



# Virginia CEO pay report

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

Company	Executive	2013 BASE SALARY	2012 BASE SALARY	% CHANGE
General Dynamics	Phebe N. Novakovic <sup>1</sup>	\$1,500,000	N/A	N/A
Capital One Financial Corp.	Richard D. Fairbank	-	-	N/A
Altria Group	Martin J. Barrington <sup>2</sup>	1,191,667	N/A	N/A
CACI International	Kenneth Asbury <sup>3</sup>	275,503	N/A	N/A
Northrop Grumman	Wesley G. Bush	1,500,023	1,500,120	0
Computer Sciences Corp.	J. Michael Lawrie	1,250,000	1,250,000	0
Genworth Financial	Thomas J. McInerney <sup>4</sup>	973,799	N/A	N/A
AvalonBay Communities	Timothy J. Naughton	921,154	799,038	15
Dominion Resources	Thomas F. Farrell II	1,348,695	1,300,500	4
Norfolk Southern	Charles W. Moorman IV	1,000,000	1,000,000	0
CarMax	Thomas J. Foliard	1,129,175	1,086,154	4
AES	Andrés R. Gluski	1,130,000	1,000,000	13
Alpha Natural Resources	Kevin S. Crutchfield	1,045,000	1,070,385	-2
Alliant Techsystems	Mark W. DeYoung	1,025,000	1,000,000	2
Leidos Holdings	John P. Jumper <sup>5</sup>	1,200,000	N/A	N/A
Dollar Tree	Bob Sasser	1,410,577	1,301,923	8
NVR	Paul C. Saville	1,100,000	800,000	38
Lumber Liquidators Holdings	Robert M. Lynch	655,769	567,308	16
Huntington Ingalls Industries	C. Michael Petters	940,385	900,000	4
MeadWestvaco	John A. Luke Jr.	1,060,110	1,060,110	0
Gannett	Gracia C. Martore	900,000	882,692	2
Exelis	David F. Melcher	930,000	930,000	0
Brink's	Thomas C. Schievelbein	800,000	790,833	1
Science Applications International	Anthony J. Moraco <sup>6</sup>	737,019	N/A	N/A
MAXIMUS	Richard A. Montoni	700,000	700,000	0
Markel	Alan I. Kirshner	833,333	666,667	25
Advance Auto Parts	Darren R. Jackson	700,000	700,000	0
Universal	George C. Freeman III	816,200	798,200	2
ManTech International	George J. Pedersen	1,879,233	1,982,697	-5
Booz Allen Hamilton Holding	Ralph W. Shrader	1,162,500	1,162,500	0
Orbital Sciences	David W. Thompson	715,000	715,000	0
Colfax	Steven E. Simms <sup>7</sup>	979,231	N/A	N/A
Hilton Worldwide Holdings	Christopher J. Nassetta	850,000	850,000	N/A
NII Holdings	Steven M. Shindler <sup>8</sup>	945,996	N/A	N/A
Owens & Minor	Craig R. Smith	898,941	878,391	2
NewMarket	Thomas E. Goitwald	915,000	866,667	6
ePlus	Phillip G. Norton	627,500	560,000	12
<b>AVERAGE</b>		<b>\$974,238</b>	<b>\$935,144</b>	
<b>PERCENT CHANGE**</b>		<b>4.1%</b>		

2013 BONUS	2012 BONUS	% CHANGE
\$4,000,000	N/A	N/A
2,843,750	\$2,187,500	30%
2,500,000	N/A	N/A
400,000	N/A	N/A
3,240,000	4,117,500	-21
2,182,500	3,002,000	-27
3,000,000	N/A	N/A
1,666,359	1,252,742	33
1,694,093	976,982	73
1,685,250	1,343,250	25
2,059,449	1,203,088	71
2,102,000	1,455,000	44
948,024	523,710	81
2,460,000	1,500,000	64
774,000	N/A	N/A
1,629,929	1,847,813	-12
1,075,556	800,000	34
1,350,000	661,250	104
1,983,125	2,025,000	-2
-	1,285,000	N/A
2,000,000	1,600,000	25
1,242,900	1,023,000	21
1,560,000	741,600	110
806,055	N/A	N/A
2,000,000	700,000	186
225,000	420,000	-46
774,962	-	N/A
1,278,600	1,343,400	-5
1,200,000	1,750,000	-31
779,175	612,266	27
661,400	643,500	3
1,467,000	N/A	N/A
1,290,420	1,077,375	N/A
245,959	N/A	N/A
-	-	N/A
750,000	725,000	3
280,000	280,000	0
<b>\$1,463,662</b>	<b>\$1,210,241</b>	<b>16.7%</b>

TOTAL SALARY AND BONUS	% CHANGE
\$5,500,000	N/A
2,843,750	30
3,691,667	N/A
675,503	N/A
4,740,023	-16%
3,432,500	-19
3,973,799	N/A
2,587,513	26
3,042,788	34
2,685,250	15
3,188,624	39
3,232,000	32
1,993,024	25
3,485,000	39
1,974,000	N/A
3,040,506	-3
2,175,556	36
2,005,769	63
2,923,510	0
1,060,110	-55
2,900,000	17
2,172,900	11
2,360,000	54
1,543,074	N/A
2,700,000	93
1,058,333	-3
1,474,962	111
2,094,800	-2
3,079,233	-18
1,941,675	9
1,376,400	1
2,446,231	N/A
2,140,420	11
1,191,955	N/A
898,941	2
1,665,000	5
907,500	8
<b>\$2,437,900</b>	

