



DEPARTMENT OF THE TREASURY
WASHINGTON, D.C. 20220

April 2, 2014

Mr. James J. Duffy
Chief Human Resources Officer
Ally Financial Inc.
1177 Avenue of the Americas
New York, NY 10036

**Re: Compensation Payments and Structures for Senior Executive Officers
and Most Highly Compensated Employees (“Covered Employees 1 – 25”)**

Dear Mr. Duffy:

Pursuant to the Department of the Treasury’s Interim Final Rule on TARP Standards for Compensation and Corporate Governance,¹ the Office of the Special Master has completed its review of the 2014 compensation submission by Ally Financial Inc. (“Ally”), on behalf of its senior executive officers and next 20 most highly compensated employees (“Covered Employees 1 – 25” or “Covered Employees”). Attached as *Annex A* is a determination memorandum (accompanied by *Exhibits I* and *II*) providing the determinations of the Office of the Special Master with respect to 2014 compensation for Covered Employees 1 – 25. 31 C.F.R. § 30.16(a)(3)(i).

The Interim Final Rule requires the Office of the Special Master to determine whether the compensation structure for each Covered Employee 1 – 25 “will or may result in payments that are inconsistent with the purposes of Section 111 of EESA or TARP,² or are otherwise contrary to the public interest” (as applied to Covered Employees of exceptional assistance recipients, the “public interest standard”). *Id.* The Office of the Special Master must make such determinations by applying six principles: avoid incentives to take excessive risk, maximize the company’s ability to repay the taxpayer, appropriately allocate the components of compensation, use performance-based compensation, employ pay structures and amounts that are consistent with, and not excessive taking into account, those at comparable entities, and base pay on the employee’s contribution to the value of the TARP recipient enterprise. *Id.* These principles are discussed in further detail in Part III of *Annex A*.

To apply the six principles and ensure that compensation structures satisfy the public interest standard, the Office of the Special Master developed practical guidelines (“guidelines”), which were identified in the determination letters issued by the Office of the Special Master on October 22, 2009, March 23, 2010, April 1, 2011, April 6, 2012, and April 26, 2013, relating to

¹ The Interim Final Rule and all determination letters issued by the Office of the Special Master are available at www.financialstability.gov (click on “Executive Compensation”).

² These purposes are “maximization of overall returns to the taxpayers of the United States and providing stability and preventing disruptions to financial markets”. 31 C.F.R. § 30.16(b)(1).

2009, 2010, 2011, 2012, and 2013 compensation, respectively.³ Compensation in 2014 at Ally must continue to comport with these guidelines, which generally include the following:

- Limit guaranteed cash. The majority of each Covered Employee’s base salary should be paid in the form of stock that will immediately vest as earned, but will be redeemable only in three equal, annual installments beginning on the second anniversary of the date stock salary is earned (or the first anniversary if the TARP recipient has begun to repay its obligations). Although the Interim Final Rule limits incentives to one-third of annual compensation, the use of stock salary, as contemplated by the Interim Final Rule, provides a performance component for a portion of the employee’s base compensation. Base salary paid in cash should in most cases not exceed \$500,000.
- Require that incentives be contingent on performance. Incentive compensation should be based on measurable performance goals that are designed by, and the achievement of which is determined by, the company’s independent compensation committee.
- Focus on long-term value creation. A significant amount of compensation should reflect a company’s long-term performance and value. In most circumstances a large proportion of compensation should be held or deferred for a period of at least three years.
- Minimal perquisites. Compensation structures that are not aligned with shareholder and taxpayer interests in the firm should be minimized or eliminated.

In applying the above guidelines, the Office of the Special Master has implemented certain restrictions on practices that present conflicting incentives. For example, Covered Employees are prohibited from engaging in any hedging or derivative transactions involving company stock that would undermine the long-term performance incentives created by the approved compensation structures.

Finally, the determinations of the Office of the Special Master take into account the requirements of the Interim Final Rule that generally apply to all TARP recipients whether or not they are subject to the jurisdiction of the Office of the Special Master: (a) prohibition of all bonuses and incentives, including cash bonuses and stock options (the only exception to the fixed-compensation-only rule is the ability to award a bonus in the form of long-term restricted stock that does not exceed one-third of compensation in the year of grant, has a minimum vesting period of two years and cannot be transferred by the employee, even if fully vested, earlier than pursuant to a schedule that reflects the company’s actual repayment of TARP obligations in 25% increments), (b) requirement of a “clawback” of any bonus that is later determined to have been

³ In this determination letter, the terms “public interest standard”, “principles”, and “guidelines” have distinct meanings. The term “public interest standard” refers to the determination standard laid out in the Interim Final Rule. The term “principles” refers to the six principles (listed above and further described in Part III of *Annex A*) that the Interim Final Rule instructs the Office of the Special Master to apply in determining whether compensation meets the public interest standard. The term “guidelines” refers to the practical guidelines developed by the Office of the Special Master to implement the principles and ensure satisfaction of the public interest standard. In addition, the term “Office of the Special Master” is used consistently to refer to the Office or the defined term “Special Master” as used in the Interim Final Rule.

awarded based on materially inaccurate performance criteria, (c) limitation of golden parachute payments, and (d) prohibition of tax gross-ups.

Certain modifications to Ally's compensation submission were necessary to ensure that compensation for Ally's Covered Employees 1 – 25 satisfies the public interest standard. The Office of the Special Master's determinations are described in detail in the attached determination memorandum.

