



Fiserv, Inc.


FISV NASDAQ

IT Services / Consulting

Market Capitalization USD:

\$7,186.62 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: Jeffrey W. Yabuki

Age: 52

CEO Since: 2005

	2009	2010	2011
Base Salary	\$840,000	\$840,000	\$840,000
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$728,438	\$849,450	\$1,262,100
Benefits and Perquisites	\$14,023	\$13,951	\$13,980
TOTAL ANNUAL COMPENSATION	\$1,582,461	\$1,703,401	\$2,116,080
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$3,372,701	\$3,489,713	\$3,749,474
Stock Awards	\$802,523	\$693,794	\$850,672
TOTAL COMPENSATION	\$5,757,685	\$5,886,908	\$6,716,226
Median of Other Named Executive Officers Total Compensation	\$1,478,803	\$1,775,906	\$1,833,957
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$0	\$597,271	\$1,296,562
TOTAL REALIZED EQUITY COMPENSATION	\$0	\$597,271	\$1,296,562

Proxy Date: 12 Apr 2012

Annual Meeting Date: 23 May 2012

Equity Reserves: 9.66%

Stock Option Run Rate: 0.74%

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Performance Comparison

■ S&P500 ■ Industry ■ FISV



Peer Comparisons (TRBC) =IT Services / Consulting

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
FISV	Fiserv, Inc.	\$5,757,685	\$5,886,908	\$6,716,226	\$7,186,617,328
CTSH	Cognizant Technology Solutions Corporation	\$5,624,116	\$11,182,544		\$19,039,189,567
YHOO	Yahoo! Inc.	\$47,229,273	\$11,946,834		\$16,628,601,765
NTAP	NetApp, Inc.	\$4,693,512	\$12,494,250		\$12,500,472,684
CTXS	Citrix Systems, Inc.	\$5,168,534	\$8,243,347	\$8,171,364	\$10,267,282,312
TDC	Teradata Corp.	\$3,525,119	\$7,334,099	\$6,809,521	\$9,009,099,000
FFIV	F5 Networks, Inc.	\$7,892,855	\$8,884,962	\$7,707,496	\$5,735,643,331

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, Equifax Inc., Paychex, Inc., Automatic Data Processing, Inc., Fidelity National Information Services, Inc., Total System Services, Inc., Convergys Corporation, Intuit Inc., Unisys Corporation, Discover Financial Services, Jack Henry & Associates, Inc., Visa Inc., DST Systems, Inc., MasterCard Incorporated, The Western Union Company, The Dun & Bradstreet Corporation, NCR Corporation.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Glenn M. Renwick	Chairman	56	Male	11	Outside Related
Dovle Simons	Member	48	Male	5	Outside
Kim M. Robak	Member	56	Female	9	Outside

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