

## Table of Contents

The total compensation opportunity for each of our executive officers is created by utilizing available information disclosed in proxy statements of these companies in combination with generally available market compensation survey information. It is important to note that compensation data from non-peer group companies is also given significant consideration since we also recruit talent from organizations outside the payments industry.

## **Elements of Compensation**

Compensation for our NEOs is delivered through:

- base salary;
- bonuses;
- long-term incentive compensation; and
- benefits and perquisites.

### *Base Salary*

Base salary compensates our executives for performing the requirements of their positions and provides them with a level of cash income predictability and stability with respect to a portion of their total compensation. The Committee believes that base salaries for executives should reflect market competitive levels of pay and factors unique to each executive such as experience and breadth of responsibilities, performance, individual skill set, time in the role, pay relative to peers within the Company, and base pay in previous roles outside of the Company. Initial base salaries for our NEOs are agreed with the NEO at the time of hiring. Each executive officer is reviewed annually and is eligible for a discretionary annual merit increase. Base salaries may also be adjusted at other times to deal with competitive pressures or changes in job responsibilities. Mr. Bisignano's salary was not increased in 2015. The following table reflects our NEOs base salaries as of December 31, 2014.

	<b>Base Salary as of December 31, 2014</b>
Frank J. Bisignano, Chairman and Chief Executive Officer	\$ 1,500,000
Michael K. Neborak, Executive Vice President, Director of Finance	600,000
Cynthia A. Armine-Klein, Executive Vice President, Chief Control Officer	500,000
Sanjiv Das, Executive Vice President, Co-Head of Global Financial Solutions and Head of EMEA and APAC Regions	750,000
Joseph J. Plumeri, Vice Chairman	1,200,000

### *Bonuses*

#### Annual Cash Incentives

In order to motivate our NEOs to achieve short-term performance goals and tie a portion of their cash compensation to actual performance, each NEO is eligible for an annual discretionary cash bonus award under our SEIP based on the achievement of our strategic growth objectives and individual performance in meeting those objectives. Consistent with First Data's overall compensation philosophy, discretionary cash bonus awards are generally a small percentage relative to equity-based awards for executives.