Pursuant to the Interim Final Rule, Ally may, within 30 days of the date hereof, request in writing that the Office of the Special Master reconsider the determinations set forth in the determination memorandum. If Ally does not request reconsideration within 30 days, these initial determinations will be treated as final determinations. *Id.* § 30.16(c)(1).

Very truly yours,


Patricia Geoghegan
Office of the Special Master
for TARP Executive Compensation

Enclosures

cc: Richard Strahota

ANNEX A DETERMINATION MEMORANDUM

I. INTRODUCTION

The Emergency Economic Stabilization Act of 2008, as amended by the American Recovery and Reinvestment Act of 2009 (“EESA”), requires the Secretary of the Treasury to establish standards related to executive compensation and corporate governance for institutions receiving financial assistance under the Troubled Asset Relief Program (“TARP”). Emergency Economic Stabilization Act of 2008, 12 U.S.C. § 5221 (2010). Through the Department of the Treasury’s Interim Final Rule on TARP Standards for Compensation and Corporate Governance (the “Rule”), the Secretary delegated to the Office of the Special Master for TARP Executive Compensation (the “Office of the Special Master”) responsibility for reviewing compensation structures of certain employees at institutions that received exceptional financial assistance under TARP (“Exceptional Assistance Recipients”).⁴ 31 C.F.R. § 30.16(a); *id.* § 30.16(a)(3). For these employees, the Office of the Special Master must determine whether the compensation structure will or may result in payments “inconsistent with the purposes of Section 111 of EESA or TARP, or...otherwise contrary to the public interest.” *Id.* § 30.16(a)(3)(i).

Ally Financial Inc. (“Ally” or the “Company”), the remaining Exceptional Assistance Recipient, has submitted to the Office of the Special Master proposed 2014 compensation structures (the “Proposed Structures”) for review pursuant to Section 30.16(a)(3)(i) of the Rule. These compensation structures apply to five employees that the Company has identified for 2014 as senior executive officers (the “Senior Executive Officers,” or “SEOs”) for purposes of the Rule, and 19 employees the Company has identified as among the most highly compensated employees of the Company for purposes of the Rule (the “Most Highly Compensated Employees,” and, together with the SEOs, the “Covered Employees”). As further described below, one employee who otherwise would have been included in the Covered Employee group has departed the Company, but remains subject to the applicable rules for Covered Employees who have left the Company.

The Office of the Special Master has completed the review of the Company’s Proposed Structures for the Covered Employees pursuant to the principles set forth in the Rule. *Id.* § 30.16(b)(1). This Determination Memorandum sets forth the determinations of the Office of the Special Master, pursuant to Section 30.16(a)(3)(i) of the Rule, with respect to the Covered Employees.

II. BACKGROUND

On June 15, 2009, the Department of the Treasury (“Treasury”) promulgated the Rule, creating the Office of the Special Master and delineating its responsibilities. The Rule requires that each Exceptional Assistance Recipient submit proposed compensation structures for each Senior Executive Officer and Most Highly Compensated Employee. 31 C.F.R. § 30.16(a)(3)(i).

⁴ The Interim Final Rule on TARP Standards for Compensation and Corporate Governance, technical corrections to the Rule, FAQs, and all Prior Determinations are available on the Department of the Treasury website at www.financialstability.gov (click on “Executive Compensation”).

On October 22, 2009, March 23, 2010, April 1, 2011, April 6, 2012, and April 26, 2013,⁵ in each case after reviewing submissions of proposed compensation structures and amounts from Ally, the Office of the Special Master issued determinations regarding Ally's compensation structures, and amounts potentially payable thereunder, for Ally's senior executive officers and certain most highly compensated employees (the "Prior Determinations"). The Prior Determinations were made in light of six principles defined in the Rule and discussed in Part III below (the "principles"), and proposed compensation structures for Covered Employees were modified as needed to ensure that compensation would not "result in payments that are inconsistent with the purposes of Section 111 of EESA or TARP, or are otherwise contrary to the public interest" (as applied to Covered Employees of Exceptional Assistance Recipients, the "public interest standard"). 31 C.F.R. § 30.16(a)(3)(i). To apply the principles and ensure that compensation structures satisfy the public interest standard, the Office of the Special Master developed practical guidelines (the "guidelines"), which informed the Prior Determinations and are described in the cover letter accompanying this Determination Memorandum.⁶ The Prior Determinations applied only to those individuals identified by the Company as subject to the Office of the Special Master's mandatory jurisdiction to review and approve compensation structures and payments, *see id.*, for the period under review and only with respect to compensation for services provided to Ally for that period.

On January 3, 2014, the Office of the Special Master requested from Ally certain data and documentary information necessary to facilitate the Office of the Special Master's review of the Company's 2014 compensation structures. The request required Ally to submit data describing its proposed compensation structures, and the payments that would result from the proposals, concerning each Covered Employee.

In addition, the Rule authorizes the Office of the Special Master to request information from an Exceptional Assistance Recipient "under such procedures as the Special Master shall determine." *Id.* § 30.16(d). Ally was required to submit competitive market data indicating how the amounts payable under Ally's proposed compensation structures relate to the amounts paid to persons in similar positions or roles at similar entities (see Part IV below for a discussion of Ally's market data). Ally was also required to submit a range of documentation, including information related to proposed performance metrics, internal policies designed to curb excessive risk, and certain previously existing compensation plans and agreements.

