



First Commonwealth Financial



FCF NYSE

Banks

Market Capitalization USD:

\$388.16 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: T. Michael Price

Age: 49

CEO Since: 2011

	2009	2010	2011
Base Salary	\$530,000	\$460,000	\$460,000
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$0	\$0	\$0
Benefits and Perquisites	\$25,946	\$16,758	\$732,219
TOTAL ANNUAL COMPENSATION	\$555,946	\$476,758	\$1,192,219
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$0	\$0	\$0
Stock Awards	\$0	\$0	\$239,020
TOTAL COMPENSATION	\$555,946	\$476,758	\$1,431,239
Median of Other Named Executive Officers Total Compensation	\$355,382	\$407,922	\$568,050
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$0	\$0	\$0
TOTAL REALIZED EQUITY COMPENSATION	\$0	\$0	\$0

Proxy Date: 23 Mar 2012

Annual Meeting Date: 24 Apr 2012

Equity Reserves: 5.05%

Stock Option Run Rate: 0.00%

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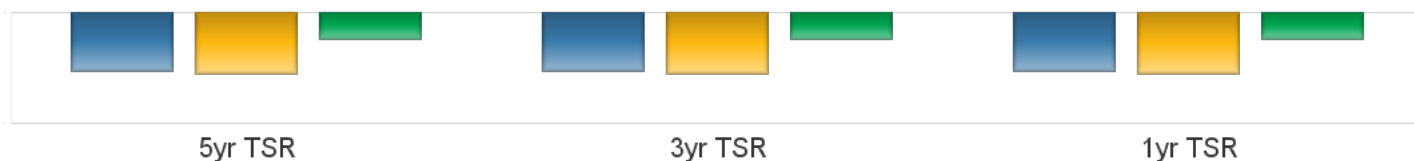
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Performance Comparison

■ vs S&P500 ■ vs Industry ■ FCF



Peer Comparisons (TRBC) =Banks

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
FCF	First Commonwealth Financial Corporation	\$555,946	\$476,758	\$1,431,239	\$388,155,877
TRMK	Trustmark Corporation	\$2,999,423	\$1,624,327		\$1,163,764,115
WABC	Westamerica Bancorporation	\$840,476	\$642,104	\$766,679	\$1,093,001,360
FNB	F.N.B. Corporation	\$1,511,182	\$2,452,341		\$1,088,603,101
NPBC	National Penn Bancshares Inc.	\$1,398,564	\$1,262,188	\$1,797,104	\$1,063,289,053
UBSI	United Bankshares, Inc.	\$995,883	\$2,296,941		\$1,008,396,616
UMPQ	Umpqua Holdings Corporation	\$2,316,716	\$3,731,340	\$3,442,525	\$1,006,793,467

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

Community Bank System, National Penn Bancshares, FNB Corporation, S & T Bancorp Inc., First Niagara Financial Group, Susquehanna Bancshares, Fulton Financial Group, Univest Corp, Metro Bancorp Inc., Wesbanco Inc., N B T Bancorp Inc.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Robert J. Ventura	Chairman	62	Male	8	Outside
David W. Greenfield	Member	61	Male	2	Outside
Julie A. Caponi	Member	50	Female	5	Outside
Rav T. Charlev	Member	60	Male	14	Outside Related

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