


**Credit Acceptance Corporation****CACC NASDAQ****Consumer Financial Services**

Market Capitalization USD:

\$1,651.27 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: Brett A. Roberts**Age: 45****CEO Since: 2002**

	2009	2010	2011
Base Salary	\$800,000	\$800,000	\$800,000
Discretionary Bonus	\$0	\$0	\$175,000
Annual Cash Incentive	\$0	\$0	\$0
Benefits and Perquisites	\$5,385	\$7,350	\$7,350
TOTAL ANNUAL COMPENSATION	\$805,385	\$807,350	\$982,350
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$0	\$0	\$0
Stock Awards	\$0	\$0	\$0
TOTAL COMPENSATION	\$805,385	\$807,350	\$982,350
Median of Other Named Executive Officers Total Compensation	\$933,874	\$521,320	\$553,670
Value Realized on Exercise of Stock Option	\$2,452,401	\$8,730,961	\$12,179,625
Value Realized on Vesting of Stock	\$1,978,982	\$3,220,652	\$3,732,000
TOTAL REALIZED EQUITY COMPENSATION	\$4,431,383	\$11,951,613	\$15,911,625

Proxy Date: 5 Apr 2012

Annual Meeting Date: 17 May 2012

Equity Reserves: 6.77%

Stock Option Run Rate:

Credit Acceptance Corporation

CACC NASDAQ

Consumer Financial Services

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Performance Comparison

■ S&P500 ■ Industry ■ CACC



Peer Comparisons (TRBC) =Consumer Financial Services

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
CACC	Credit Acceptance Corporation	\$805,385	\$807,350	\$982,350	\$1,651,274,737
GPN	Global Payments Inc.	\$4,991,012	\$5,457,246		\$3,163,173,950
CSH	Cash America International, Inc.	\$2,419,138	\$3,341,358		\$1,500,263,572
EZPW	EZCORP, Inc.	\$3,196,730	\$3,675,247		\$1,388,541,351
FCFS	First Cash Financial Services, Inc.	\$1,758,607	\$3,262,854		\$1,293,812,377
DLLR	DFC Global Corp.	\$3,847,942	\$5,477,110		\$957,477,288
NNI	Nelnet, Inc.	\$510,340	\$1,010,440		\$911,561,931

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

NA

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Scott J. Vassalluzzo	Chairman	40	Male	5	Outside
Glenda J. Flanagan	Member	58	Female	8	Outside
Thomas N. Trvforos	Member	52	Male	13	Outside Related

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