



Inter Parfums, Inc.

IPAR NASDAQ

Personal Products

Market Capitalization USD:

\$471.83 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: Jean Madar

Age: 51

CEO Since: 1997

	2009	2010	2011
Base Salary	\$380,000	\$380,000	\$380,000
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$0	\$0	\$0
Benefits and Perquisites	\$0	\$0	\$0
TOTAL ANNUAL COMPENSATION	\$380,000	\$380,000	\$380,000
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$115,000	\$107,000	\$87,000
Stock Awards	\$0	\$0	\$0
TOTAL COMPENSATION	\$495,000	\$487,000	\$467,000
Median of Other Named Executive Officers Total Compensation	\$626,408	\$667,620	\$734,626
Value Realized on Exercise of Stock Option	\$138,326	\$495,800	\$421,155
Value Realized on Vesting of Stock	\$0	\$0	\$0
TOTAL REALIZED EQUITY COMPENSATION	\$138,326	\$495,800	\$421,155

Proxy Date: 18 Jun 2012

Annual Meeting Date: 24 Jul 2012

Equity Reserves: 5.22%

Stock Option Run Rate: 0.37%

Inter Parfums, Inc.

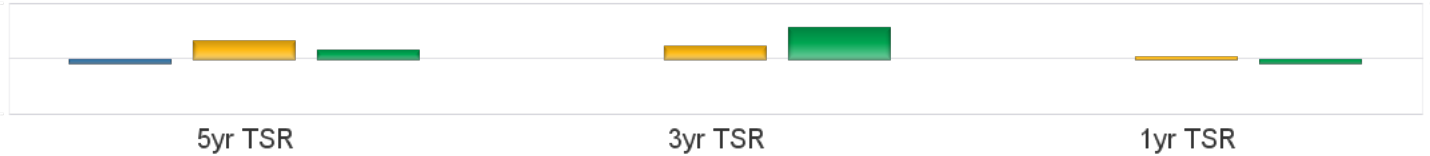
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Performance Comparison

■ S&P500 ■ Industry ■ IPAR



Peer Comparisons (TRBC) =Personal Products

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
IPAR	Inter Parfums, Inc.	\$495,000	\$487,000	\$467,000	\$471,831,273
HI	Hillenbrand, Inc.	\$4,555,195	\$5,529,411	\$4,657,991	\$1,153,728,686
MATW	Matthews International Corporation	\$2,939,752	\$3,451,579	\$4,390,317	\$898,387,708
RDEN	Elizabeth Arden, Inc.	\$1,885,027	\$3,898,598		\$825,344,811
AM	American Greetings Corporation	\$1,463,808	\$3,270,983	\$3,229,672	\$700,546,326
REV	Revlon, Inc.	\$1,311,797	\$3,094,314	\$3,077,955	\$642,803,736
USNA	USANA Health Sciences, Inc.	\$726,214	\$1,966,402	\$757,683	\$433,091,230

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

Avon Products Inc., Blyth Inc., CCA Industries, Inc., Colgate-Palmolive Co., Elizabeth Arden, Inc., Estee Lauder Cosmetics, Inc., Inter Parfums, Inc., Kimberly Clark Corp., Natural Health Trends, Parlux Fragrances Inc., Physicians Formula Holdings, Revlon, Inc., Spectrum Brands, Inc., Stephan Company, Summer Infant, Inc., The Procter & Gamble Company and United Guardian, Inc.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Francois Heilbronn	Member	51	Male	24	Outside Related
Jean Levv	Member	79	Male	16	Outside Related
Patrick Choel	Member	68	Male	6	Outside

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