



**Hackett Group, Inc. (The)**



**HCKT NASDAQ**

**Business Support / Supplies**

Market Capitalization USD:

**\$151.51 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: Ted A. Fernandez**

**Age: 55**

**CEO Since: 1997**

	2009	2010	2011
<b>Base Salary</b>	\$750,000	\$750,000	\$750,000
<b>Discretionary Bonus</b>	\$0	\$2,091,625	\$1,059,300
<b>Annual Cash Incentive</b>	\$0	\$0	\$0
<b>Benefits and Perquisites</b>	\$0	\$2,813	\$3,265
<b>TOTAL ANNUAL COMPENSATION</b>	<b>\$750,000</b>	<b>\$2,844,438</b>	<b>\$1,812,565</b>
<b>Increase in Post-Retirement Benefits</b>	\$0	\$0	\$0
<b>Stock Option Awards</b>	\$0	\$0	\$0
<b>Stock Awards</b>	\$0	\$1,440,000	\$1,275,000
<b>TOTAL COMPENSATION</b>	<b>\$750,000</b>	<b>\$4,284,438</b>	<b>\$3,087,565</b>
<b>Median of Other Named Executive Officers Total Compensation</b>	\$464,611	\$1,782,091	\$1,110,162
<b>Value Realized on Exercise of Stock Option</b>	\$0	\$0	\$0
<b>Value Realized on Vesting of Stock</b>	\$551,272	\$683,380	\$894,349
<b>TOTAL REALIZED EQUITY COMPENSATION</b>	<b>\$551,272</b>	<b>\$683,380</b>	<b>\$894,349</b>

**Proxy Date:** 23 Mar 2012

**Annual Meeting Date:** 4 May 2012

**Equity Reserves:** 26.13%

**Stock Option Run Rate:** 0.00%

# Hackett Group, Inc. (The)

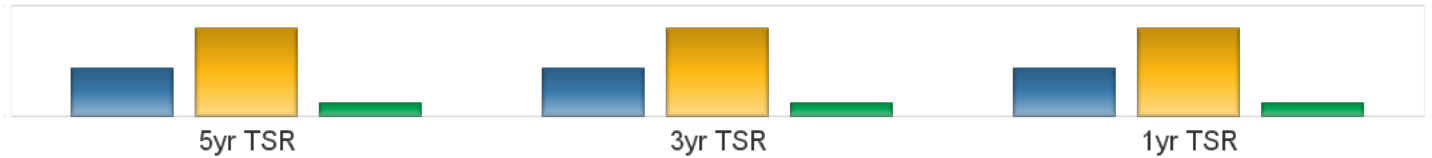
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## Performance Comparison

■ vs S&P500   ■ vs Industry   ■ HCKT



## Peer Comparisons (TRBC) =Business Support / Supplies

### Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
HCKT	Hackett Group, Inc. (The)	\$750,000	\$4,284,438	\$3,087,565	\$151,512,238
RECN	Resources Connection, Inc.	\$1,239,017	\$2,116,281		\$431,847,010
KNXA	Kenexa Corporation	\$811,015	\$1,769,634	\$3,523,760	\$423,001,176
KFRC	Kforce Inc.	\$6,821,368	\$8,213,800		\$417,904,489
TISI	Team, Inc.	\$1,679,553	\$1,111,644		\$409,502,472
KELYA	Kelly Services, Inc.	\$957,565	\$2,622,503		\$380,322,000
ICFI	ICF International, Inc.	\$1,676,524	\$2,760,616		\$371,691,130

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

Specific peer companies not disclosed.

### Performance Peer Group

NA

## COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Edwin A. Huston	Chairman	73	Male	11	Outside Related
Alan T.G. Wix	Member	70	Male	13	Outside Related
John R. Harris	Member	64	Male	6	Outside
Richard N. Hamlin	Member	64	Male	9	Outside

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