EQUITY AWARDS	LONG-TERM CASH AWARDS	OTHER COMPENSATION
\$12,959,964	-	\$309,146
15,312,581	-	136,017
5,398,800	\$8,092,500	297,555
15,870,000	-	2,813
8,000,025	-	1,543,403
9,511,305	-	323,390
7,846,600	-	165,665
8,650,908	-	155,321
4,200,017	3,461,500	209,956
6,771,700	-	170,073
5,499,956	-	354,754
5,169,900	-	173,250
5,851,728	-	110,256
4,144,000	-	274,534
5,500,024	-	3,416
3,839,768	280,000	58,089
4,699,749	-	11,200
4,844,907	-	16,207
3,599,983	-	31,254
5,042,132	-	202,352
3,199,993	-	134,966
4,000,003	-	32,442
3,000,042	-	108,450
3,900,132	-	22,890
2,350,000	-	86,321
3,125,000	900,000	22,950
2,750,046	-	57,926
1,648,224	-	17,725
-	-	264,599
601,122	-	702,134
1,135,800	-	27,854
-	-	64,827
-	-	121,622
999,995	-	23,792
986,161	-	79,618
108,396	-	45,750
849,508	-	10,461
<b>\$4,631,580</b>	<b>\$344,162</b>	<b>\$172,243</b>

2013 TOTAL COMPENSATION	2012 TOTAL COMPENSATION	% CHANGE
\$18,769,110	N/A	N/A
18,292,348	\$22,601,824	-19%
17,480,522	N/A	N/A
16,548,316	N/A	N/A
14,283,451	15,519,812	-8
13,267,195	21,288,188	-38
11,986,064	N/A	N/A
11,393,742	3,832,343	197
10,914,261	8,211,186	33
9,627,023	9,740,702	-1
9,043,334	7,183,146	26
8,575,150	7,701,365	11
7,955,008	6,193,368	28
7,903,534	6,518,412	21
7,477,440	N/A	N/A
7,218,363	16,889,790	-57
6,886,505	1,610,500	328
6,866,883	1,242,753	453
6,554,747	7,450,485	-12
6,304,594	4,535,385	39
6,234,959	5,529,291	13
6,205,345	5,787,734	7
5,468,492	5,398,092	1
5,466,096	N/A	N/A
5,136,321	4,148,263	24
5,106,283	2,089,167	144
4,282,934	3,506,734	22
3,760,749	3,587,642	5
3,343,832	3,928,183	-15
3,244,931	3,785,347	-14
2,540,054	1,894,804	34
2,511,058	N/A	N/A
2,262,042	2,041,705	11
2,215,742	N/A	N/A
1,964,720	2,008,902	-2
1,819,146	1,736,241	5
1,767,469	1,547,138	14
<b>\$7,585,885</b>	<b>\$6,465,810</b>	<b>5.7%</b>

COMPANY PERFORMANCE		
Year TSR	FYE (Fiscal year end) Revenue (\$MM)	FYE (Fiscal year end) Net Income (\$MM)
40%	\$31,218.00	\$2,486.0
34	18,931.00	4,322.0
28	24,466.00	4,523.0
15	3,682.00	151.7
73	24,661.00	1,952.0
25	12,998.00	605.0
107	9,403.00	572.0
-10	1,462.90	58.2
29	13,120.00	1,789.0
53	11,245.00	1,910.0
26	12,574.30	492.6
37	15,891.00	284.0
-27	4,953.50	-1,113.5
98	4,775.10	340.9
176	5,772.00	84.0
26	7,840.30	596.7
12	4,216.30	266.5
95	1,000.20	77.4
109	6,820.00	261.0
19	5,389.00	320.0
69	5,161.40	388.7
73	4,816.00	281.0
21	3,942.20	71.9
N/A	4,121.00	113.0
51	1,331.30	117.1
34	4,323.10	283.0
53	6,493.80	390.9
3	2,542.10	134.2
19	2,310.10	-6.1
82	5,478.70	232.2
69	1,365.30	68.2
58	4,207.20	158.2
N/A*	9,735.00	415.0
-61	4,772.60	-1,649.6
32	9,071.50	110.1
29	2,280.40	242.3
21	1,057.50	35.3
43%	\$7,930.0	\$577.0

1. Novakovic became CEO on Jan. 1, 2013. Change: Not calculated because the CEO was not in place for two complete years.  
 2. Barrington became CEO on May 17, 2012. Change: Not calculated because the CEO was not in place for two complete years.  
 3. Asbury became CEO on Feb. 20, 2013. Change: Not calculated because the CEO was not in place for two complete years.  
 4. McInerney became CEO on Jan. 1, 2013. Change: Not calculated because the CEO was not in place for two complete years.  
 5. Jumper became CEO on March 1, 2012. Change: Not calculated because the CEO was not in place for two complete years.  
 6. Moraco became CEO on Sept. 27, 2013. Change: Not calculated because the CEO was not in place for two complete years. 1-Year TSR: Not calculated because the company spun-off from Leidos Holdings on Sept. 27, 2013.  
 7. Simms became CEO on April 22, 2012. Change: Not calculated because the CEO was not in place for two complete years.  
 8. Shindler served as Interim CEO beginning Dec. 14, 2012 and became CEO in May 2013. Change: Not calculated because the CEO was not in place for two complete years.

\*1-year TSR: Not calculated because the company began trading Dec. 12, 2013.  
 \*\* The percentage change reflects the difference in compensation for CEOs in their jobs for at least two years.

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)

Equilar offers a suite of Web-based tools for analyzing compensation and corporate governance trends.