

# EQUILAR Virginia CEO pay report

## Compensation of CEOs at Virginia's major public companies

Company	Executive	2017 Base salary	2016 Base salary	2017 Bonus	2016 Bonus	2017 Total salary and bonus
1 DXC Technology	Michael Lawrie	\$1,250,000	\$1,250,000	\$5,000,000	\$3,750,000	\$6,250,000
2 General Dynamics	Phebe N. Novakovic	1,585,000	1,585,000	5,300,000	5,150,000	6,885,000
3 Hilton Worldwide Holdings	Christopher J. Nassetta	1,242,308	1,200,000	2,604,375	1,883,905	3,846,683
4 Capital One Financial	Richard D. Fairbank	-	-	3,727,500	2,677,500	3,727,500
5 Northrop Grumman	Wesley G. Bush <sup>1</sup>	1,548,577	1,530,000	3,662,000	4,406,400	5,210,577
6 Dominion Energy	Thomas F. Barrille II	1,547,444	1,502,372	2,429,675	1,887,126	3,977,119
7 Altria Group	Martin J. Barrington <sup>1</sup>	1,470,000	1,408,333	3,700,000	3,900,000	5,170,000
8 WestRock	Steven C. Voorhees	1,151,250	1,125,000	1,961,792	2,034,159	3,113,042
9 Norfolk Southern	James A. Squires	1,000,000	900,000	2,603,250	724,950	3,603,250
10 MAXIMUS	Richard A. Montoni <sup>1</sup>	743,750	725,000	5,200,000	2,000,000	5,943,750
11 AES	Andrés R. Gluski	1,188,000	1,165,000	2,148,000	1,957,200	3,336,000
12 Leidos Holdings	Roger A. Krone	1,076,923	988,462	1,572,670	1,638,000	2,649,593
13 Genworth Financial	Thomas J. McInerney	996,804	996,804	3,000,000	3,000,000	3,996,804
14 VeriSign	D. James Bidzos	842,308	792,308	1,105,000	1,430,000	1,947,308
15 AvalonBay Communities	Timothy J. Naughton	990,385	950,000	1,750,000	1,468,106	2,740,385
16 Brinks	Douglas A. Pertz <sup>2</sup>	945,833	N/A	2,251,500	N/A	3,197,333
17 CarMax	William D. Nash <sup>2</sup>	1,031,721	N/A	1,568,687	N/A	2,600,408
18 Dollar Tree	Gary M. Philbin <sup>2</sup>	1,290,384	N/A	1,680,740	N/A	2,971,124
19 Owens & Minor	P. Cody Phipps	922,500	915,577	383,991	1,083,939	1,306,491
20 Performance Food Group	George L. Holm	1,000,000	1,038,462	660,000	1,035,500	1,660,000
21 Science Applications International Corp.	Anthony J. Moraco	1,000,000	1,038,462	1,162,500	1,264,205	2,162,500
22 Gannett	Robert J. Dickey	967,308	925,000	1,237,765	1,110,000	2,205,073
