



**CRA International, Inc.**



**CRAI NASDAQ**

**Business Support / Supplies**

Market Capitalization USD:

**\$215.95 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: Paul A. Maleh**

**Age: 48**

**CEO Since: 2009**

	2009	2010	2011
<b>Base Salary</b>	\$500,000	\$500,000	\$500,000
<b>Discretionary Bonus</b>	\$0	\$0	\$0
<b>Annual Cash Incentive</b>	\$475,000	\$450,000	\$700,000
<b>Benefits and Perquisites</b>	\$87,371	\$20,644	\$30,029
<b>TOTAL ANNUAL COMPENSATION</b>	<b>\$1,062,371</b>	<b>\$970,644</b>	<b>\$1,230,029</b>
<b>Increase in Post-Retirement Benefits</b>	\$0	\$0	\$0
<b>Stock Option Awards</b>	\$0	\$183,444	\$194,763
<b>Stock Awards</b>	\$70,691	\$955,541	\$490,784
<b>TOTAL COMPENSATION</b>	<b>\$1,529,802</b>	<b>\$2,109,629</b>	<b>\$1,915,576</b>
<b>Median of Other Named Executive Officers Total Compensation</b>	\$1,332,676	\$1,262,032	\$1,244,503
<b>Value Realized on Exercise of Stock Option</b>	\$0	\$0	\$0
<b>Value Realized on Vesting of Stock</b>	\$160,038	\$163,425	\$587,781
<b>TOTAL REALIZED EQUITY COMPENSATION</b>	<b>\$160,038</b>	<b>\$163,425</b>	<b>\$587,781</b>

**Proxy Date:** 27 Apr 2012

**Annual Meeting Date:** 7 Jun 2012

**Equity Reserves:** 47.46%

**Stock Option Run Rate:** 2.08%

# CRA International, Inc.

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## Performance Comparison

■ S&P500 ■ Industry ■ CRAI



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

### Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
<b>CRAI</b>	<b>CRA International, Inc.</b>	<b>\$1,529,802</b>	<b>\$2,109,629</b>	<b>\$1,915,576</b>	<b>\$215,948,480</b>
GEOY	GeoEye, Inc.	\$1,644,203	\$2,113,950	\$2,692,951	\$628,961,363
NSP	Insperty, Inc.	\$2,440,136	\$3,213,713	\$3,277,917	\$588,877,622
KFY	Korn/Ferry International	\$1,985,664	\$2,998,166		\$581,707,702
ASCMA	Ascent Capital Group, Inc.	\$431,632	\$601,666		\$567,148,337
MDAS	MedAssets, Inc.	\$4,447,030	\$541,776		\$565,703,451
EXPO	Exponent, Inc.	\$1,329,332	\$1,591,523	\$1,802,733	\$564,166,775

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

Duff & Phelps Corp., FTI Consulting, Inc., Huron Consulting Group Inc., and Navigant Consulting, Inc.

### Performance Peer Group

NA

## COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
William Tate Schlever	Chairman	60	Male	4	Outside
Rowland T. Moriartv	Member	65	Male	26	Outside Related
Thomas S. Robertson	Member	69	Male	3	Outside

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