



# Virginia CEO pay report

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

Company name	Executive name	2010 Base salary	2009		2010		2009		2010 Salary and bonus	% Change	Equity awards	Long-term cash awards	Other compensation	2010 Total compensation		Change	COMPANY PERFORMANCE		
			Base salary	% Change	Base salary	% Change	Bonus	Bonus						2010 Total compensation	Change		1 Year TSR	FYE revenue (\$mm)	FYE net income (\$mm)
NVR	Paul C. Saville	\$ 800,000	\$ 800,000	0%	\$ 481,299	\$ 400,000	20%	\$ 1,281,299	7%	\$ 29,590,663		\$ 7,850	\$ 30,879,812	2,458%	-3%	\$ 3,047.3	\$ 206.0		
Altria Group	Michael E. Szymanczyk	1,300,000	1,283,333	1	3,250,000	3,000,000	8	4,550,000	6	4,975,000	\$ 10,752,500	495,910	20,773,410	131	33	24,363.0	3,905.0		
Dominion Resources	Thomas F. Farrell II	1,224,000	1,200,000	2	2,010,000	1,740,000	16	3,234,000	10	7,731,000	3,828,000	160,536	14,953,536	44	14	15,197.0	2,963.0		
Capital One	Richard D. Fairbank	-	-	n/a	-	-	n/a	-	n/a	14,750,038	-	100,637	14,850,675	144	12	15,353.0	3,050.0		
General Dynamics	Jay L. Johnson <sup>1</sup>	1,400,000	n/a	n/a	3,100,000	n/a	n/a	4,500,000	n/a	8,992,874	-	258,241	13,751,115	n/a	6	32,466.0	2,628.0		
MeadWestvaco	John A. Luke, Jr.	1,007,105	1,007,105	0	2,332,242	2,215,630	5	3,339,347	4	7,695,929	-	218,989	11,254,265	141	-5	5,693.0	262.0		
Amerigroup	James G. Carlson	789,615	775,000	2	2,903,333	798,958	263	3,692,948	135	5,857,678	906,251	34,665	10,491,542	101	63	5,806.3	273.4		
Alpha Natural Resources	Kevin S. Crutchfield <sup>2</sup>	875,000	n/a	n/a	1,522,500	n/a	n/a	2,397,500	n/a	7,455,438	-	127,809	9,980,747	n/a	38	3,917.2	97.2		
Computer Sciences Corp.	Michael W. Laphen	1,107,692	1,050,000	5	1,314,000	2,457,000	-47	2,421,692	-31	7,305,566	-	212,301	9,939,559	-18	-9	16,042.0	706.0		
Sunrise Senior Living	Mark S. Ordan	652,500	652,500	0	4,950,000	1,775,000	179	5,602,500	131	3,132,000	-	-	8,734,500	260	69	1,406.7	30.6		
Norfolk Southern	Charles W. Moorman IV	950,000	950,000	0	1,181,800	613,700	93	2,131,800	36	6,000,279	-	124,818	8,256,897	-9	23	9,516.0	1,496.0		
Gannett	Craig A. Dubow	980,769	942,308	4	1,750,000	1,450,000	21	2,730,769	14	5,036,900	-	159,465	7,927,134	80	3	5,438.7	567.3		
AES	Paul T. Hanrahan <sup>3</sup>	1,115,400	1,014,000	10	2,242,000	2,022,900	11	3,357,400	11	2,567,011	1,708,000	236,309	7,868,720	-11	-8	16,647.0	(86.0)		
Genworth Financial	Michael D. Fraizer	1,121,403	1,121,403	0	1,000,000	1,700,000	-41	2,121,403	-25	4,198,480	-	171,379	6,491,262	-6	16	10,089.0	142.0		
Smithfield Foods	C. Larry Pope	1,100,000	1,100,000	0	1,500,000	-	n/a	2,600,000	136	3,744,000	-	142,475	6,486,475	258	117	11,202.6	(101.4)		
Advance Auto Parts	Darren R. Jackson	700,000	700,000	0	2,310,000	1,792,000	29	3,010,000	21	2,850,017	-	106,189	5,966,206	62	64	5,925.2	346.1		
Dollar Tree	Bob Sasser	971,154	850,000	14	1,948,750	1,650,063	18	2,919,904	17	2,985,500	-	58,236	5,963,640	26	53	5,882.4	397.3		
CarMax	Thomas J. Folliard	993,077	850,000	17	1,507,500	1,700,000	-11	2,500,577	-2	3,040,093	-	262,693	5,803,363	14	75	8,975.6	380.9		
SLM	Albert L. Lord	1,028,846	1,298,076	-21	1,500,000	950,000	58	2,528,846	12	2,795,707	-	42,250	5,366,803	0	12	5,753.9	525.4		
SAIC	Walter P. Havenstein <sup>4</sup>	1,000,000	n/a	n/a	1,077,750	n/a	n/a	2,077,750	n/a	3,075,290	-	-	5,153,040	n/a	-10	11,117.0	569.0		
