

Virginia CEO pay report

Company	Executive name	2015 base salary	2015 bonus	2015 salary and bonus	% change since 2014	2015 total compensation	% change since 2014
Computer Sciences Corp.	J. Michael Lawrie	\$1,250,000	\$2,250,000	\$3,500,000	12%	\$23,823,731	54%
General Dynamics	Phebe N. Novakovic	1,583,750	4,850,000	6,433,750	11	20,424,104	8
Capital One Financial	Richard D. Fairbank	-	2,677,500	2,677,500	-39	18,011,817	-8
Northrop Grumman	Wesley G. Bush	1,588,846	3,304,800	4,893,646	0	15,795,622	6
Altria Group	Martin J. Barrington	1,333,333	3,500,000	4,833,333	15	10,689,633	10
Hilton Worldwide	Christopher J. Nassetta	1,246,154	2,222,013	3,468,167	-6	10,217,451	3
Verisign	D. James Bidzos	752,885	877,500	1,630,385	0	10,150,707	33
CarMax	Thomas J. Folliard*	1,257,747	1,276,557	2,534,304	-43	10,022,080	-11
Dominion Resources	Thomas F. Farrell II	1,458,614	366,432	1,825,046	-63	9,660,429	-44
Dollar Tree	Bob Sasser	1,585,577	1,780,320	3,365,897	2	9,529,710	22
Willis Towers Watson	Dominic Casserley*	1,000,000	2,284,880	3,284,880	24	9,013,163	-1
Tegna	Gracia C. Martore*	1,000,000	2,750,000	3,750,000	0	8,863,126	13
Owens & Minor	P. Cody Phipps**	443,117	1,342,125	1,785,242	N/A	8,803,438	N/A
Engility Holdings	Anthony Smeraglinolo*	796,154	1,060,000	1,856,154	1	8,616,906	151
WestRock	Steven C. Voorhees	1,012,603	1,599,098	2,611,701	28	8,564,995	32
AES	Andres R. Gluski	1,165,000	1,450,425	2,615,425	4	8,092,239	-4
AvalonBay	Timothy J. Naughton	950,000	1,871,738	2,821,738	18	7,303,700	-2
Norfolk Southern	James A. Squires**	837,500	-	837,500	N/A	6,952,969	N/A
Huntington Ingalls Industries	C. Michael Petters	986,538	2,102,736	3,089,274	11	6,919,683	4
Leidos Holdings	Roger A. Krone	876,923	1,468,720	2,345,643	N/A	6,536,131	N/A
Neustar	Lisa A. Hook	778,902	1,419,469	2,198,371	27	6,471,607	53
Science Applications International	Anthony J. Moraco	985,577	1,288,800	2,274,377	11	6,385,227	11
MAXIMUS	Richard A. Montoni	725,000	2,000,000	2,725,000	-9	6,231,625	2
Media General	Vincent L. Sadusky***	900,000	400,000	1,300,000	N/A	5,967,778	N/A
Brink's	Thomas C. Schievelbein*	800,000	1,600,000	2,400,000	42	5,610,166	31
K12	Nathaniel A. Davis*	700,000	1,407,280	2,107,280	N/A	5,325,446	N/A
Gannett	Robert J. Dickey	823,058	1,850,000	2,673,058	88	5,141,136	82
Graham Holdings Co.	Timothy J. O'Shaughnessy**	750,000	906,000	1,656,000	N/A	4,607,507	N/A
PRA Group	Steven D. Fredrickson	903,846	1,250,000	2,153,846	-24	4,264,325	-24
CEB	Thomas L. Monahan III*	920,000	825,000	1,745,000	-5	3,658,931	6
Universal	George C. Freeman III	841,700	939,300	1,781,000	7	3,529,437	11
Booz Allen Hamilton Holding Corp.	Horacio D. Rozanski	1,437,500	869,943	2,307,443	N/A	3,529,311	N/A
Genworth Financial	Thomas J. McInerney	1,035,141	1,200,000	2,235,141	124	3,185,513	18
NVR	Paul C. Saville	1,528,125	1,528,125	3,056,250	32	3,070,250	-84
ManTech International	George J. Pedersen	1,782,308	1,000,000	2,782,308	2	3,041,888	4
ICF International	Sudhakar Kesavan	867,739	-	867,739	-41	2,972,170	2
Markel	Alan I. Kirshner*	900,000	-	900,000	0	2,364,400	-25
Beacon Roofing Supply	Paul M. Isabella	640,385	483,750	1,124,135	64	2,319,730	18
American Woodmark	S. Cary Dunston**	532,836	825,000	1,357,836	N/A	2,205,506	N/A
Orbital ATK	David W. Thompson**	669,049	1,485,669	2,154,718	N/A	2,198,782	N/A
Federal Home Loan Mortgage	Donald H. Layton	1,479,231	472,748	1,951,979	225	2,008,937	204
NewMarket	Thomas E. Gottwald	973,450	625,000	1,598,450	-7	1,909,705	3
Performance Food Group	George L. Holm	1,000,000	682,500	1,682,500	21	1,714,300	21
Lumber Liquidators Holdings	John M. Presley	72,115	-	72,115	N/A	1,505,115	N/A
CAI International	Kenneth Asbury	835,417	418,361	1,253,778	10	1,328,935	11
Advance Auto Parts	Darren R. Jackson*	1,034,138	-	1,034,138	11	1,174,600	-73
AVERAGE		\$979,136	\$1,358,952	\$2,338,088		\$6,732,912	15%
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 acquired Media General earlier this year.

† Presley was CEO for less than a year, resigning in November 2016. Dennis R. Knowles is the new CEO.

Research by Equilar Inc. based on a company's most recent proxy as of July 2016.

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.