



Charles Schwab Corporation (The)



SCHW NASDAQ

Investment Services

Market Capitalization USD:

\$13,630.05 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: Walter W. Bettinger

Age: 51

CEO Since: 2008

	2009	2010	2011
Base Salary	\$900,000	\$900,000	\$900,000
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$2,531,250	\$2,362,500	\$2,632,500
Benefits and Perquisites	\$98,160	\$89,119	\$71,877
TOTAL ANNUAL COMPENSATION	\$3,529,410	\$3,351,619	\$3,604,377
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$4,550,000	\$4,550,000	\$4,550,000
Stock Awards	\$1,950,000	\$2,117,300	\$1,950,000
TOTAL COMPENSATION	\$10,029,410	\$10,018,919	\$10,104,377
Median of Other Named Executive Officers Total Compensation	\$3,010,753	\$2,970,411	\$3,102,013
Value Realized on Exercise of Stock Option	\$0	\$0	\$2,968,146
Value Realized on Vesting of Stock	\$984,287	\$1,605,979	\$3,446,196
TOTAL REALIZED EQUITY COMPENSATION	\$984,287	\$1,605,979	\$6,414,342

Proxy Date: 30 Mar 2012

Annual Meeting Date: 17 May 2012

Equity Reserves: 12.74%

Stock Option Run Rate: 1.02%

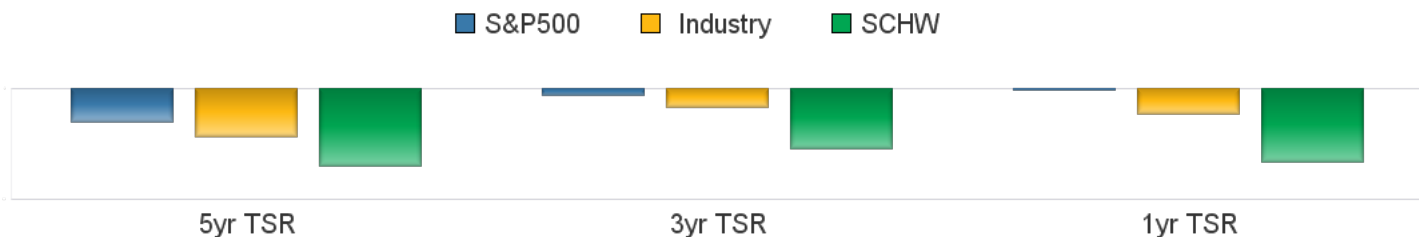
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Performance Comparison



Peer Comparisons (TRBC) - Investment Services

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
SCHW	Charles Schwab Corporation (The)	\$10,029,410	\$10,018,919	\$10,104,377	\$13,630,053,190
MS	Morgan Stanley	\$1,249,666	\$15,185,737	\$12,981,856	\$26,046,148,361
TRI	Thomson Reuters Corporation	\$9,447,624	\$9,497,750		\$22,459,167,606
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		\$19,988,695,588
CME	CME Group Inc.	\$4,727,306	\$6,906,028		\$16,474,993,180
TROW	T. Rowe Price Group, Inc.	\$4,729,805	\$7,136,137	\$7,885,309	\$12,246,736,954

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

Ameriprise Financial, BNY Mellon, Franklin Resources, Invesco, Legg Mason, Northern Trust, State Street, T. Rowe Price Group, E*Trade Financial, Fidelity Investments, Raymond James Financial, TD Ameritrade Holding, Comerica, BB&T Corp, Fifth Third, Huntington Bancshares, M&T Bank, Discover Financial Services, Western Union, Fiserv.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Roger O. Walther	Chairman	76	Male	23	Outside Related
Frank C. Herringer	Member	69	Male	16	Outside Related
Nancy Hellman Bechtle	Member	74	Female	20	Outside Related
Paula A. Sneed	Member	64	Female	10	Outside Related
Robert N. Wilson	Member	71	Male	9	Outside

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