

EQUILAR Virginia CEO pay report

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

Company	Executive	2014 BASE SALARY			2013 BASE SALARY			CHANGE	2014 BONUS			2013 BONUS			CHANGE	TOTAL SALARY AND BONUS			CHANGE	EQUITY AWARDS			LONG-TERM CASH AWARDS			OTHER COMPENSATION			2014 TOTAL COMPENSATION			2013 TOTAL COMPENSATION			CHANGE	COMPANY PERFORMANCE		
		2014	2013	% Change	2014	2013	% Change		2014	2013	% Change	2014	2013	% Change		2014	2013	% Change		2014	2013	% Change	2014	2013	% Change	2014	2013	% Change	2014	2013	% Change	2014	2013	% Change		Year TSR	FYE (Fiscal year end) Revenue (MM)	FYE (Fiscal year end) Net Income (MM)
Capital One Financial	Richard D. Fairbank	-	-	N/A	\$4,410,000	\$2,843,750	55%	\$4,410,000								\$4,410,000			55%	\$15,093,815	-	\$99,464	\$19,603,279	\$18,292,348	7%	9%	\$18,749	\$4,338										
NVR	Paul C. Saville	\$1,425,000	\$1,100,000	30%	885,209	1,075,556	-18	2,310,209		6						2,310,209		6		16,938,447	-	14,000	19,262,656	6,886,505	180	24	4,375	282										
General Dynamics	Phebe N. Novakovic	1,560,000	1,500,000	4	4,250,000	4,000,000	6	5,810,000		6						5,810,000		6		12,924,779	-	258,417	18,993,196	18,769,110	1	47	30,852	2,673										
Dominion Resources	Thomas F. Farrell II	1,411,744	1,348,695	5	3,528,797	1,694,093	108	4,940,541		62						4,940,541		62		5,700,063	\$6,510,000	176,038	17,326,642	10,914,261	59	23	12,436	1,310										
Computer Sciences Corp.	J. Michael Lawrie	1,250,000	1,250,000	0	1,875,000	2,182,500	-14	3,125,000		-9						3,125,000		-9		11,877,575	-	451,305	15,453,880	13,267,195	16	9	12,173	21										
Northrop Grumman	Wesley G. Bush	1,524,231	1,500,023	2	3,350,700	3,240,000	3	4,874,931		3						4,874,931		3		9,000,007	-	1,030,011	14,904,949	14,283,451	4	31	23,979	2,069										
CarMax	Thomas J. Folliard	1,191,062	1,129,175	5	3,216,945	2,059,449	56	4,408,007		38						4,408,007		38		6,500,004	-	403,382	11,311,393	9,043,334	25	39	14,269	597										
Norfolk Southern	Charles W. Moorman IV ¹	1,000,000	1,000,000	0	1,813,500	1,685,250	8	2,813,500		5						2,813,500		5		7,504,398	-	101,031	10,418,929	9,627,023	8	20	11,624	1,994										
Hilton Worldwide	Christopher J. Nassetta	1,142,201	850,000	34	2,539,677	1,290,420	97	3,681,878		72						3,681,878		72		6,169,697	-	50,639	9,902,214	2,262,042	338	17	10,502	673										
Altria Group	Martin J. Barrington	1,241,667	1,191,667	4	2,950,000	2,500,000	18	4,191,667		14						4,191,667		14		5,250,206	-	249,914	9,691,787	17,480,522	-45	34	24,522	5,058										
Booz Allen Hamilton Holding Corp.	Horacio D. Rozanski *	1,050,000	N/A	N/A	1,255,054	N/A	N/A	2,305,054		N/A						2,305,054		N/A		6,757,378	-	425,263	9,487,695	N/A	N/A	38	38	5,275	229									
AES	Andres R. Gluski	1,130,000	1,130,000	0	1,390,000	2,102,000	-34	2,520,000		-22						2,520,000		-22		5,685,945	-	197,300	8,403,245	8,575,150	-2	-4	17,146	789										
Gannett	Gracia C. Martore	1,000,000	900,000	11	2,750,000	2,000,000	38	3,750,000		29						3,750,000		29		3,999,983	-	116,032	7,866,015	6,234,959	26	11	6,008	1,062										
Dollar Tree	Bob Sasser ²	1,505,769	1,410,577	7	1,780,773	1,629,929	9	3,286,542		8						3,286,542		8		4,104,531	360,000	63,415	7,814,488	7,218,363	8	41	8,602	599										
Alpha Natural Resources	Kevin S. Crutchfield ³	1,045,000	1,045,000	0	1,315,100	948,024	39	2,360,100		18						2,360,100		18		5,260,786	-	154,463	7,775,349	7,955,008	-2	-77	4,287	(875)										
VeriSign	D. James Bidzos	752,885	752,885	0	885,000	957,750	-8	1,637,885		-4						1,637,885		-4		5,999,948	-	15,032	7,652,865	8,541,127	-10	-5	1,010	355										
AvalonBay	Timothy J. Naughton	950,000	921,154	3	1,446,969	1,666,359	-13	2,396,969		-7						2,396,969		-7		4,861,744	-	168,963	7,427,676	11,393,742	-35	42	1,685	655										
MeadWestvaco	John A. Luke Jr. ⁴	1,060,110	1,060,110	0	1,070,000	-	N/A	2,130,110		101						2,130,110		101		4,800,008	-	131,571	7,061,689	6,304,594	12	26	5,631	262										
