

## Business Trends: Executive Compensation

The roiling mortgage crisis was enough to chase away Syron's presumptive heir apparent, Eugene McQuade, who abruptly rejected the job in May — long before the bailout. At that time, Syron planned to step

down at the end of the year, but agreed to stay on through 2009 to help find a successor.

Last year, his base salary grew 9 percent to \$1.2 million. Augmenting his salary was a cash bonus of \$3.45 million, which included

a \$2.2 million performance bonus and special one-time payment of \$1.25 million for remaining aboard an extra year.

The \$18.2 million compensation (up \$4 million from the \$14.7 million reported

# WHAT THEY MAKE

## Compensation of CEOs at Virginia's public companies with annual revenue of at least \$1 billion

CEO COMPENSATION											
Executive name	Company name	Base salary	Previous year base salary	% Change from previous year	Bonus	Previous year bonus	% Change from previous year	Total salary and bonus	Previous year total salary and bonus	% Change from previous year	Stock awards
CAMILLERI, LOUIS C.	ALTRIA GROUP INC. <sup>1</sup>	\$1,750,000	\$1,750,000	0.0%	\$ 4,750,000	\$ 4,500,000	6%	\$ 6,500,000	\$ 6,250,000	4%	\$ 10,226,119
FAIRBANK, RICHARD D.	CAPITAL ONE FINANCIAL CORP. <sup>2</sup>	-	-	N/A	-	-	N/A	-	-	N/A	(6,400,156)
CHABRAJA, NICHOLAS D.	GENERAL DYNAMICS CORP.	1,300,000	1,300,000	0.0	3,500,000	3,200,000	9	4,800,000	4,500,000	7	3,497,699
SYRON, RICHARD F.	FEDERAL HOME LOAN MORTGAGE CORP. <sup>3</sup>	1,200,000	1,100,000	9.1	3,450,000	2,400,000	44	4,650,000	3,500,000	33	8,662,876
FARRELL, II, THOMAS F.	DOMINION RESOURCES INC.	1,100,000	1,000,000	10.0	4,402,400	1,166,000	278	5,502,400	2,166,000	154	2,652,137
MOORMAN, CHARLES W.	NORFOLK SOUTHERN CORP.	800,000	750,000	6.7	862,400	1,312,500	-34	1,662,400	2,062,500	-19	8,260,466
BLANKENSHIP, DON L.	MASSEY ENERGY CO.	1,000,000	1,000,000	0.0	1,039,339	814,054	28	2,039,339	1,814,054	12	838,129
FRAIZER, MICHAEL D.	GENWORTH FINANCIAL INC.	1,121,403	1,121,403	0.0	1,400,000	3,000,000	-53	2,521,403	4,121,403	-39	2,533,254
LUKE, JR., JOHN A.	MEADWESTVACO CORP.	1,007,573	985,000	2.3	2,274,455	1,897,190	20	3,282,028	2,882,190	14	2,412,379
LAPHEN, MICHAEL W.	COMPUTER SCIENCES CORP. <sup>4</sup>	962,348	711,725	35.2	1,966,100	1,077,400	82	2,928,448	1,789,125	64	1,495,265
DUBOW, CRAIG A.	GANNETT CO INC.	1,200,000	1,200,000	0.0	1,750,000	1,750,000	0	2,950,000	2,950,000	0	1,067,980
HANRAHAN, PAUL T.	AES CORP.	953,333	897,667	6.2	1,385,800	1,557,700	-11	2,339,133	2,455,367	-5	913,204
DAN, MICHAEL T.	BRINKS CO.	1,068,083	1,027,846	3.9	1,475,000	1,350,000	9	2,543,083	2,377,846	7	
SCHOONOVER, PHILIP J.	CIRCUIT CITY STORES INC.	900,000	894,615	0.6	-	-	N/A	900,000	894,615	1	978,616
ROHR, MARK C.	ALBEMARLE CORP.	900,000	825,000	9.1	1,000,000	1,000,000	0	1,900,000	1,825,000	4	2,490,971
