



Janus Capital Group Inc.

JNS NYSE

Investment Services

Market Capitalization USD:

\$1,119.25 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: Richard M. Weil

Age: 48

CEO Since: 2010

	2009	2010	2011
Base Salary	\$458,039	\$458,333	\$500,000
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$0	\$3,500,000	\$1,900,000
Benefits and Perquisites	\$6,880,707	\$379,539	\$120,053
TOTAL ANNUAL COMPENSATION	\$7,338,746	\$4,337,872	\$2,520,053
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$747,500	\$3,000,000	\$0
Stock Awards	\$747,500	\$12,999,996	\$3,631,099
TOTAL COMPENSATION	\$8,833,746	\$20,337,868	\$6,151,152
Median of Other Named Executive Officers Total Compensation	\$5,649,276	\$5,097,862	\$2,231,248
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$1,958,632	\$5,490,235	\$832,764
TOTAL REALIZED EQUITY COMPENSATION	\$1,958,632	\$5,490,235	\$832,764

Proxy Date: 16 Mar 2012

Annual Meeting Date: 26 Apr 2012

Equity Reserves: 13.80%

Stock Option Run Rate: 1.49%

Janus Capital Group Inc.

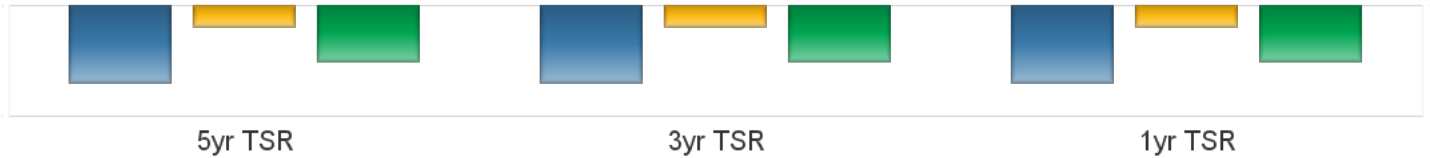
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Performance Comparison

■ vs S&P500 ■ vs Industry ■ JNS



Peer Comparisons (TRBC) - Investment Services

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
JNS	Janus Capital Group Inc.	\$8,833,746	\$20,337,868	\$6,151,152	\$1,119,251,316
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		\$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
EV	Eaton Vance Corp.	\$5,957,022	\$8,876,206		\$2,615,855,556

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

AllianceBernstein L.P., Morgan Stanley Investment Management, American Century Investments, Neuberger Berman Group, Delaware Investments, Nuveen Investments, Eaton Vance Management, Oppenheimer Funds, Inc., Franklin Templeton Investments, Putnam Investments, Invesco plc., T. Rowe Price Associates, Inc., MFS Investment Management, Western Asset Management Co.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Jock Patton	Chairman	66	Male	5	Outside
G. Andrew Cox	Member	67	Male	10	Outside Related
Lawrence E. Kochard	Member	55	Male	4	Outside
Timothy K. Armour	Member	63	Male	4	Outside Related

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