Ally submitted this information to the Office of the Special Master on February 7, 2014. Following a preliminary review of the submission, on March 7, 2014, the Office of the Special Master determined that Ally's submission was substantially complete for purposes of the Rule. *Id.* § 30.16(a)(3)(i). The Office of the Special Master then commenced a formal review of Ally's proposed compensation structures for the Covered Employees. The Rule provides that the Office

⁵ As explained in the 2013 determination letter, as a result of the significant corporate initiatives announced by Ally in May 2012, the Office of the Special Master issued a supplemental determination letter on June 8, 2012, that made certain modifications to the structure of the compensation of Covered Employees (other than the CEO) for 2012 and prior years, but did not change any amounts of cash compensation or total direct compensation.

⁶ For a further discussion of the guidelines, see pages 9 – 10 of the September 10, 2010, Final Report of Special Master Kenneth R. Feinberg, available at www.financialstability.gov (click on "Executive Compensation").

of the Special Master is required to issue a compensation determination within 60 days of receipt of a substantially complete submission. *Id.*

The Office of the Special Master's review of the Company's proposals was aided by analysis from a number of internal and external sources, including:

- Treasury personnel with significant experience related to executive compensation detailed to the Office of the Special Master;
- Competitive market data provided by the Company (and prepared by its independent compensation consultant) in connection with its submission to the Office of the Special Master;
- External information on comparable compensation structures extracted from the *U.S. Mercer Benchmark Database-Executive*; and
- Equilar's *ExecutiveInsight* database (which includes information drawn from publicly filed proxy statements).

The Office of the Special Master has also considered national and global developments in the regulation of executive compensation. In July 2010, Congress passed the Dodd-Frank Wall Street Reform and Consumer Protection Act (the "Dodd-Frank Act"), directing further regulation on incentive-based compensation. In early 2011, the FDIC and the SEC approved versions of a joint proposed rulemaking with five other agencies under the Dodd-Frank Act, mandating, among other things, the deferral of half of large banks' top executive bonuses.⁷ The Office of the Special Master continues to monitor evolving standards for executive compensation.

The Office of the Special Master considered all the sources above, in light of the statutory and regulatory standards described in Part III below, when evaluating the Company's proposed compensation structures for the Covered Employees for 2014.

III. STATUTORY AND REGULATORY STANDARDS

The Rule requires that the Office of the Special Master determine for each of the Covered Employees whether Ally's proposed compensation structure, including amounts payable or potentially payable under the compensation structure, "will or may result in payments that are inconsistent with the purposes of Section 111 of EESA or TARP, or are otherwise contrary to the public interest." 31 C.F.R. § 30.16(a)(3). The Rule requires that, in making these compensation determinations, the Office of the Special Master shall apply six principles that are intended to be consistent with sound compensation practices appropriate for TARP recipients and to advance the purposes and considerations described in EESA, including the maximization of overall

⁷ See SEC Press Release No. 2011-77 (March 30, 2011). Internationally, the EU adopted a directive on remuneration policies which was further implemented in guidelines released in December 2010. The UK issued its final regulations under those guidelines in the same month. Generally, the principles underlying the emerging regulations are consistent with the objectives of the Office of the Special Master.

returns to the taxpayers of the United States and providing stability and preventing disruptions to financial markets. EESA, Pub. L. No. 110-343 § 2, § 103 (2008). These principles are:

- (1) *Avoidance of incentives to take excessive risk.* The compensation structure should avoid incentives that encourage employees to take unnecessary or excessive risks that could threaten the value of the Exceptional Assistance Recipient, including incentives that reward employees for short-term or temporary increases in value or performance, or similar measures that may undercut the long-term value of the Exceptional Assistance Recipient. Compensation packages should be aligned with sound risk management. *Id.* § 30.16(b)(1)(i).
- (2) *Taxpayer return.* The compensation structure and amount payable should reflect the need for the Exceptional Assistance Recipient to remain a competitive enterprise, to retain and recruit talented employees who will contribute to the recipient's future success, so that the Company will ultimately be able to repay its TARP obligations. *Id.* § 30.16(b)(1)(ii).
- (3) *Appropriate allocation of components of compensation.* The compensation structure should appropriately allocate the components of compensation such as salary and short-term and long-term performance incentives, as well as the extent to which compensation is provided in cash, equity, or other types of compensation such as executive pensions, or other benefits, or perquisites, based on the specific role of the employee and other relevant circumstances, including the nature and amount of current compensation, deferred compensation, or other compensation and benefits previously paid or awarded. *Id.* § 30.16(b)(1)(iii).
- (4) *Performance-based compensation.* An appropriate portion of the compensation should be performance-based over a relevant performance period. Performance-based compensation should be determined through tailored metrics that encompass individual performance and/or the performance of the Exceptional Assistance Recipient or a relevant business unit taking into consideration specific business objectives. Performance metrics may relate to employee compliance with relevant corporate policies. In addition, the likelihood of meeting the performance metrics should not be so great that the arrangement fails to provide an adequate incentive for the employee to perform, and performance metrics should be measurable, enforceable, and actually enforced if not met. *Id.* § 30.16(b)(1)(iv).
- (5) *Comparable structures and payments.* The compensation structure, and amounts payable where applicable, should be consistent with, and not excessive taking into account, compensation structures and amounts for persons in similar positions or roles at similar entities that are similarly situated, including, as applicable, entities competing in the same markets and similarly situated entities that are financially distressed or that are contemplating or undergoing reorganization. *Id.* § 30.16(b)(1)(v).
- (6) *Employee contribution to TARP recipient value.* The compensation structure and amount payable should reflect the current or prospective contributions of an employee to the

value of the Exceptional Assistance Recipient, taking into account multiple factors such as revenue production, specific expertise, compliance with company policy and regulation (including risk management), and corporate leadership, as well as the role the employee may have had with respect to any change in the financial health or competitive position of the recipient. *Id.* § 30.16(b)(1)(vi).