SHINDLER, STEVEN M.	NII HOLDINGS INC. <sup>5</sup>	711,250	657,438	8.2	599,040	553,480	8	1,310,290	1,210,918	8	1,647,179
HALEY, JOHN J.	WATSON WYATT WORLDWIDE INC.	826,250	785,000	5.3	876,750	800,000	10	1,703,000	\$ 1,585,000	7	2,018,750
POPE, C. LARRY	SMITHFIELD FOODS INC.	766,667	850,000	-9.8	2,383,263	3,826,518	-38	3,149,930	\$ 4,676,518	-33	-
KING, ALLEN B.	UNIVERSAL CORP. <sup>6</sup>	756,125	719,375	5.1	1,118,400	427,600	162	1,874,525	1,146,975	63	900,704
HARBACH, F. EDWIN	BEARINGPOINT INC. <sup>7</sup>	700,000	750,000	-6.7	1,350,046	58,500	2208	2,050,046	808,500	154	1,710,473
CARLSON, JAMES G.	AMERIGROUP CORP <sup>8</sup>	608,086	655,636	-7.3	2,001,250	1,311,272	53	2,609,336	1,966,908	33	81,042
QUILLEN, MICHAEL J.	ALPHA NATURAL RESOURCES INC.	663,462	637,943	4.0	937,500	652,799	44	1,600,962	1,290,742	24	1,360,093
SMITH, CRAIG R.	OWENS & MINOR INC.	750,176	717,307	4.6	479,642	-	N/A	1,229,818	717,307	71	876,344
CHANDLER, JR., THEODORE L.	LANDAMERICA FINANCIAL GROUP INC.	616,667	595,833	3.5	-	723,000	-100	616,667	1,318,833	-53	2,093,465
LONDON, J. P.	CACI INTERNATIONAL INC.	714,600	806,464	-11.4	219,160	753,588	-71	933,760	1,560,052	-40	651,219
SASSER, BOB	DOLLAR TREE STORES INC.	741,667	700,000	6.0	1,005,825	497,541	102	1,747,492	1,197,541	46	434,283
FOLLIARD, THOMAS J.	CARMAX INC.	819,231	408,894	100.4	-	375,411	-100	819,231	784,305	4	
PEDERSEN, GEORGE J.	MANTECH INTERNATIONAL CORP.	1,380,385	1,271,158	8.6	840,000	693,500	21	2,220,385	1,964,658	13	
KOHUT, ANDREW J.	CHESAPEAKE CORP.	570,000	540,000	5.6	102,600	226,800	-55	672,600	766,800	-12	(26,202)
KLAASSEN, PAUL J.	SUNRISE SENIOR LIVING INC. <sup>9</sup>	501,923	473,890	5.9	-	454,925	-100	501,923	928,815	-46	553,206
LORD, ALBERT L.	SLM CORP. <sup>10</sup>	3,000,000	750,000	300.0	-	1,500,000	-100	3,000,000	2,250,000	33	-
KIRSHNER, ALAN I.	MARKEL CORP.	615,385	600,000	2.6	937,500	600,000	56	1,552,885	1,200,000	29	-
SAVILLE, PAUL C.	NVR INC.	800,000	800,000	0.0	-	-	N/A	800,000	800,000	0	
GRIVNER, CARL J.	XO HOLDINGS INC.	700,000	700,000	0.0	744,095	751,500	-1	1,444,095	1,451,500	-1	-
THOMPSON, DAVID W.	ORBITAL SCIENCES CORP.	572,529	551,304	3.8	541,051	520,982	4	1,113,580	1,072,286	4	260,267
LANESE, HERBERT J.	DYNCORP INTERNATIONAL INC. <sup>11</sup>	834,616	237,500	251.4	327,300	472,524	-31	1,161,916	710,024	64	8,309
GOTTWALD, THOMAS E.	NEWMARKET CORP.	528,000	510,000	3.5	450,000	350,000	29	978,000	860,000	14	-
BROUILLARD, JOHN C.	ADVANCE AUTO PARTS INC. <sup>12</sup>	1,200,000	772,502	55.3	-	54,990	-100	1,200,000	827,492	45	68,706
GOTTWALD, JOHN D.	TREDEGAR CORP.	347,500	198,199	75.3	100,000	75,000	33	447,500	273,199	64	244,309
SLOANE, STANTON D.	SRA INTERNATIONAL INC. <sup>13</sup>	650,000	410,000	58.5	105,285	403,229	-74	755,285	813,229	-7	121,454