NII Holdings	Steven P. Dussek	750,677	725,000	4	,059,660	817,800	30	1,810,337	17	3,064,406	-	1,786	4,876,529	-18	33	5,601.3	341.1		
CACI International	Paul M. Cofoni	727,300	700,000	4	1,756,226	1,549,092	13	2,483,526	10	1,999,840	-	193,637	4,677,003	18	-1	3,149.1	106.5		
The Brink's Company	Michael T. Dan	1,107,250	1,107,250	0	950,000	900,000	6	2,057,250	2	1,241,942	630,400	418,460	4,348,052	-15	12	3,121.5	56.8		
Massey Energy	Baxter F. Phillips <sup>5</sup>	625,794	n/a	n/a	690,490	n/a	n/a	1,316,284	n/a	2,950,000	-	43,728	4,310,012	n/a	28	3,039.0	(166.6)		
Booz Allen Hamilton Holding Corp.	Ralph W. Shrader <sup>6</sup>	1,162,500	1,162,500	0	1,081,846	1,559,145	-31	2,244,346	-18	-	-	1,281,914	3,526,260	-16	n/a	5,591.3	84.7		
ManTech International	George J. Pedersen	1,691,206	1,666,394		1,394,000	1,056,250	32	3,085,206	13	-	-	184,940	3,270,146	15	-15	2,604.0	125.1		
Universal Corp.	George C. Freeman III	775,000	675,000	15	1,122,700	1,313,200	-15	1,897,700	-5	1,017,069	-	122,354	3,037,123	-14	-14	2,571.5	141.7		
Owens & Minor	Craig R. Smith	829,339	810,462	2	269,739	870,570	-69	1,099,078	-35	1,009,546	-	126,101	2,234,725	-16	5	8,123.6	110.6		
Orbital Sciences	David W. Thompson	640,000	630,000	2	576,000	481,950	20	1,216,000	9	639,450	-	28,977	1,884,427	65	12	1,294.6	47.5		
NewMarket	Thomas E. Gottwald	725,000	675,000	7	650,000	595,000	9	1,375,000	8	99,885	-	36,250	1,511,135	16	9	1,797.4	177.1		
SRA International	Stanton D. Sloane <sup>7</sup>	680,000	677,500	0	626,441	528,136	19	1,306,441	8	84,537	-	19,375	1,410,353	-3	12	1,666.6	18.4		
Markel	Alan I. Kirshner	650,000	650,000	0	520,000	325,000	60	1,170,000	20	-	-	42,301	1,212,301	20	11	2,225.4	266.8		
XO Holdings	Carl J. Grivner <sup>8</sup>	700,000	700,000	0	-	709,895	-100	700,000	-50	-	-	11,902	\$ 711,902	-50	17	1,529.2	(85.1)		
<b>AVERAGE</b>		\$ 914,564	\$ 888,718		\$ 1,472,069	\$ 1,205,907		\$ 2,386,633		\$ 6,000,279	\$ 540,156	\$ 164,621	\$ 7,512,202		21%	\$ 7,762.2	\$ 593.4		
<b>CHANGE</b>		2.0%			20.6%			12.7%					58.4%						

<sup>1</sup> Johnson became CEO on July 1, 2009. Change: not calculated because CEO was not in place for two complete years.  
<sup>2</sup> Crutchfield became CEO on July 31, 2009. Change: not calculated because he was not in place for two complete years.  
<sup>3</sup> Hanrahan stepped down as CEO on Sept. 30 and will leave the company on Nov. 30. His successor is Andrés Gluski.  
<sup>4</sup> Havenstein became CEO on Sept. 21, 2009. Change: not calculated because he wasn't in place for two complete years.  
<sup>5</sup> Phillips became CEO on Dec. 3, 2010 and left the position on June 1, shortly before Massey was acquired by Alpha Natural Resources.  
<sup>6</sup> Company's TSR not calculated because stock was not publicly traded for the full fiscal year.  
<sup>7</sup> Sloane left SRA International to become the CEO of another company in August. His successor is William L. Ballhaus.  
<sup>8</sup> Grivner left the CEO position on April 8, 2011.

N/A Not applicable or not available  
 TSR = Total shareholder return  
 Research by Equilar Inc. based on a company's most recent proxy.  
 Source: Equilar, Inc. [www.equilar.com](http://www.equilar.com)