




**Axiom Corporation****ACXM NASDAQ**

IT Services / Consulting

Market Capitalization USD:

\$867.47 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: Scott E. Howe**Age: 44****CEO Since: 2011**

	2009	2010	2011
Base Salary	\$700,000	\$647,500	\$409,231
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$676,900	\$0	\$300,000
Benefits and Perquisites	\$49,511	\$33,039	\$77,151
TOTAL ANNUAL COMPENSATION	\$1,426,411	\$680,539	\$786,382
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$0	\$1,012,000	\$2,176,476
Stock Awards	\$2,536,950	\$3,150,600	\$3,155,052
TOTAL COMPENSATION	\$2,797,815	\$4,843,139	\$6,117,910
Median of Other Named Executive Officers Total Compensation	\$1,172,279	\$1,172,279	\$1,716,166
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$283,188	\$449,938	\$0
TOTAL REALIZED EQUITY COMPENSATION	\$283,188	\$449,938	\$0

Proxy Date: 28 Jun 2012

Annual Meeting Date: 16 Aug 2012

Equity Reserves: 18.09%

Stock Option Run Rate: 1.15%

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Performance Comparison

■ S&P500 ■ Industry ■ ACXM



Peer Comparisons (TRBC) =IT Services / Consulting

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
ACXM	Acxiom Corporation	\$2,797,815	\$4,843,139	\$6,117,910	\$867,467,985
ARBA	Ariba, Inc.	\$6,273,485	\$6,704,825	\$7,471,494	\$2,585,809,747
FTNT	Fortinet, Inc.	\$664,816	\$741,478	\$1,625,035	\$2,572,119,396
JKHY	Jack Henry & Associates, Inc.	\$904,720	\$1,519,116		\$2,514,631,549
CDNS	Cadence Design Systems, Inc.	\$6,282,095	\$3,228,343	\$5,336,538	\$2,481,613,697
ATHN	athenahealth, Inc.	\$1,426,582	\$3,923,393	\$2,597,430	\$2,083,451,613
DST	DST Systems, Inc.	\$3,730,448	\$6,968,348	\$5,495,057	\$2,039,662,141

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

Alliance Data Systems Corporation, Gartner, Inc., Informatica Corporation, Convergys Corporation, Global Payment Systems, Inc., Moody's Corporation, DST Systems, Inc., GSI Commerce, Inc., Sapient Corporation, The Dun & Bradstreet Corporation, Harte-Hanks, Inc., Total System Services, Inc., Equifax Inc., Heartland Payment Systems, Inc., ValueClick, Inc., Fair Isaac Corporation, IHS, Inc.

Performance Peer Group

Alliance Data Systems Corporation, Gartner, Inc., Informatica Corporation, Convergys Corporation, Global Payment Systems, Inc., Moody's Corporation, DST Systems, Inc., GSI Commerce, Inc., Sapient Corporation, The Dun & Bradstreet Corporation, Harte-Hanks, Inc., Total System Services, Inc., Equifax Inc., Heartland Payment Systems, Inc., ValueClick, Inc., Fair Isaac Corporation, IHS, Inc.

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
William J. Henderson	Chairman	65	Male	11	Outside Related
Kevin M. Twomev	Member	65	Male	5	Outside
William T. Dillard	Member	67	Male	24	Outside Related

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