



Computer Programs and Systems, Inc.

CPSI NASDAQ

IT Services / Consulting

Market Capitalization USD:

\$731.83 mm

CONCERN LEVEL: LOW

- 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: J. Boyd Douglas

Age: 45

CEO Since: 2006

	2009	2010	2011
Base Salary	\$521,154	\$550,000	\$584,615
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$0	\$0	\$245,700
Benefits and Perquisites	\$15,420	\$8,709	\$19,766
TOTAL ANNUAL COMPENSATION	\$536,574	\$558,709	\$850,081
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$0	\$0	\$0
Stock Awards	\$0	\$0	\$1,000,000
TOTAL COMPENSATION	\$536,574	\$558,709	\$1,850,081
Median of Other Named Executive Officers Total Compensation	\$389,922	\$406,396	\$1,311,476
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$117,106	\$173,356	\$236,864
TOTAL REALIZED EQUITY COMPENSATION	\$117,106	\$173,356	\$236,864

Proxy Date: 2 Apr 2012

Annual Meeting Date: 10 May 2012

Equity Reserves: 5.30%

Stock Option Run Rate: 0.00%

Computer Programs and Systems, Inc.

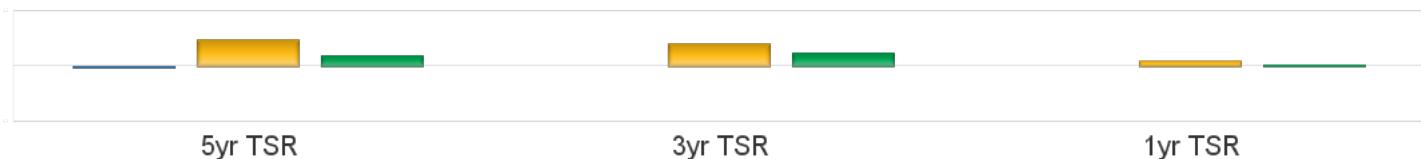
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Performance Comparison

■ S&P500 ■ Industry ■ CPSI



Peer Comparisons (TRBC) =IT Services / Consulting

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
CPSI	Computer Programs and Systems, Inc.	\$536,574	\$558,709	\$1,850,081	\$731,832,003
ATHN	athenahealth, Inc.	\$1,426,582	\$3,923,393		\$2,083,451,613
DST	DST Systems, Inc.	\$3,730,448	\$6,968,348	\$5,495,057	\$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
SWI	SolarWinds, Inc.	\$2,454,052	\$2,041,556		\$1,604,345,645
AZPN	Aspen Technology, Inc.	\$2,078,983	\$6,050,116		\$1,435,566,584

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

MedAssets, Inc., Blackbaud, Inc., Quality Systems, Inc., Tyler Technologies, Inc., Manhattan Associates, Inc., S1 Corporation, Omnicell, Inc., RCM Technologies, Inc., Datalink Corporation, NaviSite, Inc. (which subsequently merged with another company and is no longer a publicly-reporting company), Sourcefire, Inc., Ebix, Inc., Easylink Services International Corporation, CSP Inc., American Software, Inc. and Pros Holdings, Inc.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
William R. Seifert	Chairman	63	Male	10	Outside Related
John C. Johnson	Member	61	Male	8	Outside
W. Austin Mulherin	Member	46	Male	10	Outside Related

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