

The Findley Davies Virginia CEO pay report

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

Company name	Executive name	Base salary	COMPANY PERFORMANCE															
			Previous year base salary	% Change from previous year	Bonus	% Change from previous year	Total salary and bonus	% Change from previous year	Equity awards	Long-term cash awards	Other compensation	Total estimated compensation	Previous year total estimated compensation	% change from previous year	One year total shareholder return	Total return vs. S&P500**	Fiscal year revenues (\$MMs)	Fiscal year net income (\$MMs)
General Dynamics Corp.	Jay L. Johnson	\$ 1,126,250	\$ 1,375,000	N/A	\$ 2,510,000	N/A	\$ 3,636,250	N/A	\$ 16,514,675	N/A	\$ 424,111	\$ 20,575,036	\$ 31,898,649	N/A	21.0%	-2.69	\$ 31,981.0	\$ 2,407.0
Massey Energy Co.	Don L. Blankenship	933,369	1,000,000	-6.7%	11,296,341	3665.4%	12,229,710	840.7%	3,869,819	552,815	609,875	17,262,219	10,175,740	69.6%	206.4	182.73	2,691.2	104.4
Dominion Resources Inc.	Thomas Farrell	1,200,000	1,191,667	0.7	1,740,000	-26.1	2,940,000	-17.1	3,000,010	\$ 3,792,000	649,754	10,381,764	11,660,117	-11.0	13.5	-10.17	15,131.0	1,287.0
Computer Sciences Corp.	Michael Laphen	1,050,000	1,057,692	-0.7	2,457,000	14.7	3,507,000	9.6	5,816,023	N/A	175,801	9,498,824	7,711,958	23.2	47.9	0.32	16,128.0	817.0
Altria Group Inc.	Michael Szymanczyk	1,283,333	1,200,000	6.9	3,000,000	7.1	4,283,333	7.1	4,212,500	-	496,203	8,992,036	7,879,213	14.1	39.1	15.46	23,556.0	3,206.0
SAIC, Inc. ¹	Walter P. Havenstein	1,000,000	1,000,000	N/A	1,250,000	N/A	2,250,000	N/A	5,683,469	N/A	-	7,933,469	8,112,175	N/A	-7.1	-30.81	10,846.0	500.0
Capital One Financial Corp. ²	Richard D. Fairbank	-	-	UC	-	UC	-	UC	7,095,587	N/A	76,785	7,172,372	68,344	10,394.5	21.9	-1.78	10,664.6	986.6
Meadwestvac Corp.	John A. Luke, Jr.	1,007,105	1,055,903	-4.6	2,215,630	UC	3,222,735	205.2	3,377,960	N/A	144,095	6,744,790	6,209,538	8.6	164.1	140.42	6,049.0	225.0
AES Corp.	Paul Hanrahan	1,014,000	999,000	1.5	2,022,900	15.2	3,036,900	10.2	1,347,349	2,008,600	215,416	6,608,265	7,122,469	-7.2	61.5	37.88	14,119.0	729.0
Smithfield Foods Inc.	C. Larry Pope	1,100,000	1,100,000	0.0	1,500,000	-38.2	2,600,000	-26.3	3,724,000	N/A	142,475	6,466,475	3,564,117	81.4	116.9	80.71	11,202.6	-101.4
Brinks Co. ³	Michael T. Dan	1,107,250	1,101,875	0.5	900,000	-40.0	2,007,250	-22.9	2,036,565	983,400	495,209	5,522,424	10,823,976	-49.0	-8.0	-31.61	3,135.0	195.7
Genworth Financial Inc.	Michael D. Fraizer	1,121,403	1,121,403	0.0	1,700,000	UC	2,821,403	151.6	2,421,600	N/A	121,693	5,364,696	4,095,004	31.0	301.1	277.41	9,069.0	-460.0
Norfolk Southern Corp.	Charles Moorman	950,000	950,000	0.0	613,700	-65.1	1,563,700	-42.3	3,502,803	N/A	144,611	5,211,114	12,480,745	-58.2	14.3	-9.35	7,969.0	1,034.0
NII Holdings Inc.	Steven Dussek	725,000	725,000	0.0	817,800	21.4	1,542,800	10.3	3,519,654	N/A	4	5,062,458	6,216,854	-18.6	84.7	61.06	4,397.6	381.5
Amerigroup Corp.	James G. Carlson	775,000	761,538	1.8	798,958	-72.4	1,573,958	-56.9	3,110,505	341,667	14,569	5,040,699	6,968,904	-27.7	-8.7	-32.32	5,188.1	149.3
Carmax Inc.	Thomas J. Foliard	850,000	846,154	0.5	1,700,000	UC	2,550,000	201.4	2,169,272	N/A	132,309	4,851,581	3,114,704	55.8	114.1	62.60	7,470.2	281.7
SLM Corp.	Albert L. Lord	1,298,076	1,478,846	-12.2	950,000	UC	2,248,076	52.0	2,354,100	N/A	43,503	4,645,679	7,511,324	-38.2	26.6	2.98	4,758.4	336.0
Gannett Co Inc.	Craig A. Dubow	942,308	1,166,667	-19.2	1,450,000	65.7	2,392,308	17.2	2,005,000	N/A	173,850	4,571,158	5,302,169	-13.8	87.6	63.97	5,613.0	355.3
Alpha Natural Resources Inc. ⁴	Michael J. Quillen	689,423	689,423	0.0	2,354,433	0.0	3,043,856	0.0	1,012,242	N/A	154,338	4,210,436	4,971,689	-15.3	-50.2	-11.67	2,554.1	161.3
CACI International Inc.	Paul M. Cofoni	700,000	675,000	3.7	1,549,092	9.5	2,249,092	7.6	1,646,250	N/A	151,532	4,046,874	3,632,223	11.4	-6.7	21.19	2,730.2	95.5
Advance Auto Parts Inc.	Darren R. Jackson	700,000	800,000	-12.5	1,792,000	-8.6	2,492,000	-9.7	1,345,187	N/A	74,014	3,911,201	9,276,067	-57.8	21.0	-2.64	5,412.6	270.4
Universal Corp.	George Freeman	675,000	575,000	17.4	1,313,200	83.8	1,988,200	54.2	1,376,700	N/A	78,675	3,443,575	2,159,740	59.4	82.3	34.70	2,491.7	170.3
ManTech International Corp.	George J. Pedersen	1,666,394	1,511,923	10.2	1,056,250	-23.5	2,722,644	-5.9	-	N/A	128,586	2,851,230	3,068,488	-7.1	-10.8	-34.45	2,020.3	111.8
Dollar Tree Stores Inc. ⁵	Bob Sasser	850,000	834,423	1.9	1,650,063	45.4	2,500,063	27.0	-	N/A	49,972	2,550,035	3,796,989	-32.8	15.9	-7.72	5,231.2	320.5
Sunrise Senior Living Inc.	Mark Ordan	652,500	650,000	0.4	1,775,000	255.0	2,427,500	111.1	-	N/A	-	2,427,500	4,036,373	-39.9	91.7	68.02	1,464.1	-113.2
Owens & Minor Inc.	Craig R. Smith	810,462	788,077	2.8	870,570	-19.4	1,681,032	-10.0	497,309	N/A	117,670	2,296,011	3,147,988	-27.1	17.7	-5.96	8,037.6	116.9
Dyncorp International Inc. ⁶	William L. Ballhaus	650,000	834,616	N/A	1,166,400	N/A	1,816,400	N/A	-	N/A	80,937	1,897,337	1,334,622	N/A	-20.1	20.09	3,101.1	69.8
SRA International Inc.	Stanton D. Sloane	677,500	650,000	4.2	528,136	17.2	1,205,636	9.5	176,602	N/A	76,375	1,458,613	2,054,958	-29.0	-21.8	6.06	1,540.6	58.0
XO Holdings Inc.	Carl J. Grivner	700,000	700,000	0.0	709,895	-7.8	1,409,895	-4.1	-	N/A	9,616	1,419,511	1,475,316	-3.8	247.1	223.41	1,521.3	-57.8
Newmarket Corp.	Thomas E. Gottwald	675,000	650,000	3.8	595,000	25.3	1,270,000	12.9	-	N/A	33,750	1,303,750	1,157,500	12.6	231.8	208.19	1,530.1	162.3
NVR Inc.	Paul Saville	800,000	800,000	0.0	400,000	UC	1,200,000	50.0	-	N/A	7,350	1,207,350	5,957,900	-79.7	55.8	32.12	2,746.8	192.2
Orbital Sciences Corp./DE/	David W. Thompson	630,000	610,000	3.3	481,950	-12.2	1,111,950	-4.1	-	N/A	28,659	1,140,609	1,448,752	-21.3	-21.9	-45.52	1,125.3	36.6
Markel Corp.	Alan I. Kirshner	650,000	640,288	1.5	-	UC	650,000	1.5	-	325,000	38,728	1,013,728	712,683	42.2	13.7	-9.94	2,069.3	201.6
VSE Corp.	Maurice A. Gauthier	415,000	415,000	0.0	415,000	46.1	830,000	18.7	-	N/A	157,566	987,566	1,008,955	-2.1	15.4	-8.26	1,014.6	24.0
Average:		865,423	881,015	0.2	1,575,862	164.9	2,441,285	53.3	2,406,329	1,143,355	154,354	5,237,364	5,886,948	331.1	57.6		0.32	0.47
Average w/out outliers:		860,300	864,466	1.2	1,299,310	1.3	2,132,434	1.6						-4.3			Equity to TSR	TCC to TSR