The Rule provides that the Office of the Special Master shall have discretion to determine the appropriate weight or relevance of a particular principle depending on the facts and circumstances surrounding the compensation structure or payment for a particular employee. *Id.* § 30.16(b). To the extent two or more principles may appear inconsistent in a particular situation, the Rule requires that the Office of the Special Master exercise discretion in determining the relative weight to be accorded to each principle. *Id.*

The Rule provides that the Office of the Special Master may, in the course of applying these principles, take into account other compensation structures and other compensation earned, accrued, or paid, including compensation and compensation structures that are not subject to the restrictions of Section 111 of EESA. For example, the Office of the Special Master may consider payments obligated to be made by the Company pursuant to certain legally binding rights under valid written employment contracts entered into prior to enactment of the statute and the accompanying Rule. *Id.* § 30.16(a)(3).

IV. COMPENSATION STRUCTURES AND PAYMENTS

A. Ally Market Data and Proposals

Ally has provided the Office of the Special Master with detailed information concerning its proposed 2014 compensation structures for the Covered Employees, including amounts proposed to be paid by the Company under the compensation structure for each Covered Employee.

Ally supported its proposal with detailed assessments of each Covered Employee's tenure and responsibilities at the Company and historical compensation structure. Eighteen of the employees listed as Covered Employees in 2013 remain on the list of Covered Employees for 2014, and six employees are new entrants to the group.⁸

The submission also included market data that, according to the Company, indicated that the amounts potentially payable to each employee were comparable to the compensation payable to persons in similar positions or roles at a "peer group" of entities selected by the Company. The following overview of the market data submitted by Ally is based on information supplied by the Company.

⁸ As further described below, one employee who otherwise would have been included in the Covered Employee group has departed the Company, but remains subject to the applicable rules for Covered Employees who have left the Company.

1. Overview of Market Data

To assist the Company in preparing its review of the executive compensation of the top 25 most highly paid executives (“2014 Top 25 Review”), Ally retained the services of Pearl Meyer & Partners (“Pearl Meyer”). Pearl Meyer is an independent executive compensation consulting firm that also assisted Ally in developing its 2011, 2012, and 2013 submissions to the Office of the Special Master, as well as with other matters pertaining to executive compensation. In order to prepare the 2014 Top 25 Review, Ally and Pearl Meyer jointly took the following steps to develop the required market data:

First, a list of the top 25 most highly paid Ally executives was developed based on the total compensation received by each executive in 2013. Total compensation was determined in the same manner as is required under Regulation S-K of the SEC proxy disclosure rules for the summary compensation table.

Each of the executives, with the exception of the Chief Executive Officer, was then matched to one or more positions in the surveys listed below based on his or her Ally job title, a description of the employee’s duties and responsibilities, and the employee’s reporting relationship. Compensation data was then extracted from the following surveys for purposes of comparison to the compensation paid to the Ally executives:

- The 2013 Hewitt Total Compensation Measurement TM database: 60 financial services companies, with assets greater than \$75 billion.
- The 2013 Towers Watson Financial Services survey: companies with assets greater than \$50 billion.
- The 2013 McLagan Partners Surveys: Investment Management and Top Management.

For seven Ally executives, a blend of two survey positions was used to more appropriately align the executive’s role to the survey position. In addition, a discount was applied to the market data for five Ally executives to better reflect the scope of their responsibilities and accountabilities relative to the market.

Survey data for all the positions was aged using an update factor from the effective date of the survey data to January 1, 2014. The update factor reflects projected salary increase budgets across industries for 2014, as provided by a widely-used salary budget survey.

Ally’s Chief Executive Officer was compared to the CEOs of the ten peer companies listed below, as approved by the Ally Compensation, Nominating and Governance Committee (“CNG”). The compensation data was developed from the proxy disclosures of each of these companies: BB&T Corporation, Capital One Financial Corporation, Discover Financial Services, Fifth Third Bancorp, KeyCorp, The PNC Financial Services Group, Inc., Regions Financial Corporation, SunTrust Banks Inc., US Banc Corp., and Wells Fargo & Company. These are the same comparator companies Ally and Pearl Meyer used in 2012 and 2013.

Following the process described above, Ally and Pearl Meyer developed market data for total direct compensation (base salary plus annual incentive compensation and the grant date value of long-term incentives) for each of the Ally executives. This market data was then compared to the total direct compensation paid to each Ally executive.

Once the comparisons were finalized, a report was prepared detailing the methodology and findings from the review (the “Report”). In determining its proposed pay structure for 2014, the CNG reviewed the Report. Also considered were the performance of each executive, changes in responsibilities over the past 12 months where applicable, and the overall limitations and requirements of Ally under TARP. Ally has stated that its proposed 2014 pay structures for the 2014 top 25 appropriately balance all of these factors.

