



Furniture Brands International, Inc.

FBN NYSE

Home Furnishing

Market Capitalization USD:

\$114.34 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: Ralph P. Scozzafava

Age: 54

CEO Since: 2008

	2009	2010	2011
Base Salary	\$750,000	\$750,000	\$750,000
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$0	\$4,000,015	\$0
Benefits and Perquisites	\$92,544	\$83,444	\$77,638
TOTAL ANNUAL COMPENSATION	\$842,544	\$4,833,459	\$827,638
Increase in Post-Retirement Benefits	\$0	\$1,619	\$0
Stock Option Awards	\$0	\$694,354	\$669,856
Stock Awards	\$0	\$1,095,638	\$335,736
TOTAL COMPENSATION	\$842,544	\$6,625,070	\$1,833,230
Median of Other Named Executive Officers Total Compensation	\$574,023	\$1,305,438	\$688,157
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$23,468	\$43,424	\$0
TOTAL REALIZED EQUITY COMPENSATION	\$23,468	\$43,424	\$0

Proxy Date: 21 Mar 2012

Annual Meeting Date: 3 May 2012

Equity Reserves: 9.78%

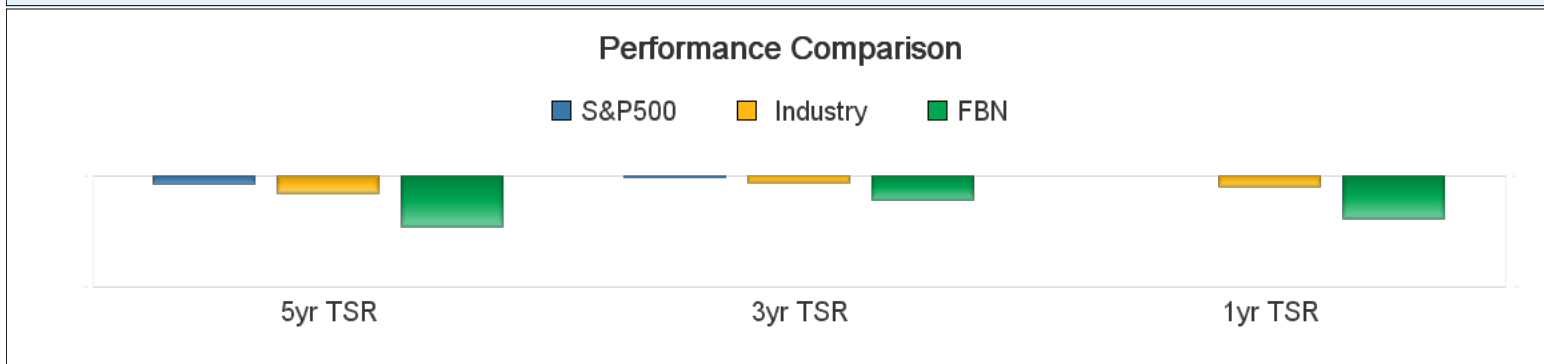
Stock Option Run Rate: 1.23%

Furniture Brands International, Inc.

FBN NYSE

Home Furnishing

Market Capitalization USD: **\$114.34 mm**



Peer Comparisons (TRBC) = Cyclical Consumer Goods / Services

Ticker	Company Name	Total Summary CEO Compensation			Market Cap
		2009	2010	2011	
FBN	Furniture Brands International, Inc.	\$842,544	\$6,625,070	\$1,833,230	\$114,336,202
MPX	Marine Products Corporation	\$410,447	\$355,600	\$568,200	\$127,949,922
HZO	MarineMax, Inc.	\$1,963,145	\$1,154,422	\$973,027	\$150,576,051
MGAM	Multimedia Games Holding Company, Inc.	\$1,965,683	\$2,365,670	\$1,559,829	\$107,469,373
UEIC	Universal Electronics, Inc.	\$1,588,480	\$1,614,575		\$245,150,310
RUSHB	Rush Enterprises, Inc.	\$1,472,897	\$2,083,270		\$385,353,100
SGA	Saga Communications, Inc.		\$1,061,029		\$125,486,759

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

Aaron's Inc., La-Z-Boy Inc., American Woodmark, Pier 1 Imports, Armstrong World Industries, Sealy Corp., Basset Furniture Industries, Steelcase Inc., Ethan Allen Interiors Inc., Tempur-Pedic International Inc., Herman Miller Inc., Williams-Sonoma Inc., Interface

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
James M. Zimmerman	Chairman	69	Male	2	Outside
Aubrev B. Patterson	Member	70	Male	8	Outside Related
Maureen A. McGuire	Member	60	Female	4	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