

# Virginia CEO pay report

Company	Executive name	2016 base salary	2016 bonus	2016 salary and bonus	% change since 2015	2016 total compensation	% change since 2015
Willis Towers Watson	John J. Haley*	\$1,173,333	\$2,208,000	\$3,381,333	N/A	\$28,192,776	N/A
Altria Group	Martin J. Barrington†	1,408,333	3,900,000	5,308,333	10%	24,210,491	126%
Advance Auto Parts	Thomas R. Greco*	803,852	3,485,000	4,288,852	N/A	22,820,767	N/A
General Dynamics	Phebe N. Novakovic	1,585,000	5,150,000	6,735,000	5	21,202,838	4
DXC Technology	J. Michael Lawrie**1	1,250,000	3,750,000	5,000,000	43	18,683,970	-22
Capital One Financial	Richard D. Fairbank	-	2,677,500	2,677,500	0	16,917,730	-6
Northrop Grumman	Wesley G. Bush	1,530,000	4,406,400	5,936,400	21	16,805,097	6
Dominion Energy	Thomas F. Farrell II	1,502,372	1,887,126	3,389,498	86	12,093,633	25
VeriSign	D. James Bidzos	792,308	1,430,000	2,222,308	36	10,700,372	5
Dollar Tree	Bob Sasser **†4	1,680,769	1,902,929	3,583,698	6	10,582,038	11
WestRock	Steven C. Voorhees	1,125,000	2,034,159	3,159,159	21	10,415,022	22
Hilton Worldwide Holdings	Christopher J. Nassetta	1,200,000	1,883,905	3,083,905	-11	9,869,545	-3
NeuStar	Lisa A. Hook**2	750,072	2,867,188	3,617,260	65	9,144,912	41
AES	Andrés R. Gluski	1,165,000	1,957,200	3,122,200	19	8,984,086	11
CSRA	Lawrence B. Prior III*	856,250	1,223,450	2,079,700	N/A	8,968,078	N/A
Tegna	Gracia C. Martoret†	1,000,000	2,250,000	3,250,000	-13	8,549,926	-4
Genworth Financial	Thomas J. McInerney**3	996,804	3,000,000	3,996,804	79	8,540,257	168
Brink's	Douglas A. Pertz*	520,313	600,286	1,120,599	N/A	8,308,939	N/A
Leidos Holdings	Roger A. Krone	988,462	1,638,000	2,626,462	12	7,884,897	21
Norfolk Southern	James A. Squires	900,000	724,950	1,624,950	N/A	7,746,918	N/A
Avalonbay Communities	Timothy J. Naughton	950,000	1,468,106	2,418,106	-14	6,683,693	-8
Science Applications International	Anthony J. Moraco	1,038,462	1,264,205	2,302,667	1	6,569,282	3
CarMax	William D. Nash*	902,308	442,233	1,344,541	N/A	6,507,856	N/A
Owens & Minor	P. Cody Phipps	915,577	1,083,939	1,999,516	N/A	6,263,379	N/A
Huntington Ingalls Industries	C. Michael Petters	328,847	2,018,750	2,347,597	-24	6,205,540	-10
Performance Food Group	George L. Holm	1,038,462	1,035,000	2,073,462	23	5,972,088	248
MAXIMUS	Richard A. Montoni*	725,000	2,000,000	2,725,000	0	5,731,625	-8
Engility Holdings	Lynn A. Dugle*	692,308	1,165,000	1,857,308	N/A	5,286,813	N/A
Gannett	Robert J. Dickey	925,000	1,110,000	2,035,000	-24	5,171,789	1
Universal Corp.	George C. Freeman	850,100	1,114,100	1,964,200	10	3,612,135	2
Beacon Roofing Supply	Paul M. Isabella	710,000	1,036,000	1,746,000	55	3,523,575	52
BWX Technologies	P. Sandy Bakert	668,750	876,149	1,544,899	N/A	3,324,811	N/A
NVR	Paul C. Saville	1,566,375	1,566,375	3,132,750	3	3,147,000	2
ICF International	Sudhakar Kesavan	861,239	-	861,239	-1	3,110,488	5
ManTech International	George J. Pedersen**†5	1,837,084	1,000,000	2,837,084	2	3,059,230	1
Booz Allen Hamilton Holding	Horacio D. Rozanski	1,437,500	846,555	2,284,055	-1	3,000,868	-15
Graham Holdings	Timothy J. O'Shaughnessy*	750,000	860,025	1,610,025	N/A	2,612,525	N/A
ePlus	Mark P. Marron*	641,666	261,609	903,275	N/A	2,530,598	N/A
Markel	Thomas S. Gayner * §	807,692	-	807,692	N/A	2,351,542	N/A
Markel	Richard R. Whitt III* §	807,692	-	807,692	N/A	2,351,542	N/A
CACI International	Kenneth Asbury	862,750	1,187,215	2,049,965	64	2,152,159	62
NewMarket	Thomas E. Gottwald	1,002,200	650,000	1,652,200	3	1,703,381	-11
Federal Home Loan Mortgage (Freddie Mac)	Donald H. Layton	600,000	-	600,000	-69	701,609	-65
<b>AVERAGE</b>		\$980,160	\$1,627,008	\$2,607,168		\$8,423,159	22%
<b>CHANGE</b>		-2.5%	19.2%			12.1%	

**Symbols:**

\* New CEO. Refers to CEO who has not been in position for at least two years. The percent change on 2016 salaries reflects the difference in compensation for CEOs in their jobs for at least two years.

† Former CEO (or planning to leave)

\*\* Other circumstances

1. Computer Sciences Corp. completed its merger the Enterprise Services business of Hewlett Packard Enterprise, which created DXC Technology.
2. San Francisco-based Golden Gate Capital completed its \$2.9 billion acquisition of Neustar in August.
3. Genworth is being acquired by China Oceanwide for \$2.7 billion.
4. In September, Sasser became Dollar Tree's executive chairman and Gary Philbin became CEO.
5. In January, Pedersen became executive chairman, and Kevin Phillips became CEO.

§ Co-CEO

N/A Not applicable or not available  
TSR = Total shareholder return

Research by Equilar Inc. based on a company's most recent proxy as of September 2017.

Source: Equilar Inc. [www.equilar.com](http://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.