



FirstEnergy Corp.

FE NYSE

Utilities - Electric

Market Capitalization USD:

\$18,782.10 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: Anthony J. Alexander

Age: 60

CEO Since: 2004

	2009	2010	2011
Base Salary	\$1,159,615	\$1,328,404	\$1,340,000
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$1,206,000	\$2,468,950	\$2,872,416
Benefits and Perquisites	\$60,079	\$56,580	\$69,035
TOTAL ANNUAL COMPENSATION	\$2,425,694	\$3,853,934	\$4,281,451
Increase in Post-Retirement Benefits	\$5,459,829	\$2,883,006	\$4,028,743
Stock Option Awards	\$0	\$0	\$882,829
Stock Awards	\$4,555,568	\$4,890,717	\$9,135,872
TOTAL COMPENSATION	\$12,441,091	\$11,627,657	\$18,328,895
Median of Other Named Executive Officers Total Compensation	\$4,193,060	\$3,699,099	\$8,380,858
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$2,776,699	\$2,306,069	\$2,357,520
TOTAL REALIZED EQUITY COMPENSATION	\$2,776,699	\$2,306,069	\$2,357,520

Proxy Date: 2 Apr 2012

Annual Meeting Date: 15 May 2012

Equity Reserves: 3.40%

Stock Option Run Rate: 0.16%

FirstEnergy Corp.

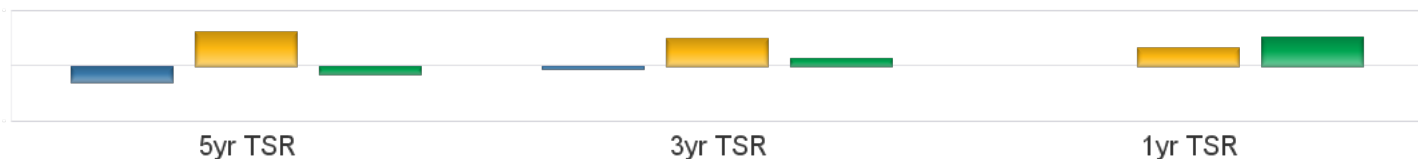
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Performance Comparison

■ S&P500 ■ Industry ■ FE



Peer Comparisons (TRBC) =Utilities - Electric

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
FE	FirstEnergy Corp.	\$12,441,091	\$11,627,657	\$18,328,895	\$18,782,100,185
SO	Southern Company (The)	\$10,804,474	\$16,029,754		\$35,997,007,376
EXC	Exelon Corporation	\$12,210,448	\$9,418,399	\$11,716,004	\$28,216,940,926
DUK	Duke Energy Corporation	\$6,927,663	\$8,815,181	\$8,780,258	\$26,608,418,555
NEE	NextEra Energy, Inc.	\$14,756,417	\$13,560,217		\$22,794,331,437
AEP	American Electric Power Company, Inc.	\$7,539,278	\$9,026,114	\$9,186,906	\$18,336,050,978
PEG	Public Service Enterprise Group Incorporated	\$8,715,970	\$9,233,814	\$4,377,156	\$16,883,624,713

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

AMEREN CORP, DUKE ENERGY CORP, PEPCO HOLDINGS INC, AMERICAN ELECTRIC POWER CO INC, EDISON INTERNATIONAL, PG&E CORP, CENTERPOINT ENERGY INC, ENERGY FUTURE HOLDINGS CORP, PPL CORP, CMS ENERGY CORP, ENTERGY CORP, PROGRESS ENERGY INC, CONSOLIDATED EDISON INC, EXELON CORP, PUBLIC SERVICE ENTERPRISE GROUP INC, CONSTELLATION ENERGY GROUP INC, INTEGRYS ENERGY GROUP, INC, SEMPRA ENERGY, DOMINION RESOURCES INC, NEXTERA ENERGY, SOUTHERN CO, DTE ENERGY CO, NISOURCE INC, XCEL ENERGY INC.

Performance Peer Group

EEl Index

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Catherine A. Rein	Chairman	69	Female	11	Outside Related
Christopher D. Pappas	Member	56	Male	1	Outside
Robert B. Heisler	Member	63	Male	6	Outside
Ted J. Kleisner	Member	67	Male	1	Outside
Wes M. Taylor	Member	69	Male	8	Outside