23 Advance Auto Parts	Thomas R. Greco <sup>2</sup>	1,100,008	N/A	-	N/A	1,100,008
24 CACI International	Kenneth Asbury	888,750	862,750	1,511,841	1,187,215	2,400,591
25 Huntington Ingalls Industries	C. Michael Petters	1	328,847	1,922,800	2,018,750	1,922,801
26 Orbital ATK <sup>4</sup>	David W. Thompson	934,630	945,688	1,619,054	1,246,016	2,553,684
27 Booz Allen Hamilton	Horacio D. Rozanski	1,500,000	1,437,500	928,000	846,555	2,428,000
28 Tegna	David T. Lugee <sup>2</sup>	908,333	N/A	1,000,000	N/A	1,908,333
29 BWX Technologies	Rex D. Geveden <sup>2</sup>	693,750	N/A	1,151,784	N/A	1,845,534
30 ManTech International	George J. Pedersen <sup>1</sup>	1,840,010	1,837,084	2,420,000	1,000,000	4,260,010
31 K12	Stuart J. Udell <sup>1</sup>	650,000	N/A	1,364,345	N/A	2,014,345
32 Willis Towers Watson	John J. Haley	1,200,000	1,173,333	2,480,640	2,208,000	3,680,640
33 Engility Holdings <sup>5</sup>	Lynn A. Dugle	900,000	N/A	461,045	N/A	1,361,045
34 Apple Hospitality REIT	Justin G. Knight	500,000	500,000	697,287	252,525	1,197,287
35 Universal	George C. Freeman	900,000	850,100	995,000	1,114,100	1,895,000
36 NVR	Paul C. Saville	1,763,500	1,566,375	1,763,500	1,566,375	3,527,000
37 Beacon Roofing Supply	Paul M. Isabella	773,077	710,000	704,000	1,036,000	1,477,077
38 Markel	Thomas S. Gayner <sup>3</sup>	950,000	807,692	-	-	950,000
39 Markel	Richard R. Whitt <sup>3</sup>	950,000	807,692	-	-	950,000
40 ICF International	Sudhakar Kesavan	866,091	861,239	766,924	-	1,633,015
41 VSE	Maurice A. Gauthier	780,000	730,000	592,800	270,100	1,372,800
42 Lumber Liquidators	Dennis R. Knowles <sup>2</sup>	661,623	N/A	705,313	N/A	1,366,936
43 NewMarket	Thomas E. Gottwald	1,032,333	1,002,200	575,000	650,000	1,607,333
44 NII	Roberto Rittes <sup>2</sup>	515,200	N/A	1,032,652	N/A	1,547,852
45 American Woodmark	S. Cary Dunston	640,442	587,311	-	855,773	640,442
46 Federal Home Loan Mortgage	Donald H. Layton	600,000	600,000	-	-	600,000
47 Tredgar	John D. Gottwald	396,000	396,000	-	-	396,000
<b>AVERAGE</b>		<b>\$973,069</b>	<b>\$974,043</b>	<b>\$1,646,839</b>	<b>\$1,531,132</b>	<b>\$2,619,908</b>

