

EQUILAR Virginia CEO pay report

Compensation of CEOs at Virginia's major companies

| Company | Executive | 2016 Base salary | | | 2015 Base salary | | | Change | 2016 Bonus | | | 2015 Bonus | | | Change | Total salary And bonus | Change | Equity awards | Long-term cash awards | Other compensation | 2016 Total compensation | | | 2015 Total compensation | | | Change | COMPANY PERFORMANCE | | |
|--|---------------------------|------------------|--------------------|--------|--------------------|--------------------|--------|--------------------|------------|--------------------|------------------|------------------|--------------------|--------------------|------------|------------------------|----------------|---------------|-----------------------|--------------------|-------------------------|------|--------|-------------------------|---------------------------------|------------------------------------|--------|---------------------|--|--|
| | | 2016 | 2015 | Change | 2016 | 2015 | Change | | 2016 | 2015 | Change | 2016 | 2015 | Change | | | | | | | 2016 | 2015 | Change | Year TSR | Fiscal year end revenue (\$000) | Fiscal year end net income (\$000) | | | | |
| Willis Towers Watson | John J. Haley* | \$1,173,333 | N/A | N/A | \$2,208,000 | N/A | N/A | \$3,381,333 | N/A | \$24,641,432 | \$- | \$170,011 | \$28,192,776 | N/A | N/A | -3% | \$7,887 | \$420 | | | | | | | | | | | | |
| Altria Group | Martin J. Barrington | 1,408,333 | \$1,333,333 | 6% | 3,900,000 | \$3,500,000 | 11% | 5,308,333 | 10% | 6,500,010 | 12,060,000 | 342,148 | 24,210,491 | \$10,689,633 | 126% | 20 | 25,744 | 14,215 | | | | | | | | | | | | |
| Advance Auto Parts | Thomas R. Greco* | 803,852 | N/A | N/A | 3,485,000 | N/A | N/A | 4,288,852 | N/A | 18,200,133 | - | 331,782 | 22,820,767 | N/A | N/A | 13 | 9,568 | 458 | | | | | | | | | | | | |
| General Dynamics | Phebe N. Novakovic | 1,585,000 | 1,583,750 | 0 | 5,150,000 | 4,850,000 | 6 | 6,735,000 | 5 | 14,156,890 | - | 310,948 | 21,202,838 | 20,424,104 | 4 | 28 | 31,353 | 3,062 | | | | | | | | | | | | |
| DXC Technology | J. Michael Lawrie**1 | 1,250,000 | 1,250,000 | 0 | 3,750,000 | 2,250,000 | 67 | 5,000,000 | 43 | 13,326,383 | - | 357,587 | 18,683,970 | 23,823,731 | -22 | N/A | 25,394 | (426) | | | | | | | | | | | | |
| Capital One Financial | Richard D. Fairbank | - | - | N/A | 2,677,500 | 2,677,500 | 0 | 2,677,500 | 0 | 14,035,045 | - | 205,185 | 16,917,730 | 18,011,817 | -6 | 23 | 19,042 | 3,532 | | | | | | | | | | | | |
| Northrop Grumman | Wesley G. Bush | 1,530,000 | 1,588,846 | -4 | 4,406,400 | 3,304,800 | 33 | 5,936,400 | 21 | 10,000,072 | - | 868,625 | 16,805,097 | 15,795,622 | 6 | 25 | 24,508 | 2,200 | | | | | | | | | | | | |
| Dominion Energy | Thomas F. Farrell II | 1,502,372 | 1,458,614 | 3 | 1,887,126 | 366,432 | 415 | 3,389,498 | 86 | 5,117,547 | 3,395,350 | 191,238 | 12,093,633 | 9,660,429 | 25 | 17 | 11,737 | 2,123 | | | | | | | | | | | | |
| VeriSign | D. James Bidzos | 792,308 | 752,885 | 5 | 1,430,000 | 877,500 | 63 | 2,222,308 | 36 | 8,477,344 | - | 720 | 10,700,372 | 10,150,707 | 5 | -13 | 1,142 | 441 | | | | | | | | | | | | |
| Dollar Tree | Bob Sasser † | 1,680,769 | 1,585,577 | 6 | 1,902,929 | 1,780,320 | 7 | 3,583,698 | 6 | 6,499,865 | 385,560 | 112,915 | 10,582,038 | 9,529,710 | 11 | -5 | 20,719 | 896 | | | | | | | | | | | | |
| WestRock | Steven C. Voorhees | 1,125,000 | 1,012,603 | 11 | 2,034,159 | 1,599,098 | 27 | 3,159,159 | 21 | 7,031,236 | - | 224,627 | 10,415,022 | 8,564,995 | 22 | 5 | 14,172 | (396) | | | | | | | | | | | | |
| Hilton Worldwide Holdings | Christopher J. Nassetta | 1,200,000 | 1,246,154 | -4 | 1,883,905 | 2,222,013 | -15 | 3,083,905 | -11 | 6,721,133 | - | 64,507 | 9,869,545 | 10,217,451 | -3 | 28 | 11,663 | 348 | | | | | | | | | | | | |
