

EQUILAR Virginia CEO pay report

Compensation of CEOs at Virginia's major companies

Company	Executive	2015 Base salary			2014 Base salary			Change	2015 Bonus			2014 Bonus			Change	Total salary And bonus			Change	Equity awards			Long-term cash awards			Other compensation			2015 Total compensation			2014 Total compensation			Change	COMPANY PERFORMANCE		
		2015	2014	Change	2015	2014	Change		2015	2014	Change	2015	2014	Change		2015	2014	Change		2015	2014	Change	2015	2014	Change	2015	2014	Change	2015	2014	Change	Year TSR	Fiscal year end revenue (\$000)	Fiscal year end net income (\$000)				
Computer Sciences Corp.	J. Michael Lawrie	\$1,250,000	\$1,250,000	0%	\$2,250,000	\$1,875,000	20%	\$3,500,000	12%	\$20,038,528	\$-	\$285,203	\$23,823,731	\$15,453,880	54%	31%	\$7,106.0	\$60.0																				
General Dynamics	Phebe N. Novakovic	1,583,750	1,560,000	2%	4,850,000	4,250,000	14	6,433,750	11	13,712,048	-	278,306	20,424,104	18,993,196	8	2	31,469.0	2,965.0																				
Capital One Financial	Richard D. Fairbank	-	-	N/A	2,677,500	4,410,000	-39	2,677,500	-39	15,190,028	-	144,289	18,011,817	19,633,279	-8	-11	18,877.0	3,834.0																				
Northrop Grumman	Wesley G. Bush	1,588,846	1,524,231	4%	3,304,800	3,350,700	-1	4,893,646	0	10,000,018	-	901,958	15,795,622	14,904,949	6	30	23,526.0	1,990.0																				
Altria Group	Martin J. Barrington	1,333,333	1,241,667	7%	3,500,000	2,950,000	19	4,833,333	15	5,600,071	-	256,229	10,689,633	9,691,787	10	23	25,434.0	5,241.0																				
Hilton Worldwide	Christopher J. Nassetta	1,246,154	1,142,201	9%	2,222,013	2,539,677	-13	3,468,167	-6	6,679,871	-	69,413	10,217,451	9,902,214	3	-17	11,272.0	1,404.0																				
VeriSign	D. James Bidzos	752,885	752,885	0%	877,500	885,000	-1	1,630,385	0	8,499,901	-	20,421	10,150,707	7,652,865	33	53	1,059.4	375.2																				
CarMax	Thomas J. Folliard*	1,257,747	1,191,062	6%	1,276,557	3,216,945	-60	2,534,304	-43	6,999,982	-	487,794	10,022,080	11,311,393	-11	-31	15,149.7	623.4																				
Dominion Resources	Thomas F. Farrell II	1,458,614	1,411,744	3%	366,432	3,528,797	-90	1,825,046	-63	4,450,009	3,204,600	180,774	9,660,429	17,326,642	-44	-9	11,683.0	1,899.0																				
Dollar Tree	Bob Sasser	1,585,577	1,505,769	5%	1,780,320	1,780,773	0	3,365,897	2	5,803,264	300,000	60,549	9,529,710	7,814,488	22	14	15,498.4	282.4																				
Willis Towers Watson	Dominic Casserley	1,000,000	1,000,000	0%	2,284,880	1,653,750	38	3,284,880	24	5,463,755	-	264,528	9,013,163	9,132,668	-1	11	3,829.0	373.0																				
Tegna	Gracia C. Martore*	1,000,000	1,000,000	0%	2,750,000	2,750,000	0	3,750,000	0	5,000,701	-	112,425	8,863,126	7,866,015	13	5	3,050.9	357.5																				
Owens & Minor	P. Cody Phipps**	443,117	N/A	N/A	1,342,125	N/A	N/A	1,785,242	N/A	7,000,022	-	18,174	8,803,438	N/A	N/A	5	9,772.9	102.5																				
Engility Holdings	Anthony Smeraglinolo*	796,154	675,000	18%	1,060,000	1,156,712	-8	1,856,154	1	5,268,046	-	1,492,706	8,616,906	3,434,801	151	3	2,085.6	(235.4)																				
