

GMI EXECUTIVE PAY SCORECARDSM

Data & analysis provided by GMI-The Independent Leader in Corporate Governance and ESG&A

20 Jan 2012

Fair Isaac Corporation





FICO NYSE

IT Services / Consulting

Market Capitalization USD:

\$842.95 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: Mark Greene

Age: 57

CEO Since: 2007

	2009	2010	2011
Base Salary	\$625,000	\$625,000	\$665,385
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$160,500	\$161,800	\$310,000
Benefits and Perquisites	\$22,738	\$15,913	\$16,796
TOTAL ANNUAL COMPENSATION	\$808,238	\$802,713	\$992,181
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$543,474	\$787,500	\$1,043,445
Stock Awards	\$159,725	\$248,875	\$346,200
TOTAL COMPENSATION	\$2,285,474	\$1,839,088	\$2,381,826
Median of Other Named Executive Officers Total Compensation	\$1,127,446	\$1,672,538	\$1,746,489
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$224,358	\$427,889	\$599,168
TOTAL REALIZED EQUITY COMPENSATION	\$224,358	\$427,889	\$599,168

Proxy Date: 4 Jan 2012

Annual Meeting Date: 7 Feb 2012

Equity Reserves: 64.44%

Stock Option Run Rate: 3.01%

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Fair Isaac Corporation

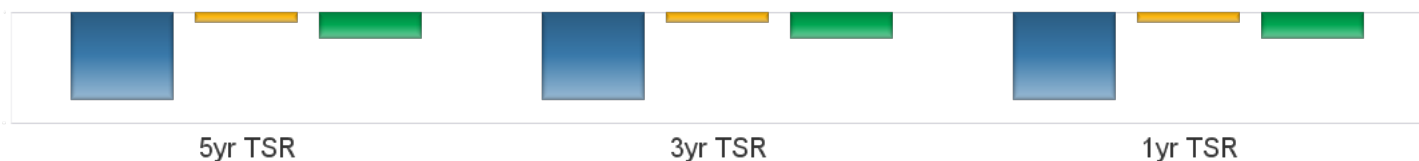
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Performance Comparison

■ vs S&P500 ■ vs Industry ■ FICO



Peer Comparisons (TRBC) =IT Services / Consulting

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
FICO	Fair Isaac Corporation	\$2,285,474	\$1,839,088	\$2,381,826	\$842,945,257
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		\$2,481,613,697
ATHN	athenahealth, Inc.	\$1,426,582	\$3,923,393		\$2,083,451,613
DST	DST Systems, Inc.	\$3,730,448	\$6,968,348		\$2,039,662,141
SYNT	Syntel, Inc.	\$298,008	\$4,779,624		\$1,803,188,676
WBMD	WebMD Health Corp.	\$1,000,065	\$4,222,523		\$1,768,981,663

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

Comparisons were made against the 809 companies in the General Industry grouping of the survey and against the 29 companies in the Technology, Hardware, Semiconductors, Software Products and Services Industry grouping of the survey. Data were size-adjusted for our annual revenue using regression analysis. As a secondary source of market competitive information, the Committee also considered data from a more specific group of 22 peer group companies.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Duane White	Member	56	Male	3	Outside