




**CYS Investments, Inc.****CYS NYSE****Financials - Specialty**

Market Capitalization USD:

\$998.53 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: Kevin Grant**Age: 51****CEO Since: 2006**

	2009	2010	2011
Base Salary			\$250,000
Discretionary Bonus			\$0
Annual Cash Incentive			\$625,000
Benefits and Perquisites			\$49,000
TOTAL ANNUAL COMPENSATION			\$924,000
Increase in Post-Retirement Benefits			\$0
Stock Option Awards			\$0
Stock Awards			\$2,002,500
TOTAL COMPENSATION			\$2,926,500
Median of Other Named Executive Officers Total Compensation			\$360,112
Value Realized on Exercise of Stock Option			\$0
Value Realized on Vesting of Stock			\$3,430,950
TOTAL REALIZED EQUITY COMPENSATION			\$3,430,950

Proxy Date: 3 Apr 2012

Annual Meeting Date: 10 May 2012

Equity Reserves: 1.88%

Stock Option Run Rate: 0.00%

CYS Investments, Inc.

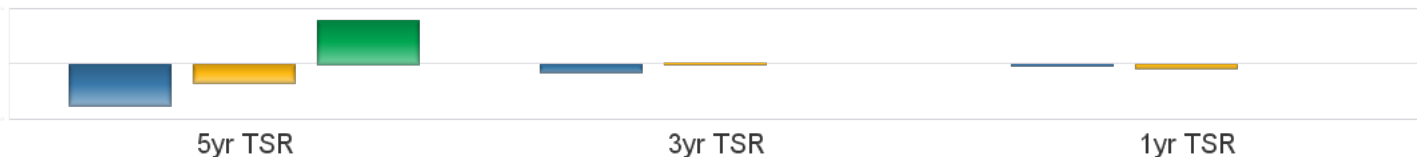
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Performance Comparison

■ S&P500 ■ Industry ■ **CYS**



Peer Comparisons (TRBC) =Financials - Specialty

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
CYS	CYS Investments, Inc.			\$2,926,500	\$998,530,074
AJG	Arthur J. Gallagher & Co.	\$3,828,177	\$3,813,372	\$3,982,664	\$2,964,984,362
CIM	Chimera Investment Corporation	\$0			\$2,845,138,130
BRO	Brown & Brown, Inc.	\$3,611,617	\$1,780,264	\$3,282,618	\$2,544,044,601
HTS	Hatteras Financial Corp.		\$834,358	\$1,398,164	\$1,891,694,101
OCN	Ocwen Financial Corporation	\$1,809,544	\$1,862,938	\$1,874,544	\$1,333,531,626
TWO	Two Harbors Investment Corp.				\$1,241,351,095

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

Core Peer Group; Annaly Capital Management, Inc., Anworth Mortgage Asset Corporation, Capstead Mortgage Corporation, MFA Financial, Inc., Redwood Trust, Inc
Reference Group; Anworth Mortgage Asset Corporation, Franklin Street Properties, BRT Realty Trust, MFA Financial, Inc., Capital Trust, Inc., RAIT Investment Trust, CapLease, Inc., Redwood Trust, Inc., Capstead Mortgage Corporation

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Douglas Crocker	Chairman	72	Male	6	Outside
David Tvson	Member	54	Male	6	Outside
Ravmond Redlinashafer	Member	56	Male	6	Outside