

# S&P 500 RTSR Prevalence and Design Results Detail

## Updated for 2018 GICS Structure Changes

GICS Sector (Selected GICS Subset)	S&P 500	Companies Using RTSR in Long-Term Incentive Plans								RTSR Peer Group				
		# Using RTSR	% Using RTSR	RTSR as Long-Term Incentive Metric			RTSR as Long-Term Incentive Modifier	Method		Broad- Based/ Multi- Sector Index	Single- Sector Index	Custom Comp. Peers	Custom Perf. Peers	
				% Using	Median % of Performance Share Units	Mode % of Performance Share Units		Rank	+/- Index Composite					
Core RTSR	Utilities	28	28	100%	89%	50%	50%	11%	96%	4%	—	39%	21%	39%
	Energy	32	26	81%	100%	100%	100%	—	96%	4%	—	4%	38%	58%
	Energy Equipment & Services	6	2	33%	100%	—	—	—	100%	—	—	50%	—	50%
	Oil, Gas & Consumable Fuels	26	24	92%	100%	100%	100%	—	96%	4%	—	—	42%	58%
	Real Estate	33	29	88%	100%	75%	100%	—	59%	41%	3%	86%	3%	7%
	Materials	25	19	76%	84%	56%	100%	16%	95%	5%	37%	—	32%	32%
	<b>Core RTSR</b>	<b>118</b>	<b>102</b>	<b>86%</b>	<b>94%</b>	<b>62%</b>	<b>100%</b>	<b>6%</b>	<b>85%</b>	<b>15%</b>	<b>8%</b>	<b>36%</b>	<b>23%</b>	<b>33%</b>
Non-Core RTSR	Health Care	62	35	56%	77%	50%	50%	23%	83%	17%	26%	46%	23%	6%
	Information Technology	62	32	52%	81%	50%	100%	19%	81%	19%	56%	19%	6%	19%
	Industrials	70	35	50%	74%	50%	50%	26%	100%	—	34%	14%	17%	34%
	Consumer Staples	33	15	45%	80%	50%	50%	20%	100%	—	13%	20%	40%	27%
	Food & Staples Retailing	5	0	—	—	—	—	—	—	—	—	—	—	—
	Consumer Staples (Excluding Retailing)	28	15	54%	80%	50%	50%	20%	100%	—	13%	20%	40%	27%
	Communication Services	22	9	41%	78%	50%	50%	22%	100%	—	78%	—	11%	11%
	Consumer Discretionary	66	25	38%	64%	50%	50%	36%	92%	8%	48%	12%	16%	24%
	Retailing	28	7	25%	57%	—	—	43%	86%	14%	43%	—	29%	29%
	Consumer Discretionary (Excluding Retail)	38	18	47%	67%	50%	50%	33%	94%	6%	50%	17%	11%	22%
	Financials	67	22	33%	68%	50%	50%	32%	91%	9%	—	—	—	—
<b>Non-Core RTSR</b>	<b>382</b>	<b>173</b>	<b>45%</b>	<b>75%</b>	<b>50%</b>	<b>50%</b>	<b>25%</b>	<b>91%</b>	<b>9%</b>	<b>37%</b>	<b>21%</b>	<b>19%</b>	<b>23%</b>	
<b>S&amp;P 500</b>	<b>500</b>	<b>275</b>	<b>55%</b>	<b>82%</b>	<b>50%</b>	<b>50%</b>	<b>18%</b>	<b>89%</b>	<b>11%</b>	<b>26%</b>	<b>27%</b>	<b>20%</b>	<b>27%</b>	

### Changes from Statistics Published in September 2018

- New GICS sector, Communication Services, replaces Telecommunication Services
- One Consumer Staples company reclassified as Health Care