



**First of Long Island Corporation (The)**

**FLIC NASDAQ**

**Banks**

Market Capitalization USD:

**\$198.82 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: Michael N. Vittorio**

**Age: 59**

**CEO Since: 2003**

	2009	2010	2011
<b>Base Salary</b>	\$407,000	\$422,000	\$450,000
<b>Discretionary Bonus</b>	\$143,590	\$0	\$0
<b>Annual Cash Incentive</b>	\$0	\$160,354	\$141,793
<b>Benefits and Perquisites</b>	\$53,112	\$61,688	\$61,962
<b>TOTAL ANNUAL COMPENSATION</b>	<b>\$603,702</b>	<b>\$644,042</b>	<b>\$653,755</b>
<b>Increase in Post-Retirement Benefits</b>	\$111,731	\$132,416	\$151,662
<b>Stock Option Awards</b>	\$84,172	\$75,560	\$97,840
<b>Stock Awards</b>	\$73,028	\$62,624	\$83,582
<b>TOTAL COMPENSATION</b>	<b>\$872,633</b>	<b>\$914,642</b>	<b>\$986,839</b>
<b>Median of Other Named Executive Officers Total Compensation</b>	\$444,464	\$470,273	\$511,634
<b>Value Realized on Exercise of Stock Option</b>	\$5,104	\$4,433	\$143,972
<b>Value Realized on Vesting of Stock</b>	\$67,998	\$112,854	\$112,854
<b>TOTAL REALIZED EQUITY COMPENSATION</b>	<b>\$73,102</b>	<b>\$117,287</b>	<b>\$256,826</b>

**Proxy Date:** 15 Mar 2012

**Annual Meeting Date:** 17 Apr 2012

**Equity Reserves:** 6.88%

**Stock Option Run Rate:** 0.57%

# First of Long Island Corporation (The)

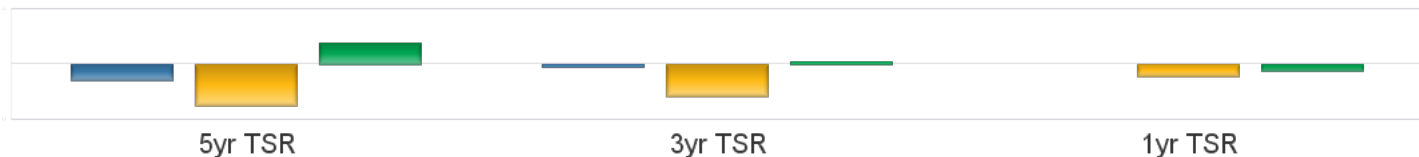
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## Performance Comparison

■ S&P500 ■ Industry ■ FLIC



## Peer Comparisons (TRBC) =Banks

### Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
<b>FLIC</b>	<b>First of Long Island Corporation (The)</b>	<b>\$872,633</b>	<b>\$914,642</b>	<b>\$986,839</b>	<b>\$198,822,850</b>
COLB	Columbia Banking System, Inc.	\$747,460	\$1,003,191	\$1,138,875	\$565,592,214
NFBK	Northfield Bancorp, Inc.	\$3,951,684	\$937,048		\$560,137,768
FMBI	First Midwest Bancorp, Inc.	\$1,124,120	\$1,782,419		\$545,166,955
PVTB	PrivateBancorp, Inc.	\$883,991	\$2,676,800		\$539,973,366
SRCE	1st Source Corporation	\$990,891	\$1,871,600	\$1,976,362	\$504,359,747
BANF	BancFirst Corporation	\$439,368	\$435,671		\$501,562,939

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

The 2010 and 2009 peer groups consisted of seventeen (17) and sixteen (16) publicly-held banks, respectively, similar in size and scope to the Bank and located in the Bank's general geographic area. The 2010 peer group included Sterling Bancorp, Uninvest Corporation of Pennsylvania, Suffolk Bancorp, State Bancorp, Inc., Center Bancorp, Inc., Royal Bancshares of PA, Bryn Mawr Bank Corporation, Unity Bancorp, Inc., Berkshire Bancorp, Inc., Bridge Bancorp, Inc., Hudson Valley Holding Corp., Lakeland Bancorp, Inc., Metro Bancorp, Inc., Peapack-Gladstone Financial Corp., Provident New York Bancorp, Tower Bancorp, Inc., and Republic First Bancorp, Inc.

### Performance Peer Group

NA

## COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Allen E. Busching	Chairman	80	Male	13	Outside Related
Howard Thomas Hogan	Member	67	Male	34	Outside Related
Stephen V. Murphv	Member	66	Male	7	Outside
Walter C. Teagle	Member	62	Male	16	Outside Related

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