

# GMI EXECUTIVE PAY SCORECARD<sup>SM</sup>

Data & analysis provided by GMI-The Independent Leader in Corporate Governance and ESG&A

6 Feb 2012

**INTL FCStone Inc.**





INTL NASDAQ

Investment Services

Market Capitalization USD:

**\$378.27 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: Sean M. O'Connor**

**Age: 49**

**CEO Since: 2002**

	2009	2010	2011
<b>Base Salary</b>	\$175,000	\$362,500	\$400,000
<b>Discretionary Bonus</b>	\$331,094	\$405,000	\$256,884
<b>Annual Cash Incentive</b>	\$428,906	\$0	\$713,116
<b>Benefits and Perquisites</b>	\$11,500	\$10,312	\$10,413
<b>TOTAL ANNUAL COMPENSATION</b>	<b>\$946,500</b>	<b>\$777,812</b>	<b>\$1,380,413</b>
<b>Increase in Post-Retirement Benefits</b>	\$0	\$0	\$0
<b>Stock Option Awards</b>	\$71,163	\$20,532	\$0
<b>Stock Awards</b>	\$66,200	\$175,466	\$455,826
<b>TOTAL COMPENSATION</b>	<b>\$1,083,863</b>	<b>\$973,810</b>	<b>\$1,836,239</b>
<b>Median of Other Named Executive Officers Total Compensation</b>	\$637,097	\$733,778	\$1,376,998
<b>Value Realized on Exercise of Stock Option</b>	\$214,250	\$537,098	\$431,400
<b>Value Realized on Vesting of Stock</b>	\$19,969	\$41,055	\$225,451
<b>TOTAL REALIZED EQUITY COMPENSATION</b>	<b>\$234,219</b>	<b>\$578,153</b>	<b>\$656,851</b>

Proxy Date: 13 Jan 2012

Annual Meeting Date: 23 Feb 2012

Equity Reserves: 24.52%

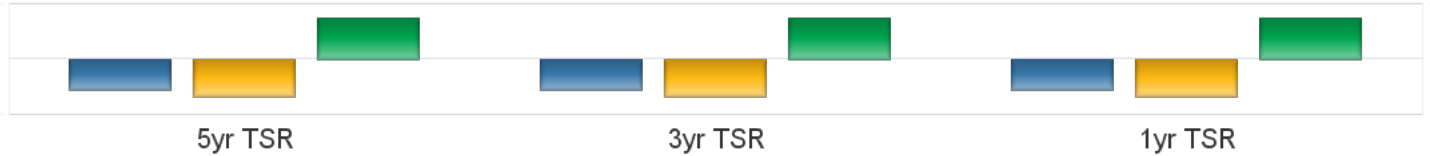
Stock Option Run Rate: 0.26%

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## Performance Comparison

■ vs S&P500   ■ vs Industry   ■ INTL



## Peer Comparisons (TRBC) - Investment Services

### Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
<b>INTL</b>	<b>INTL FCStone Inc.</b>	<b>\$1,083,863</b>	<b>\$973,810</b>	<b>\$1,836,239</b>	<b>\$378,272,485</b>
JNS	Janus Capital Group Inc.	\$8,833,746	\$20,337,868		\$1,119,251,316
ADVS	Advent Software, Inc.	\$783,358	\$752,904		\$1,090,062,415
GBL	GAMCO Investors, Inc.	\$43,576,932	\$56,608,736		\$1,055,157,734
MKTX	MarketAxess Holdings Inc.	\$3,435,585	\$4,111,145		\$988,873,629
MGI	MoneyGram International, Inc.	\$12,759,132	\$1,472,549		\$929,036,573
GHL	Greenhill & Co., Inc.	\$4,118,689	\$8,273,398		\$832,765,917

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
John M. Fowler	Chairman	62	Male	7	Outside
Bruce Krehbiel	Member	58	Male	3	Outside
Eric Parthemore	Member	62	Male	3	Outside
John Radziwill	Member	64	Male	10	Outside