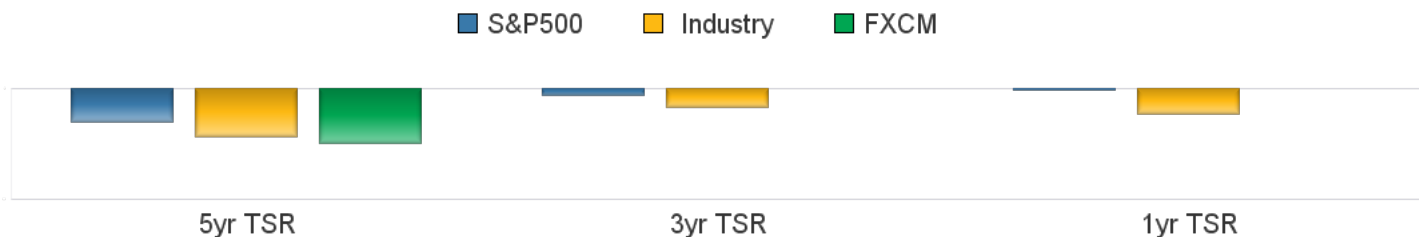
Proxy Date: 30 Apr 2012

Annual Meeting Date: 13 Jun 2012

Equity Reserves: 56.71%

Stock Option Run Rate: 22.13%

Performance Comparison



Peer Comparisons (TRBC) - Investment Services

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
FXCM	FXCM Inc.		\$874,723	\$1,017,061	\$237,671,582
MF	MF Global Holdings Ltd.	\$1,936,919	\$2,261,949		\$681,006,421
FSC	Fifth Street Finance Corp.				\$674,542,754
IBKR	Interactive Brokers Group, Inc.	\$1,350,000	\$1,350,000	\$1,350,000	\$634,728,585
EVR	Evercore Partners Inc.	\$16,736,128	\$2,227,863	\$4,329,013	\$603,823,138
GFIG	GFI Group Inc.	\$2,005,892	\$989,455	\$2,368,084	\$487,580,107
KBW	KBW, Inc.	\$2,692,477	\$2,785,243	\$3,010,556	\$482,337,366

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
Perry Fish	Chairman	69	Male	2	Outside
Arthur Gruen	Member	33	Male	2	Outside
James Brown	Member	47	Male	2	Outside