Based on the market data contained in the Report, the Office of the Special Master has concluded that the amounts of total direct compensation set forth in *Exhibit I* would place the Covered Employees, on average, somewhat above the median compensation for persons in similar roles at similar companies. (Specifically, the average for Covered Employees would be at a point that is 28 percent of the difference between the 50th and 75th percentiles of compensation for persons in similar roles at similar companies.⁹) Some executives would be below that average and others would be above it. Moreover, the aggregate total direct compensation for the 24 Covered Employees is seven percent lower than the aggregate total direct compensation for the 23 executives covered by the 2013 determination letter. In addition, the cash compensation for Covered Employees set forth in *Exhibit I* is on average four percent below the median for cash salaries and 62 percent below the median for total cash compensation for persons in similar roles at similar companies.

As in past years, an executive compensation specialist on the staff of the Office of the Special Master evaluated the Report based on decades of experience in structuring executive compensation and on testing a sample of the market information contained in the Report using one or more of the databases referred to in Part II above. Based on that evaluation, the Office of the Special Master has concluded that the market comparisons set forth in the Report provide a reasonable guide to compensation paid to “persons in similar positions or roles at similar entities that are similarly situated”.¹⁰

2. Ally Proposals

a. Cash Salary

The Proposed Structures for Covered Employees include cash salaries of more than \$500,000 for three Covered Employees (as compared to six in 2013). In addition, Ally did not propose raises in cash compensation for any Covered Employees.

⁹ This is a favorable development; in 2012 and 2013 the average was mid-way between the 50th and 75th percentiles.

¹⁰ 31 C.F.R. § 30.16(b)(1)(v). See also the discussion of the relevant principles in Part III above.

b. Stock Salary and Annual Long-Term Incentive Awards

Ally proposed that Covered Employees receive varying amounts of Ally stock salary for 2014 and not receive any awards of long-term restricted stock. As required by the Rule, the stock units proposed to be used for stock salary would be fully vested upon grant. Consistent with the June 8, 2012 supplemental determination letter and the 2013 determination letter, Ally proposed that stock salary continue to be redeemable one-third on the last payroll date in 2014, one-third pro rata over 2015, and one-third pro rata over 2016. Ally also proposed that this schedule be made applicable to the CEO.

c. “Other” Compensation and Perquisites

Ally proposed payments of “other” compensation, as well as perquisites, to the Covered Employees. These proposed payments varied in value.

d. Additional Requests

Ally proposed a number of changes in compensation with respect to past years, including (a) conforming the vesting and payment schedules for certain CEO compensation related to years 2009-2013 to the schedules applicable to other executives pursuant to the June 8, 2012 supplemental determination letter and the 2013 determination letter, (b) accelerating the payment of vested but unpaid stock salary in the case of three retirement-eligible top 25 executives, and (c) accelerating the payment of vested compensation of all top 25 executives upon the Company’s full repayment of its TARP obligations.

B. Determinations of the Office of the Special Master

The Office of the Special Master has reviewed the Proposed Structures in detail by application of the six principles set forth in the Rule and described in Part III above. The Office of the Special Master’s review also made use of the resources described in Part II. In addition, the Office of the Special Master understands that the initiatives announced by the Company in May 2012 have been almost fully accomplished, and that the Company has repaid \$15.3 billion, or 89 percent, of the \$17.2 billion taxpayer investment provided to Ally. The Office of the Special Master has determined, in light of the considerations that follow, that the compensation structures described in *Exhibits I* and *II* to this Determination Memorandum will not, by virtue of either their structural design or the amounts potentially payable under them, result in payments inconsistent with the public interest standard.

1. Cash Salary

The Office of the Special Master reviewed Ally’s proposed cash salaries in light of the principle that compensation structures should generally be comparable to “compensation structures and amounts for persons in similar positions or roles at similar entities,” 31 C.F.R. § 30.16(b)(1)(v). Based in part upon this principle, the Office of the Special Master has concluded that cash salaries generally should target the 50th percentile as compared to persons in similar positions or roles at similar entities, because such levels of cash salaries balance the need

to attract and retain talent with the need for compensation structures that reflect the circumstances of Exceptional Assistance Recipients.

The Office of the Special Master also reviewed Ally's proposed cash salaries in light of the principle that compensation structures should be "performance-based over a relevant performance period." *Id.* § 30.16(b)(1)(iv). Based in part upon this principle, the Office of the Special Master has determined that, other than in exceptional cases for good cause shown, a Covered Employee's cash salary should not exceed \$500,000.

After reviewing Ally's proposal, the Office of the Special Master has determined that, in general, the proposed cash salaries target the 50th percentile of cash salaries paid to persons in similar positions or roles at similar entities, or are appropriate given the individual circumstances of the relevant Covered Employee. The cash salaries that the Office of the Special Master has determined are consistent with the public interest standard for the Covered Employees are set forth in ***Exhibit I***. Based on the market data described above, the cash salaries listed in ***Exhibit I*** are, on average, four percent below the median cash salary for similar positions at similar companies. In addition, the cash salaries listed in ***Exhibit I*** (which are the only cash element of total direct compensation for Covered Employees) are, on average, 62 percent below the median total cash compensation for similar positions at similar companies. As a result of this low proportion of cash compensation, on average 83 percent of the pay packages for Covered Employees consists of stock compensation.