* NOTE: Equity Awards consist of stock awards (as disclosed) and option awards (as calculated). Option grants were valued using a standard 40% of the exercise price. Forty percent is roughly equivalent to the results from many common stock option valuation models. Only latest fiscal year option grants were included. In calculating total estimated compensation, Findley Davies did not include changes in pension value as reported in the company's most recent proxy.

UC = uncalculatable

N/A = not applicable or not available

Any dash means a value of zero

TSR = Total shareholder return

TCC = Total cash compensation

** Difference in percentage points.

(1) Havenstein succeeded Dahlberg as CEO effective Sept. 21, 2009; his base salary has been annualized.

(2) Fairbank's compensation plan in 2009 is comprised entirely of equity-based vehicles. The compensation committee believes that compensating the CEO in stock options best aligns his financial rewards to the value he delivers to stockholders.

(3) Dan's Bonus excludes cash incentive amounts earned under the Key Employees Incentive Plan, however, his Non-Equity Incentive Plan (NEIP) Payouts includes cash incentive amounts earned under the Key Employees Incentive Plan.

(4) Quillen served as CEO until July 31, 2009. At that time, the company merged with Foundation Coal, and Kevin Crutchfield became CEO while Quillen continued in his role as chairman.

(5) Sasser's options become exercisable within 60 days of proxy date, including restricted stock units.

(6) Ballhaus' base salary has been annualized.