WestRock	Steven C. Voorhees	1,012,603	907,917	12%	1,599,098	1,135,172	41	2,611,701	28	5,863,614	-	89,680	8,564,995	6,500,806	32	11	11,381.3	507.1																				
AES	Andres R. Gluski	1,165,000	1,130,000	3%	1,450,425	1,390,000	4	2,615,425	4	5,281,064	-	195,750	8,092,239	8,403,245	-4	-28	14,963.0	306.0																				
AvalonBay	Timothy J. Naughton	950,000	950,000	0%	1,871,738	1,446,969	29	2,821,738	18	4,441,381	-	40,581	7,303,700	7,438,445	-2	16	1,856.0	740.3																				
Norfolk Southern	James A. Squires**	837,500	N/A	N/A	-	N/A	N/A	837,500	N/A	6,000,318	-	115,151	6,952,969	N/A	N/A	-21	10,511.0	1,550.0																				
Huntington Ingalls Industries	C. Michael Petters	986,538	950,000	4%	2,102,736	1,844,306	14	3,089,274	11	3,799,926	-	30,483	6,919,683	6,644,795	4	14	7,020.0	404.0																				
Leidos Holdings	Roger A. Krone	876,923	N/A	N/A	1,468,720	N/A	N/A	2,345,643	N/A	4,177,851	-	12,637	6,536,131	N/A	N/A	39	4,712.0	243.0																				
NeuStar	Lisa A. Hook	778,902	747,796	4%	1,419,469	980,000	45	2,198,371	27	4,257,336	-	15,900	6,471,607	4,226,546	53	-14	1,050.0	175.5																				
Science Applications International	Anthony J. Moraco	985,577	905,769	9%	1,288,800	1,144,410	13	2,274,377	11	4,100,019	-	10,831	6,385,227	5,766,248	11	-10	4,315.0	117.0																				
MAXIMUS	Richard A. Montoni	725,000	718,750	1%	2,000,000	2,275,000	-12	2,725,000	-9	3,500,000	-	6,625	6,231,625	6,100,250	2	49	2,099.8	157.8																				
Media General	Vincent L. Sadusky***	900,000	N/A	N/A	400,000	N/A	N/A	1,300,000	N/A	4,540,332	-	127,446	5,967,778	N/A	N/A	-3	1,304.9	(39.5)																				
Brinks	Thomas C. Schievelbein*	800,000	800,000	0%	1,600,000	896,000	79	2,400,000	42	3,000,014	-	210,152	5,610,166	4,285,703	31	20	3,061.4	(9.1)																				
K12	Nathaniel A. Davis*	700,000	N/A	N/A	1,407,280	N/A	N/A	2,107,280	N/A	3,203,654	-	14,512	5,325,446	N/A	N/A	-47	948.3	11.0																				
Gannett	Robert J. Dickey	823,058	675,000	22%	1,850,000	750,000	147	2,673,058	88	2,350,021	-	118,057	5,141,136	2,830,219	82	N/A	2,885.0	146.1																				
Graham Holdings Co.	Timothy J. O'Shaughnessy**	750,000	N/A	N/A	906,000	N/A	N/A	1,656,000	N/A	2,951,507	-	-	4,607,507	N/A	N/A	9	2,586.1	(144.5)																				
PRA Group	Steven D. Fredrickson	903,846	846,154	7%	1,250,000	2,000,000	-38	2,153,846	-24	2,099,879	-	10,600	4,264,325	5,606,441	-24	-40	942.0	167.9																				
CEB	Thomas L. Monahan III*	920,000	915,000	1%	825,000	920,000	-10	1,745,000	-5	1,900,000	-	13,931	3,658,931	3,451,175	6	-13	928.4	92.5																				
Universal	George C. Freeman III	841,700	828,400	2%	939,300	841,200	12	1,781,000	7	1,727,171	-	21,266	3,529,437	3,177,953	11	25	2,120.4	94.3																				
Booz Allen Hamilton Holding Corp.	Horacio D. Rozanski	1,437,500	N/A	N/A	869,943	N/A	N/A	2,307,443	N/A	1,076,268	-	145,600	3,529,311	N/A	N/A	6	5,405.7	290.5																				