2. Stock Salary and Annual Long-Term Incentive Awards

The Office of the Special Master reviewed the amount of stock salary Ally proposed to pay the Covered Employees in light of the following principles: "an appropriate portion of the compensation should be performance-based over a relevant performance period," *id.* § 30.15(b)(1)(iv); compensation structures should generally be comparable to "compensation structures and amounts for persons in similar positions or roles at similar entities," *id.* § 30.16(b)(1)(v); and a "compensation structure, and amount payable...should reflect the current or prospective contributions of an employee to the value of the [Company]," *id.* § 30.16(b)(1)(vi). The Office of the Special Master concluded that the amounts of stock salary proposed, in proportion to total compensation, were generally appropriate. The stock salaries that the Office of the Special Master has determined are consistent with the public interest standard for 2014 are set forth in ***Exhibit I***.

The Office of the Special Master reviewed the structure of Ally's proposal for stock salary in light of the principle that compensation structures should align performance incentives with long-term value creation rather than short-term profits. See *id.* § 30.16(b)(1)(i). The Office of the Special Master has focused particularly on the principle of "taxpayer return": "The compensation structure, and amount payable . . . should reflect the need for the [company] to remain a competitive enterprise, to retain and recruit talented employees who will contribute to the [company's] future success, and ultimately to be able to repay TARP obligations." *Id.* at § 30.16(b)(1)(ii). Accordingly, the Office of the Special Master has determined that Ally's 2014

stock salary may continue to be redeemed as proposed by the Company (as described above and in the 2013 determination letter).¹¹

Ally's repayment of a significant portion of its TARP obligations has occurred on a faster schedule than contemplated by the Office of the Special Master at the time of the 2013 determination letter. In light of the transformation of the Company that has occurred, and in light of the difficulties presented by the use of long-term restricted stock (the only incentive compensation permitted under the Rule) for employees who may retire or otherwise depart the Company during the next three years and thus be unable to satisfy the Rule's vesting requirements, the Office of the Special Master has determined that it is appropriate to approve the Company's request that the 2014 compensation structure for Covered Employees not include any long-term restricted stock.

3. "Other" Compensation and Perquisites

Perquisites and "other" compensation provided to a Covered Employee must be limited to \$25,000 on an annual basis. As described in *Exhibit II*, any exceptions to this limitation will require that the Company provide to the Office of the Special Master an independent justification for the payment that is satisfactory to the Office of the Special Master. To the extent that payments exceeding this limitation have already been made to a Covered Employee in 2014, those amounts should be promptly returned to the Company.

4. Non-Qualified Deferred Compensation

Covered Employees must not accrue in 2014 additional amounts under supplemental executive retirement plans and other "non-qualified deferred compensation" plans, as described in *Exhibit II*.

5. Severance Plans

The Company must ensure that 2014 compensation structures for Covered Employees do not result in an increase in the amounts payable pursuant to severance arrangements.

6. Departing Employee

One employee who would have been a Covered Employee had the employee remained employed by the Company has departed the Company. With respect to this individual, the Office of the Special Master has determined that the payment of stock salary and cash salary at the rates in effect on January 1, 2014, through the date of the termination of employment, and payment of up to \$25,000 in perquisites and "other" compensation are consistent with the public interest standard. No other payments of total direct compensation to this employee for 2014 would be consistent with the public interest standard. Any exceptions to this limitation will require that the Company provide to the Office of the Special Master an independent justification

¹¹ For the avoidance of doubt, this determination does not apply to 2014 stock salary awarded to Ally's CEO, which continues, as in 2011-2013, to be redeemable in three equal, annual installments beginning on the first anniversary of grant.

for the payment that is satisfactory to the Office of the Special Master. For the avoidance of doubt, as mentioned in Part I, this employee remains subject to the applicable provisions of the Rule, and any other compensation the employee has accrued remains subject to the above provisions of this Part IV (or, if applicable, the corresponding provisions of the Prior Determinations) and *Exhibit II*.

7. Additional Requests

The Office of the Special Master declines to approve the additional compensation changes requested by Ally and summarized in paragraph A.2.d above. It is not persuaded that modifications beyond those in place since 2012 are either required to permit the Company to continue implementing successfully the structural changes necessitated by the initiatives begun in 2012, or otherwise justified.

V. CORPORATE GOVERNANCE

As noted in Part III above, the Rule requires the Office of the Special Master to consider the extent to which compensation structures are “performance-based over a relevant performance period,” 31 C.F.R. § 30.16(b)(1)(iv). In light of the importance of this principle, as in the Prior Determinations, the Office of the Special Master requires that Ally take certain corporate governance steps to ensure that the compensation structures for the Covered Employees, and the amounts payable or potentially payable under those structures, are consistent with the public interest standard. Among other requirements, Ally must:

- Ensure that employees are prohibited from engaging in any hedging or derivative transaction with respect to Company stock that would undermine the long-term performance incentives created by the compensation structures set forth in *Exhibits I and II*.
- Maintain a compensation committee composed exclusively of independent directors, which must discuss, evaluate, and review with Ally’s senior risk officers any risks that could threaten the value of Ally. *Id.* § 30.4; *id.* § 30.5.
- Ensure that the compensation committee discloses to Treasury an annual narrative description of whether Ally, its board of directors, or the committee has engaged a compensation consultant during the past three years, and, if so, the types of services provided by the compensation consultant or any affiliate, including any “benchmarking” or comparisons employed to identify certain percentile levels of pay. *Id.* § 30.11(c).
- Provide to Treasury an annual disclosure of any perquisite with a total value for Ally’s fiscal year that exceeds \$25,000 for each of the Covered Employees, as well as a narrative description of the amount and nature of these perquisites, the recipient of these perquisites and a justification for offering these perquisites (including a justification for offering the perquisite, and not only for offering the perquisite with a value that exceeds \$25,000). *Id.* § 30.11(b).

