



Invesco Ltd.


IVZ NYSE

Investment Services

Market Capitalization USD:

\$7,166.05 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: Martin L. Flanagan

Age: 51

CEO Since: 2005

	2009	2010	2011
Base Salary	\$790,000	\$790,000	\$790,000
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$2,558,000	\$3,750,000	\$3,750,000
Benefits and Perquisites	\$461,224	\$459,908	\$530,480
TOTAL ANNUAL COMPENSATION	\$3,809,224	\$4,999,908	\$5,070,480
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$0	\$0	\$0
Stock Awards	\$3,954,997	\$6,508,494	\$8,349,978
TOTAL COMPENSATION	\$7,764,221	\$11,508,402	\$13,420,458
Median of Other Named Executive Officers Total Compensation	\$4,093,643	\$5,162,348	\$5,253,858
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$21,433,467	\$2,058,294	\$8,201,713
TOTAL REALIZED EQUITY COMPENSATION	\$21,433,467	\$2,058,294	\$8,201,713

Proxy Date: 30 Mar 2012

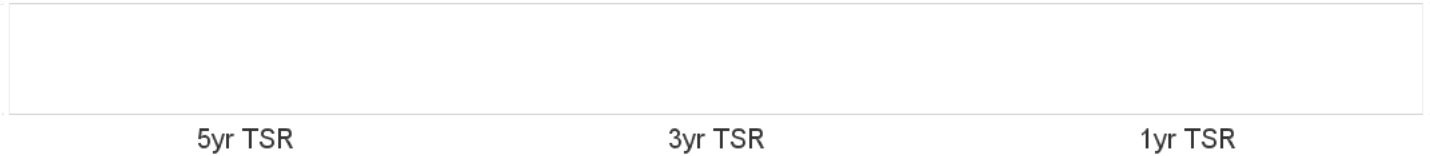
Annual Meeting Date: 17 May 2012

Equity Reserves: 8.16%

Stock Option Run Rate: 0.00%

Performance Comparison

■ S&P500 ■ Industry ■ IVZ



Peer Comparisons (TRBC) - Investment Services

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
IVZ	Invesco Ltd.	\$7,764,221	\$11,508,402	\$13,420,458	\$7,166,051,379
BEN	Franklin Resources, Inc.	\$6,289,140	\$6,728,758	\$9,877,522	\$21,092,175,225
BLK	BlackRock, Inc.	\$15,859,456	\$23,839,294	\$21,877,856	\$19,988,695,588
CME	CME Group Inc.	\$4,727,306	\$6,906,028	\$6,000,074	\$16,474,993,180
SCHW	Charles Schwab Corporation (The)	\$10,029,410	\$10,018,919	\$10,104,377	\$13,630,053,190
TROW	T. Rowe Price Group, Inc.	\$4,729,805	\$7,136,137	\$7,885,309	\$12,246,736,954
AMP	Ameriprise Financial, Inc.	\$18,825,496	\$17,708,144	\$18,849,585	\$9,292,058,891

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

Affiliated Managers Group, Inc., Franklin Resources, AllianceBernstein L. P., Janus Capital Group, Ameriprise Financial, Legg Mason Inc., Bank of New York Mellon, Northern Trust Corp., BlackRock, Inc., SEI Investment Company, EatonVance, State Street, Federated investors, Inc. T. Rowe Price Group.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
John Banham	Chairman	71	Male	13	Outside Related
Ben F. Johnson	Member	68	Male	3	Outside
C. Robert Henrikson	Member	64	Male	0	Outside
Denis Kessler	Member	60	Male	10	Outside Related
Edward P. Lawrence	Member	70	Male	8	Outside
Phoebe A. Wood	Member	58	Female	2	Outside