



EPIQ Systems, Inc.





EPIQ NASDAQ

IT Services / Consulting

Market Capitalization USD:

\$447.33 mm

CONCERN LEVEL: HIGH

- 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: Tom W. Olofson

Age: 70

CEO Since: 1988

	2009	2010	2011
Base Salary	\$850,000	\$900,000	\$950,000
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$0	\$1,070,000	\$2,059,400
Benefits and Perquisites	\$170,613	\$190,508	\$219,378
TOTAL ANNUAL COMPENSATION	\$1,020,613	\$2,160,508	\$3,228,778
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$598,400	\$0	\$0
Stock Awards	\$1,448,000	\$1,749,000	\$2,008,500
TOTAL COMPENSATION	\$3,067,013	\$3,909,508	\$5,237,278
Median of Other Named Executive Officers Total Compensation	\$2,063,048	\$2,553,014	\$4,724,539
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$1,499,000	\$996,800	\$2,008,500
TOTAL REALIZED EQUITY COMPENSATION	\$1,499,000	\$996,800	\$2,008,500

Proxy Date: 27 Apr 2012

Annual Meeting Date: 5 Jun 2012

Equity Reserves: 20.97%

Stock Option Run Rate: 1.55%

EPIQ Systems, Inc.

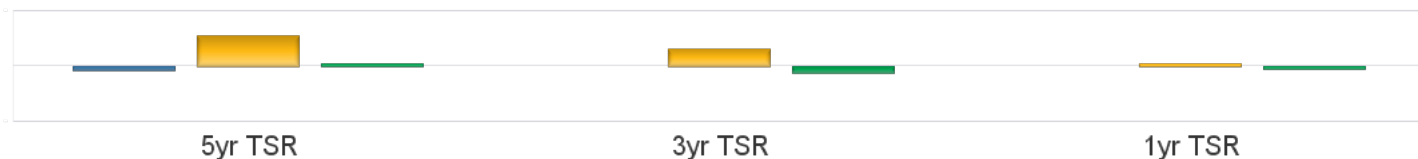
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Performance Comparison

■ S&P500 ■ Industry ■ EPIQ



Peer Comparisons (TRBC) =IT Services / Consulting

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
EPIQ	EPIQ Systems, Inc.	\$3,067,013	\$3,909,508	\$5,237,278	\$447,331,650
CACI	CACI International Inc.	\$6,494,416	\$5,090,304		\$1,318,694,365
CSGP	CoStar Group, Inc.	\$1,972,207	\$2,433,071	\$3,438,011	\$1,315,227,293
AOL	AOL Inc.	\$25,501,978	\$15,296,621		\$1,283,643,168
MANT	ManTech International Corporation	\$2,851,230	\$3,270,146	\$3,852,731	\$1,152,827,488
CVG	Convergys Corporation	\$3,235,071	\$3,781,725	\$4,996,671	\$1,148,687,237
SREV	ServiceSource International, Inc.			\$902,000	\$1,146,789,019

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

FTI Consulting Inc., Huron Consulting Group Inc., Navigant Consulting Inc., and The Garden City Group, a subsidiary of Crawford & Company.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Edward M. Connolly	Chairman	69	Male	11	Outside Related
James A. Bvrnes	Member	65	Male	9	Outside
Joel Pelofskv	Member	74	Male	8	Outside
W. Bryan Satterlee	Member	77	Male	15	Outside Related

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