



Financial Engines, Inc.



FNGN NASDAQ

Investment Services

Market Capitalization USD:

\$817.76 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: Jeffrey N. Maggioncalda

Age: 43

CEO Since: 1996

	2009	2010	2011
Base Salary		\$287,500	\$337,500
Discretionary Bonus		\$0	\$0
Annual Cash Incentive		\$310,155	\$280,098
Benefits and Perquisites		\$6,900	\$7,350
TOTAL ANNUAL COMPENSATION		\$604,555	\$624,948
Increase in Post-Retirement Benefits		\$0	\$0
Stock Option Awards		\$0	\$1,371,512
Stock Awards		\$0	\$579,455
TOTAL COMPENSATION		\$604,555	\$2,575,915
Median of Other Named Executive Officers Total Compensation		\$684,839	\$1,232,994
Value Realized on Exercise of Stock Option		\$709,883	\$5,157,379
Value Realized on Vesting of Stock		\$346,750	\$607,250
TOTAL REALIZED EQUITY COMPENSATION		\$1,056,633	\$5,764,629

Proxy Date: 2 Apr 2012

Annual Meeting Date: 15 May 2012

Equity Reserves: 21.66%

Stock Option Run Rate: 2.51%

Financial Engines, Inc.

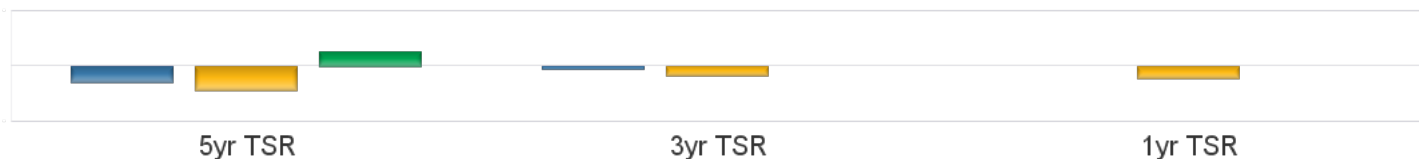
FNGN NASDAQ

Investment Services

Market Capitalization USD: **\$817.76 mm**

Performance Comparison

■ S&P500 ■ Industry ■ FNGN



Peer Comparisons (TRBC) - Investment Services

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
FNGN	Financial Engines, Inc.		\$604,555	\$2,575,915	\$817,755,112
ACAS	American Capital Ltd.	\$7,447,414	\$8,655,221	\$13,146,334	\$2,413,080,055
CBOE	CBOE Holdings, Inc.		\$9,582,298		\$2,215,037,295
WDR	Waddell & Reed Financial, Inc.	\$4,915,078	\$6,307,637	\$6,668,705	\$2,152,610,775
FII	Federated Investors, Inc.	\$4,044,195	\$3,601,887		\$1,828,190,201
SF	Stifel Financial Corp.	\$4,155,460	\$4,476,661		\$1,426,803,651
CNS	Cohen & Steers, Inc.	\$782,462	\$2,318,060	\$3,683,621	\$1,240,563,247

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

Advent Software, Artio Global Investors, athenahealth, Concur Technologies, DealerTrack, Ebix, Epoch Holding Corporation, The Knot, LivePerson, LogMeIn, Morningstar, MSCI, NetSuite, OpenTable, Smith Micro Software, SolarWinds, Stamps.com, SuccessFactors, Taleo, Travelzoo, Ultimate Software Group, Unica, Vocus, and Westwood Holdings Group.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Paul G. Koontz	Chairman	50	Male	15	Outside Related
Blake R. Grossman	Member	48	Male	1	Outside
John B. Shoven	Member	64	Male	2	Outside
Robert A. Huret	Member	67	Male	1	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