



Jefferies Financial Group Inc.

Ticker : JEF Country of Operation : UNITED STATES Industry Sector : Investment Banking & Brokerage

Meeting Date : 3/25/2021 Meeting Type : Annual

Item #	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Rationale
1	Advisory Vote to Ratify Named Executive Officers' Compensation	Management	For	Against	Another NEO is compensated at the CEO's level. Additionally, although the incentive program's threshold performance requirement went unmet, the compensation committee paid discretionary bonuses. Total CEO pay increased significantly due to near maximum payouts under an annual program that provides for an outsized target opportunity, which was further increased by a sizable discretionary bonus paid in connection with the pandemic, undermining the link between pre-determined performance goals and pay.