



FirstMerit Corporation

FMER NASDAQ

Banks

Market Capitalization USD: **\$1,240.96 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: Paul G. Greig

Age: 56

CEO Since: 2006

	2009	2010	2011
Base Salary	\$731,088	\$750,725	\$791,250
Discretionary Bonus	\$250,000	\$691,927	\$0
Annual Cash Incentive	\$113,246	\$1,238,073	\$1,400,000
Benefits and Perquisites	\$379,259	\$202,273	\$249,005
TOTAL ANNUAL COMPENSATION	\$1,473,593	\$2,882,998	\$2,440,255
Increase in Post-Retirement Benefits	\$2,833,715	\$627,261	\$1,923,463
Stock Option Awards	\$0	\$0	\$0
Stock Awards	\$1,599,992	\$2,000,000	\$1,999,995
TOTAL COMPENSATION	\$5,907,300	\$5,510,259	\$6,363,713
Median of Other Named Executive Officers Total Compensation	\$1,009,964	\$1,429,862	\$1,449,883
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$1,773,988	\$1,652,114	\$1,555,967
TOTAL REALIZED EQUITY COMPENSATION	\$1,773,988	\$1,652,114	\$1,555,967

Proxy Date: 8 Mar 2012

Annual Meeting Date: 18 Apr 2012

Equity Reserves: 7.33%

Stock Option Run Rate: 0.00%

FirstMerit Corporation

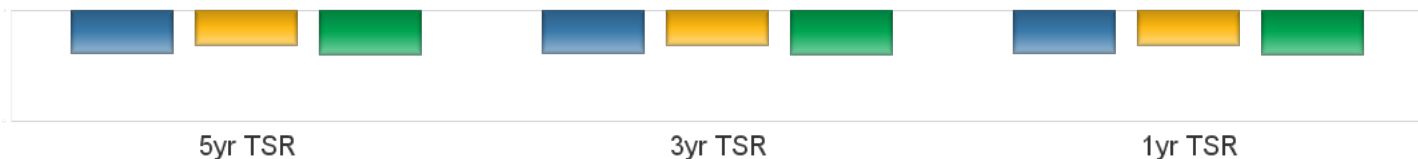
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Performance Comparison

■ vs S&P500 ■ vs Industry ■ FMER



Peer Comparisons (TRBC) =Banks

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
FMER	FirstMerit Corporation	\$5,907,300	\$5,510,259	\$6,363,713	\$1,240,958,800
BOKF	BOK Financial Corporation	\$8,618,099	\$6,663,222		\$3,245,859,202
CBSH	Commerce Bancshares, Inc.	\$2,495,074	\$2,812,892	\$3,919,376	\$3,018,128,406
HCBK	Hudson City Bancorp, Inc.	\$11,470,322	\$8,829,402		\$2,985,666,657
CFR	Cullen/Frost Bankers, Inc.	\$3,689,168	\$3,921,160		\$2,808,706,889
FNFG	First Niagara Financial Group, Inc.	\$2,526,618	\$3,131,327		\$2,698,074,435
ZION	Zions Bancorporation	\$1,373,352	\$1,806,768		\$2,595,009,697

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

Associated Banc-Corp, MB Financial, Inc., Citizens Republic Bancorp, Old National Bancorp, F.N.B. Corporation, Park National Corp., First Commonwealth, Susquehanna Bancshares, First Midwest Bancorp, Inc., TCF Financial Corporation, Fulton Financial Corporation.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
R. Carv Blair	Chairman	72	Male	16	Outside Related
Clifford J. Isroff	Member	75	Male	31	Outside Related
J. Michael Hochschwender	Member	51	Male	7	Outside
John C. Blickle	Member	61	Male	22	Outside Related
Terry L. Haines	Member	65	Male	21	Outside Related

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