



GFI Group Inc.




GFIG NYSE

Investment Services

Market Capitalization USD:

\$487.58 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: Michael Gooch

Age: 53

CEO Since: 1987

	2009	2010	2011
Base Salary	\$850,000	\$850,000	\$912,500
Discretionary Bonus	\$1,000,000	\$0	\$0
Annual Cash Incentive	\$0	\$0	\$0
Benefits and Perquisites	\$155,892	\$139,455	\$206,829
TOTAL ANNUAL COMPENSATION	\$2,005,892	\$989,455	\$1,119,329
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$0	\$0	\$0
Stock Awards	\$0	\$0	\$1,248,755
TOTAL COMPENSATION	\$2,005,892	\$989,455	\$2,368,084
Median of Other Named Executive Officers Total Compensation	\$1,252,359	\$2,382,053	\$2,122,539
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$98,547	\$116,234	\$55,677
TOTAL REALIZED EQUITY COMPENSATION	\$98,547	\$116,234	\$55,677

Proxy Date: 23 Apr 2012

Annual Meeting Date: 7 Jun 2012

Equity Reserves: 29.26%

Stock Option Run Rate: 0.00%

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Performance Comparison

■ S&P500 ■ Industry ■ GFIG



Peer Comparisons (TRBC) - Investment Services

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
GFIG	GFI Group Inc.	\$2,005,892	\$989,455	\$2,368,084	\$487,580,107
SF	Stifel Financial Corp.	\$4,155,460	\$4,476,661	\$5,673,086	\$1,426,803,651
CNS	Cohen & Steers, Inc.	\$782,462	\$2,318,060	\$3,683,621	\$1,240,563,247
KCG	Knight Capital Group, Inc.	\$16,903,081	\$6,166,778	\$6,369,909	\$1,205,845,305
JNS	Janus Capital Group Inc.	\$8,833,746	\$20,337,868	\$6,151,152	\$1,119,251,316
ADVS	Advent Software, Inc.	\$783,358	\$752,904	\$761,111	\$1,090,062,415
GBL	GAMCO Investors, Inc.	\$43,576,932	\$56,608,736	\$61,693,390	\$1,055,157,734

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

Specific companies not disclosed.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
John W. Ward	Chairman	69	Male	8	Outside
Frank J. Fanzilli	Member	55	Male	3	Outside
Richard Macee	Member	69	Male	2	Outside