Huntington Ingalls Industries	C. Michael Petters	950,000	940,385	1	1,844,306	1,983,125	-7	2,794,306		-4						2,794,306		-4		3,799,909	-	50,580	6,644,795	6,554,747	1	26	6,957	338										
Exelis	David F. Melcher ⁵	912,115	930,000	-2	1,508,900	1,242,900	21	2,421,015		11						2,421,015		11		4,000,000	-	32,907	6,453,922	6,205,345	4	0	3,277	230										
MAXIMUS	Richard A. Montoni	718,750	700,000	3	2,275,000	2,000,000	14	2,993,750		11						2,993,750		11		3,100,000	-	69,403	6,163,153	5,136,321	20	-11	1,701	145										
Science Applications International	Anthony J. Moraco *	905,769	N/A	N/A	1,144,410	N/A	N/A	2,050,179		N/A						2,050,179		N/A		3,700,043	-	16,026	5,766,248	N/A	N/A	35	35	3,885	141									
Leidos Holdings	Roger A. Krone *	493,269	N/A	N/A	1,860,822	N/A	N/A	2,354,091		N/A						2,354,091		N/A		3,128,542	-	57,792	5,540,425	N/A	N/A	-6	35	5,063	(330)									
Towers Watson	John J. Haley	981,000	981,000	0	1,500,000	1,656,000	-9	2,481,000		-6						2,481,000		-6		2,403,401	-	114,954	4,999,355	5,153,126	-3	28	3,482	353										
Advance Auto Parts	Darren R. Jackson	930,288	700,000	33	-	774,962	-100	930,288		-37						930,288		-37		3,250,191	-	123,232	4,303,711	4,282,934	0	44	9,844	492										
Brinks	Thomas C. Schievelbein	800,000	800,000	0	896,000	1,560,000	-43	1,696,000		-28						1,696,000		-28		2,325,053	-	264,650	4,285,703	5,373,144	-20	-27	3,562	(55)										
Engility Holdings	Anthony Smeraglinolo	675,000	600,000	13	1,156,712	661,273	75	1,831,712		45						1,831,712		45		1,552,772	-	50,317	3,434,801	2,446,697	40	28	1,367	35										
NII Holdings	Steven M. Shindler	945,996	945,996	0	1,437,323	245,959	N/A	2,383,319		100						2,383,319		100		890,296	-	9,483	3,283,098	2,215,742	48	-99	3,689	1,777										
Universal	George C. Freeman III	828,400	816,200	1	841,200	1,278,600	-34	1,669,600		-20						1,669,600		-20		1,486,350	-	22,003	3,177,953	3,760,749	-15	-12	2,272	100										
Markel	Alan I. Kirshner	900,000	833,333	8	-	225,000	-100	900,000		-15						900,000		-15		1,125,000	1,125,000	23,400	3,173,400	5,106,283	-38	18	5,134	313										
ICF International	Sudhakar Kesavan	810,867	782,877	4	656,184	634,264	3	1,467,051		4						1,467,051		4		1,428,745	-	19,783	2,915,579	2,823,288	3	18	1,050	40										
ManTech International	George J. Pedersen	1,731,154	1,879,233	-8	1,000,000	1,200,000	-17	2,731,154		-11						2,731,154		-11		-	-	179,847	2,911,001	3,343,832	-13	4	1,774	47										
Genworth Financial	Thomas J. McInerney	996,803	973,799	2	-	3,000,000	-100	996,803		-75						996,803		-75		1,142,250	-	557,312	2,696,365	11,986,064	-78	-45	9,565	(1,244)										
Orbital ATK	David W. Thompson ⁶	111,539	N/A	N/A	-	N/A	N/A	111,539		N/A						111,539		N/A		2,552,308	-	14,187	2,678,034	N/A	N/A	7	7	3,174	77									
Owens & Minor	James L. Bierman *	781,157	N/A	N/A	99,167	N/A	N/A	880,324		N/A						880,324		N/A		1,594,785	-	38,229	2,513,338	N/A	N/A	-1	39	9,440	66									
ePlus	Phillip G. Norton	650,000	627,500	4	374,000	280,000	34	1,024,000		13						1,024,000		13		887,065	-	10,380	1,921,445	1,767,469	9	56	1,143	46										
NewMarket	Thomas E. Gottwald	960,733	915,000	5	750,000	750,000	0	1,710,733		3						1,710,733		3		103,137	-	48,037	1,861,907	1,819,146	2	22	2,335	233										
CACI International	Kenneth Asbury *	675,000	N/A	N/A	461,862	N/A	N/A	1,136,862		N/A						1,136,862		N/A		-	-	64,981	1,201,843	N/A	N/A	11	11	3,565	135									
Lumber Liquidators Holdings	Robert M. Lynch ⁷	715,890	655,769	9	-	1,350,000	-100	715,890		-64						715,890		-64		-	-	142,708	858,598	6,866,883	-87	-36	1,047	63										
Freddie Mac	Donald H. Layton	600,000	600,000	0	-	-	N/A	600,000		0						600,000		0		-	-	60,586	660,586	623,827	6	-29	7,775	2,336										
AVERAGE		\$957,835	\$963,835		\$1,462,965	\$1,491,681		\$2,420,800								\$2,420,800				\$4,422,479	\$199,875	\$151,926	\$7,195,080	\$7,426,892	14%	9%	\$7,606	\$ 686										
PERCENT CHANGE**		4.7%			5.9%																		3.2%															

1. Moorman now is the company's chairman. James S