- Ensure that any incentive award paid to a Covered Employee is subject to a clawback if the award was based on materially inaccurate financial statements (which term includes, but is not limited to, statements of earnings, revenues, or gains) or any other materially inaccurate performance metric criteria. Ally must exercise its clawback rights except to the extent that it is unreasonable to do so. *Id.* § 30.8.
- Ally was required to adopt an excessive or luxury expenditures policy, provide that policy to Treasury, and post it on Ally's website. If Ally's board of directors makes any material amendments to this policy, within ninety days of the adoption of the amended policy, the board of directors must provide the amended policy to Treasury and post the amended policy on its Internet website. *Id.* § 30.12.
- Except as explicitly permitted under the Rule, Ally is prohibited from providing (formally or informally) tax gross-ups to any of the Covered Employees. *Id.* § 30.11(d).
- Ally's chief executive officer and chief financial officer must provide written certification of the Company's compliance with the various requirements of Section 111 of EESA. The precise nature of the required certification is identified in the Rule. *Id.* § 30.15 App. B.

VI. CONCLUSION

The Office of the Special Master has reviewed the Proposed Structures for the Covered Employees for 2014 and, in light of the principles, applied the guidelines in order to ensure the satisfaction of the public interest standard. On the basis of that review, the Office of the Special Master has determined that the Proposed Structures submitted by Ally are to a great extent consistent with the Prior Determinations but require certain modifications in order to meet the public interest standard.

The Office of the Special Master has reviewed the compensation structures set forth in *Exhibits I* and *II* in light of the principles set forth at 31 C.F.R. § 30.16(b). Pursuant to the authority vested in the Office of the Special Master by the Rule, and in accordance with Section 30.16(a)(3) thereof, the Office of the Special Master hereby determines that the compensation structures set forth in *Exhibits I* and *II*, including the amounts payable or potentially payable under such compensation structures, will not result in payments that are inconsistent with the purposes of Section 111 of EESA or TARP, and will not otherwise be contrary to the public interest.

Pursuant to the Interim Final Rule, Ally may, within 30 days of the date hereof, request in writing that the Office of the Special Master reconsider the determinations set forth in this Determination Memorandum. The request for reconsideration must specify a factual error or relevant new information not previously considered, and must demonstrate that such error or lack of information resulted in a material error in the initial determinations. If Ally does not request reconsideration within 30 days, the determinations set forth herein will be treated as final determinations. *Id.* § 30.16(c)(1).

The foregoing determinations are limited to the compensation structures and employees described in *Exhibits I* and *II*, and shall not be relied upon with respect to any other employee. The determinations are limited to the authority vested in the Office of the Special Master by Section 30.16(a)(3)(i) of the Rule, and shall not constitute, or be construed to constitute, the judgment of the Office of the Special Master or Treasury with respect to the compliance of any compensation structure with any other provision of the Rule. Moreover, this Determination Memorandum has relied upon, and is qualified in its entirety by, the accuracy of the materials submitted by the Company to the Office of the Special Master, and the absence of any material misstatement or omission in such materials.

Finally, the foregoing determinations are limited to the compensation structures described herein, and no further compensation of any kind payable to any Covered Employee without the prior approval of the Office of the Special Master would be consistent with the public interest standard.

EXHIBIT I
COVERED EMPLOYEES
2014 Compensation

Company Name: Ally Financial Inc.

Employee ID	Cash Salary	Stock Salary (Performance based: The stock vests at grant and is redeemable in three equal, annual installments beginning on the first anniversary of grant.)	Long-Term Restricted Stock (Performance based: Awarded based on achievement of objective performance goals. Generally vests after 3 years of service. Transferability dependent on TARP repayment.)	Total Direct Compensation (Cash salary + stock salary + long term restricted stock.)
280677	\$0	\$9,500,000	\$0	\$9,500,000
101512	\$500,000	\$1,700,000	\$0	\$2,200,000
102645	\$600,000	\$4,587,357	\$0	\$5,187,357
105336	\$500,000	\$1,750,000	\$0	\$2,250,000
129881	\$400,000	\$1,041,000	\$0	\$1,441,000
141296	\$491,000	\$1,914,478	\$0	\$2,405,478
159613	\$491,000	\$1,850,000	\$0	\$2,341,000
178067	\$450,000	\$916,000	\$0	\$1,366,000
197253	\$500,000	\$3,142,944	\$0	\$3,642,944
265967	\$600,000	\$3,797,892	\$0	\$4,397,892
305789	\$491,000	\$1,300,000	\$0	\$1,791,000
353403	\$416,000	\$1,600,000	\$0	\$2,016,000
354392	\$500,000	\$1,674,943	\$0	\$2,174,943
380289	\$391,000	\$1,500,000	\$0	\$1,891,000
391076	\$500,000	\$2,100,000	\$0	\$2,600,000
398005	\$450,000	\$1,420,000	\$0	\$1,870,000
491397	\$391,000	\$1,050,000	\$0	\$1,441,000
513416	\$491,000	\$1,830,000	\$0	\$2,321,000
546145	\$591,000	\$3,400,000	\$0	\$3,991,000
567303	\$500,000	\$2,300,000	\$0	\$2,800,000
673894	\$490,988	\$1,300,012	\$0	\$1,791,000
725547	\$500,000	\$2,300,000	\$0	\$2,800,000
921597	\$500,000	\$1,649,872	\$0	\$2,149,872
931656	\$491,000	\$2,019,873	\$0	\$2,510,873