Genworth Financial	Thomas J. McInerney	1,035,141	996,803	4%	1,200,000	-	N/A	2,235,141	124	775,000	-	175,372	3,185,513	2,696,365	18	-56	8,548.0	(208.0)																				
NVR	Paul C. Saville	1,528,125	1,425,000	7%	1,528,125	885,209	73	3,056,250	32	-	-	14,000	3,070,250	19,262,656	-84	29	5,065.2	382.9																				
ManTech International	George J. Pedersen	1,782,308	1,731,154	3%	1,000,000	1,000,000	0	2,782,308	2	-	-	259,580	3,041,888	2,911,001	4	3	1,550.1	51.1																				
ICF International	Sudhakar Kesavan	867,739	810,867	7%	-	656,184	-100	867,739	-41	2,086,937	-	17,494	2,972,170	2,915,579	2	-13	1,132.2	39.4																				
Markel	Alan I. Kirshner*	900,000	900,000	0%	-	-	N/A	900,000	0	720,000	720,000	24,400	2,364,400	3,173,400	-25	29	5,370.0	586.9																				
Beacon Roofing Supply	Paul M. Isabella	640,385	640,112	0%	483,750	47,250	924	1,124,135	64	1,163,794	-	31,801	2,319,730	1,958,566	18	28	2,515.2	62.3																				
American Woodmark	S. Cary Dunston**	532,836	N/A	N/A	825,000	N/A	N/A	1,357,836	N/A	830,595	-	17,075	2,205,506	N/A	N/A	44	947.0	58.7																				
Orbital ATK	David W. Thompson**	669,049	N/A	N/A	1,485,669	N/A	N/A	2,154,718	N/A	-	-	44,064	2,198,782	N/A	N/A	15	3,399.1	181.4																				
Federal Home Loan Mortgage	Donald H. Layton	1,479,231	600,000	147%	472,748	-	N/A	1,951,979	225	-	-	56,958	2,008,937	660,586	204	-21	14,480.0	(23.0)																				
NewMarket	Thomas E. Gottwald	973,450	960,733	1%	625,000	750,000	-17	1,598,450	-7	92,583	-	218,672	1,909,705	1,861,907	3	-4	2,140.8	238.1																				
Performance Food Group	George L. Holm	1,000,000	976,058	2%	682,500	409,160	67	1,682,500	21	-	-	31,800	1,714,300	1,418,255	21	N/A	15,270.0	39.1																				
Lumber Liquidators Holdings	John M. Presley**	72,115	N/A	N/A	-	N/A	N/A	72,115	N/A	1,134,000	-	299,000	1,505,115	N/A	N/A	-74	978.8	(56.4)																				
CACI International	Kenneth Asbury	835,417	675,000	24%	418,361	461,862	-9	1,253,778	10	-	-	75,157	1,328,935	1,201,843	11	15	3,313.5	126.2																				
Advance Auto Parts	Darren R. Jackson*	1,034,138	930,288	11%	-	-	N/A	1,034,138	11	-	-	140,462	1,174,600	4,303,711	-73	-5	9,737.0	471.7																				
AVERAGE		\$979,136	\$979,871		\$1,358,952	\$1,505,002		\$2,338,088		\$4,147,381	\$91,839	\$155,604	\$6,732,912	\$7,219,830	15%		\$7,225	\$566																				
PERCENT CHANGE**		7.2%			-0.7%								0.8%																									

* Former CEO or planning to retire

** New CEO who has not been in position for at least two years. In the case of Thompson, he was the longtime CEO of Orbital Science Corp. which merged with ATK IN 2015. The percent change on 2015 salaries reflects the difference in compensation for CEOs in their jobs for at least two years.

*** Texas-based Nexstar Broadcasting Group is expected to complete its acquisition of Media General later this year.

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

Equilar is an executive compensation solutions firm in Redwood City, Calif. and offers a suite of executive compensation benchmarking and governance tools.