



Cohen & Steers, Inc.


CNS NYSE

Investment Services

Market Capitalization USD:

\$1,240.56 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 Cohen

Age: 63

CEO Since: 2004

	2009	2010	2011
Base Salary	\$750,000	\$750,000	\$750,000
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$0	\$0	\$450,000
Benefits and Perquisites	\$32,462	\$318,080	\$233,656
TOTAL ANNUAL COMPENSATION	\$782,462	\$1,068,080	\$1,433,656
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$0	\$0	\$0
Stock Awards	\$0	\$1,249,980	\$2,249,965
TOTAL COMPENSATION	\$782,462	\$2,318,060	\$3,683,621
Median of Other Named Executive Officers Total Compensation	\$797,311	\$2,183,370	\$2,065,647
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$540,633	\$1,036,414	\$1,861,030
TOTAL REALIZED EQUITY COMPENSATION	\$540,633	\$1,036,414	\$1,861,030

Proxy Date: 23 Mar 2012

Annual Meeting Date: 8 May 2012

Equity Reserves: 13.80%

Stock Option Run Rate:

Cohen & Steers, Inc.

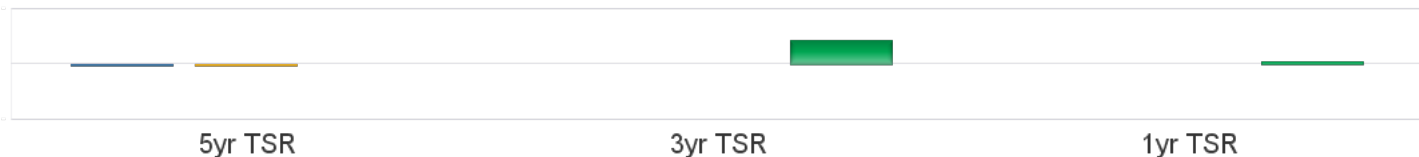
CNS NYSE

Investment Services

Market Capitalization USD: **\$1,240.56 mm**

Performance Comparison

■ S&P500 ■ Industry ■ CNS



Peer Comparisons (TRBC) - Investment Services

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
CNS	Cohen & Steers, Inc.	\$782,462	\$2,318,060	\$3,683,621	\$1,240,563,247
MSCI	MSCI Inc.	\$11,974,108	\$5,493,120	\$2,187,640	\$3,653,700,204
RJF	Raymond James Financial, Inc.	\$2,750,931	\$2,755,678	\$3,711,176	\$3,286,875,972
DNB	Dun & Bradstreet Corporation (The)	\$6,536,191	\$4,586,462	\$6,666,922	\$3,037,236,004
MORN	Morningstar, Inc.	\$100,020	\$103,228		\$2,854,394,189
SEIC	SEI Investments Company	\$1,360,482	\$1,349,708		\$2,808,071,602
LPLA	LPL Investment Holdings Inc.		\$5,742,725		\$2,741,008,578

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.; AllianceBernstein L.P.; Artio Global Investors Inc.; BlackRock, Inc.; Calamos Asset Management, Inc.; Eaton Vance Corp.; Federated Investors, Inc.; Franklin Resources, Inc.; GAMCO Investors, Inc.; Invesco Ltd.; Janus Capital Group, Inc.; Legg Mason, Inc.; Pzena Investment Management, Inc.; T. Rowe Price Group, Inc.; and Waddell & Reed Investment Management Co.

Aberdeen Asset Management, Inc.; Acadian Asset Management, LLC; AEW Capital Management; Arrowstreet Capital, L.P.; The Boston Company Asset Management, LLC; Brandes Investment Partners, L.P.; Brandywine Global Investment Management, LLC; Brown Investment Advisory & Trust Company; Brown Brothers Harriman & Co.; Calamos Asset Management, Inc.; DuPont Capital Management; Dwight Asset Management, LLC; Financial Engines, Inc.; First Quadrant, L.P.; Fred Alger Management, Inc.; Glenmede Trust

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Edmond D. Villani	Chairman	65	Male	8	Outside
Bernard B. Winoarad	Member	61	Male	0	Outside
Peter L. Rhein	Member	70	Male	8	Outside
Richard P. Simon	Member	66	Male	8	Outside

This report is for informational purposes only, and should not be considered a solicitation to buy or sell any security. Thomson Reuters Business Classification (TRBC) is a global industry classification system that is owned and operated by Thomson Reuters and has been licensed for use by GMI Ratings.

COPYRIGHT 2012 | GMI Ratings | ALL RIGHTS RESERVED