											COMPANY PERFORMANCE		
Equity awards	Long-term cash awards	Other compensation	2017 Total compensation	2016 Total compensation	% Change	Pay ratio	Median pay	1Year TSR	Fiscal year end revenue (\$000)	Fiscal year end net income (\$000)			
\$25,553,929	-	\$381,380	\$32,185,309	\$18,683,970	72%	806	\$39,945	49%	\$24,556	\$1,751			
13,999,722	-	316,046	21,200,768	21,202,838	0	218	98,563	20	30,973	2,912			
14,874,888	-	69,127	18,790,698	9,869,545	90	567	33,168	30	9,140	1,259			
12,285,139	-	158,970	16,171,609	16,917,730	-4	261	62,037	16	19,686	1,839			
9,999,969	-	925,121	16,135,667	16,805,097	-4	185	101,872	34	25,803	2,015			
5,219,903	\$4,810,450	203,159	14,210,631	12,093,633	18	109	142,758	10	12,586	2,999			
6,500,104	-	327,481	11,997,585	24,210,491	-50	114	137,763	9	25,576	10,208			
8,027,289	-	245,982	11,386,313	10,415,022	9	N/A	N/A	20	14,860	708			
6,500,218	-	122,961	10,226,429	7,746,918	32	130	91,791	36	10,551	5,404			
3,500,000	-	6,750	9,450,500	5,731,625	65	N/A	N/A	14	2,451	209			
5,818,612	-	200,071	9,354,683	8,984,086	4	190	49,229	-3	10,530	(507)			
6,557,026	-	15,090	9,221,709	7,884,897	17	93	99,416	29	10,170	366			
4,443,080	-	525,327	8,965,211	8,540,257	5	103	86,865	-18	8,295	826			
6,999,937	-	7,068	8,954,313	10,700,372	-16	52	171,615	52	1,165	457			
5,064,956	-	88,486	7,893,827	6,697,229	18	131	60,332	4	2,159	874			
4,453,051	-	159,897	7,810,281	N/A	N/A	662	11,800	92	3,347	17			
4,999,979	-	190,068	7,790,455	N/A	N/A	214	36,488	-4	17,120	664			
4,104,687	600,000	59,093	7,734,904	N/A	N/A	747	10,695	49	22,246	1,714			
5,000,001	-	375,543	6,682,035	6,263,379	7	169	39,481	-44	9,318	72			
4,869,550	-	37,040	6,566,590	10,678,116	-39	N/A	N/A	2	16,762	96			
4,250,061	-	15,230	6,427,791	6,569,282	-2	72	89,153	-4	4,454	179			
4,039,475	-	147,535	6,392,083	5,171,789	24	N/A	N/A	26	3,146	7			
5,000,129	-	27,860	6,127,997	N/A	N/A	329	18,460	-41	9,374	476			
3,299,461	-	129,990	5,830,042	2,152,159	171	N/A	N/A	38	4,355	164			
3,799,904	-	57,412	5,780,117	6,205,540	-7	60	132,546	29	7,441	479			
2,197,023	-	212,619	4,963,326	4,869,232	2	58	86,079	51	4,764	310			
2,227,798	-	249,344	4,905,142	3,000,868	63	44	110,985	11	6,172	305			
2,650,003	-	191,401	4,749,737	N/A	N/A	87	55,636	7	1,903	448			
2,442,569	-	117,549	4,405,652	N/A	N/A	50	88,928	53	1,688	148			
-	-	141,196	4,401,206	3,059,230	44	50	87,306	21	1,717	114			
1,999,989	-	19,786	4,034,120	N/A	N/A	N/A	N/A	43	889	0			
-	-	263,058	3,943,698	28,192,776	-86	65	62,568	25	8,202	568			
2,449,998	-	99,539	3,910,582	N/A	N/A	41	95,000	-16	1,932	(35)			
2,235,800	-	175,194	3,608,281	3,032,218	19	26	138,897	4	1,239	182			
1,629,056	-	20,097	3,544,153	3,612,135	-2	2,429	1,528	-28	2,034	106			
-	-	11,600	3,538,600	3,147,000	12	51	69,147	110	6,176	538			
1,999,939	-	27,118	3,504,134	3,523,575	-1	N/A	N/A	53	4,377	101			
1,140,000	1,140,000	31,782	3,261,782	2,351,542	39	57	41,285	26	6,062	362			
1,140,000	1,140,000	25,542	3,255,542	2,351,542	38	57	41,285	26	6,062	362			
1,597,714	-	16,441	3,247,170	3,110,488	4	46	71,095	-5	1,229	63			
803,400	-	260,400	2,436,600	1,685,950	45	52	46,800	25	760	39			
999,981	-	15,415	2,382,332	N/A	N/A	53	44,868	99	1,029	(38)			
510,248	-	61,392	2,178,973	1,708,493	28	24	128,030	-5	2,198	190			
315,000	-	145,408	2,008,260	N/A	N/A	110	26,983	-80	870	(352)			
715,407	-	21,239	1,377,088	2,070,066	-33	31	44,677	-11	1,030	71			
-	-	51,000	651,000	701,609	-7	5	123,027	-33	16,244	(3,244)			
-	-	19,942	415,942	410,520	1	12	46,105	-18	1,013	38			
<b>\$4,387,553</b>	<b>\$163,627</b>	<b>\$148,293</b>	<b>\$7,319,380</b>	<b>\$7,847,330</b>					<b>\$8,163</b>	<b>\$755</b>			

1 Former CEO (or planning to leave)  
 2 New CEO. Refers to CEO who has not been in position for at least two years.  
 3 Co-CEO  
 4 Orbital ATK was acquired in June by Northrop Grumman.  
 5 SAIC announced it plans to acquire Engility Holdings in 2019.  
 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)

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