Comparison of 2014 compensation to prior year compensation for the employees listed above

- **Overall:** Overall cash decreased \$3.8 million or 25.2% and total direct compensation decreased \$3.3 million or 4.7%.
- **The 18 executives remaining in the top 25 from 2013:** Cash salaries remained the same and total direct compensation increased \$150,000 or 0.27% from 2013. (This comparison is to target total direct compensation for 2013.)
- **The six executives new to the top 25 in 2013:** Cash compensation decreased \$3.8 million or 58.1% and total direct compensation decreased \$3.4 million or 24.8% from 2013.

Note 1: The total number of Covered Employees may be less than 25 because of separations from service since January 1, 2014.

Note 2: Redemption of stock salary awarded to the CEO will be as described above. Redemption of stock salary awarded to other Covered Employees will be in three installments as described in the Determination Memorandum.

EXHIBIT II
TERMS AND CONDITIONS OF PAYMENTS AND STRUCTURES
CONSISTENT WITH THE PUBLIC INTEREST STANDARD

The following general terms and conditions shall govern the compensation structures described in *Exhibit I*. The Office of the Special Master's determination that those structures are consistent with the public interest standard is qualified in its entirety by the Company's adherence to these terms and conditions.

- **Salary payments.** Cash and stock base salaries reflect the annual rate for the employee and are effective as of January 1, 2014, and in the case of stock salary are payable on a *nunc pro tunc* basis from that date. To the extent the Office of the Special Master's determinations for 2014 reduce an employee's previous cash or stock salary rate, payments in excess of that rate prior to the date hereof must be offset by reductions to prospective 2014 cash salary payments or to any stock salary payable with respect to 2014.
- **Stock compensation generally.** For purposes of the Determination Memorandum, "stock" compensation includes common stock and stock units. Notwithstanding any transferability restrictions applicable to any stock compensation described in the Determination Memorandum, (1) an amount of stock sufficient to cover an employee's tax withholding obligations may become immediately transferable to the extent necessary to satisfy the employee's obligations, and (2) to the extent permitted by the Rule, stock may become immediately transferable upon an employee's death or separation from service resulting from disability, as defined in the Company's broad-based long-term disability plan.
- **Stock salary.** Stock salary must be determined as a dollar amount through the date salary is earned, be accrued at the same time or times as the salary would otherwise be paid in cash, and vest immediately upon grant, with the number of shares based on the fair market value on the date of award. Stock granted as stock salary in 2014 may be redeemed in three installments as described in the Determination Memorandum. Whether a *nunc pro tunc* grant or payment that is labeled stock salary is considered salary or a bonus for purposes of the Rule is determined based on all the facts and circumstances.
- **Long-term restricted stock.** Long-term restricted stock for 2014 services may be granted only upon the achievement of objective performance criteria developed and reviewed in consultation with the Office of the Special Master. The compensation committee must certify (1) the achievement of such criteria, and (2) that the grant of incentives is appropriate in light of the Company's overall circumstances at the time. Such stock must be forfeited unless conditioned upon the employee's continued employment through the third anniversary of grant, unless a termination of employment results from death or disability; provided, however, that (a) pro rata vesting is permitted after two years, allowing two-thirds of the grant to vest after two years, with the last third vesting on the third anniversary, and (b) all or a portion of such stock may, for good cause certified by the Company's compensation committee, continue to vest if the employee retires on or after the second anniversary of the grant date. The term "retirement" must meet an objective standard established in consultation with the Office of the Special Master.
- **Other compensation and perquisites.** No more than \$25,000 in total other compensation and perquisites (as defined by pertinent SEC regulations) may be provided to any Covered Employee, absent exceptional circumstances for good cause shown. Certain members of Ally's Covered Employee group are receiving \$9,000 in settlement of a former car allowance that will be paid pro rata on each payroll date.
- **Supplemental executive retirement plans and non-qualified deferred compensation plans.** No amounts may be accrued under supplemental executive retirement plans, and no Company contributions may be made to other "non-qualified deferred compensation" plans, as defined by pertinent SEC regulations, for 2014. For the avoidance of doubt, the foregoing limitation does not (1) apply to employee-funded elective deferral arrangements or (2) preclude continuing recognition of age and service credit for Company employees for the purpose of vesting in previously accrued benefits under any plans referred to in this paragraph.
- **Qualified Plans.** For the avoidance of doubt, the Office of the Special Master has determined that participation by the Covered Employees in broad-based, tax-qualified retirement and health and welfare plans is consistent with the public interest standard, and amounts payable under such plans are not counted against the \$25,000 limit on other compensation and perquisites.