

# 2010 COO PAY STRATEGIES REPORT

Compensation at S&P 1500 Companies

<b>Executive Summary</b>	<b>4</b>
<b>Key Findings</b>	<b>5</b>
<b>Report Scope</b>	<b>6</b>
<b>Compensation Trends</b>	<b>7</b>
Total Compensation Declines	7
Bonuses Larger and More Prevalent	8
<b>Annual Bonuses Bounce Back</b>	<b>9</b>
Restricted Shares See Risk in Use, Despite Smaller Values	10
Pay Design Shows Incremental Signs of Change	11
Equity Design Mix Sees Shift to Restricted Shares	12
<b>Pay for Performance</b>	<b>13</b>
Bonuses More Responsive to Performance	13
Equity Value Grows for 2009 Awards, As 2008 Struggles to Catch Up	14
<b>Pay by Sector</b>	<b>16</b>

© 2010 Equilar, Inc. The material in this publication may not be reproduced or distributed in whole or in part without the written consent of Equilar, Inc. The *2010 COO Pay Strategies: Compensation at S&P 1500 Companies* report provides information of general interest in an abridged manner and is not intended as a substitute for accounting, tax, investment, legal or other professional advice or services. Readers should consult with the appropriate professional(s) before acting on information contained in this publication.

All disclosure examples in this report are reformatted to fit this document, and certain sections of sample texts may be bolded to add emphasis.