| NeuStar | Lisa A. Hook**2 | 750,072 | 778,902 | -4 | 2,867,188 | 1,419,469 | 102 | 3,617,260 | 65 | 5,511,752 | - | 15,900 | 9,144,912 | 6,471,607 | 41 | 39 | 1,210 | 169 | | | | | | | | | | | | |
| AES | Andrés R. Gluski | 1,165,000 | 1,165,000 | 0 | 1,957,200 | 1,450,425 | 35 | 3,122,200 | 19 | 5,734,136 | - | 127,750 | 8,984,086 | 8,092,239 | 11 | 26 | 13,586 | (1,130) | | | | | | | | | | | | |
| CSRA | Lawrence B. Prior III* | 856,250 | N/A | N/A | 1,223,450 | N/A | N/A | 2,079,700 | N/A | 6,518,828 | - | 369,550 | 8,968,078 | N/A | N/A | 10 | 4,993 | 304 | | | | | | | | | | | | |
| Tegna | Gracia C. Martore † | 1,000,000 | 1,000,000 | 0 | 2,250,000 | 2,750,000 | -18 | 3,250,000 | -13 | 5,000,008 | - | 299,918 | 8,549,926 | 8,863,126 | -4 | -14 | 3,341 | 444 | | | | | | | | | | | | |
| Genworth Financial | Thomas J. McInerney**3 | 996,804 | 1,035,141 | -4 | 3,000,000 | 1,200,000 | 150 | 3,996,804 | 79 | 4,215,000 | - | 328,453 | 8,540,257 | 3,185,513 | 168 | 2 | 8,369 | (248) | | | | | | | | | | | | |
| Brink's | Douglas A. Pertz* | 520,313 | N/A | N/A | 600,286 | N/A | N/A | 1,120,599 | N/A | 7,109,241 | - | 79,099 | 8,308,939 | N/A | N/A | 44 | 3,021 | 36 | | | | | | | | | | | | |
| Leidos Holdings | Roger A. Krone | 988,462 | 876,923 | 13 | 1,638,000 | 1,468,720 | 12 | 2,626,462 | 12 | 5,238,737 | - | 19,698 | 7,884,897 | 6,536,131 | 21 | 17 | 7,043 | 244 | | | | | | | | | | | | |
| Norfolk Southern | James A. Squires | 900,000 | N/A | N/A | 724,950 | N/A | N/A | 1,624,950 | N/A | 6,000,175 | - | 121,793 | 7,746,918 | N/A | N/A | 31 | 9,888 | 1,663 | | | | | | | | | | | | |
| Avalonbay Communities | Timothy J. Naughton | 950,000 | 950,000 | 0 | 1,468,106 | 1,871,738 | -22 | 2,418,106 | -14 | 4,225,111 | - | 40,476 | 6,683,693 | 7,303,700 | -8 | -1 | 2,045 | 1,031 | | | | | | | | | | | | |
| Science Applications International | Anthony J. Moraco | 1,038,462 | 985,577 | 5 | 1,264,205 | 1,288,800 | -2 | 2,302,667 | 1 | 4,250,047 | - | 16,568 | 6,569,282 | 6,385,227 | 3 | 94 | 4,450 | 148 | | | | | | | | | | | | |
| CarMax | William D. Nash* | 902,308 | N/A | N/A | 442,233 | N/A | N/A | 1,344,541 | N/A | 4,999,960 | - | 163,355 | 6,507,856 | N/A | N/A | 37 | 15,875 | 627 | | | | | | | | | | | | |
| Owens & Minor | Paul C. Phipps | 915,577 | N/A | N/A | 1,083,939 | N/A | N/A | 1,999,516 | N/A | 3,999,994 | - | 263,869 | 6,263,379 | N/A | N/A | 1 | 9,723 | 108 | | | | | | | | | | | | |
| Huntington Ingalls Industries | C. Michael Petters | 328,847 | 986,538 | -67 | 2,018,750 | 2,102,736 | -4 | 2,347,597 | -24 | 3,799,960 | - | 57,983 | 6,205,540 | 6,919,683 | -10 | 47 | 7,068 | 573 | | | | | | | | | | | | |
| Performance Food Group | George L. Holm | 1,038,462 | 1,000,000 | 4 | 1,035,000 | 682,500 | 52 | 2,073,462 | 23 | 3,809,344 | - | 89,282 | 5,972,088 | 1,714,300 | 248 | N/A | 16,105 | 68 | | | | | | | | | | | | |
| MAXIMUS | Richard A. Montoni | 725,000 | 725,000 | 0 | 2,000,000 | 2,000,000 | 0 | 2,725,000 | 0 | 3,000,000 | - | 6,625 | 5,731,625 | 6,231,625 | -8 | -5 | 2,403 | 178 | | | | | | | | | | | | |
| Engility Holdings | Lynn A. Dugle* | 692,308 | N/A | N/A | 1,165,000 | N/A | N/A | 1,857,308 | N/A | 3,349,985 | - | 79,520 | 5,286,813 | N/A | N/A | 4 | 2,076 | (11) | | | | | | | | | | | | |
| Gannett | Robert J. Dickey | 925,000 | 823,058 | 12 | 1,110,000 | 1,850,000 | -40 | 2,035,000 | -24 | 3,006,241 | - | 130,548 | 5,171,789 | 5,141,136 | 1 | -36 | 3,047 | 53 | | | | | | | | | | | | |
| Universal Corp. | George C. Freeman | 850,100 | 841,700 | 1 | 1,114,100 | 939,300 | 19 | 1,964,200 | 10 | 1,619,161 | - | 28,774 | 3,612,135 | 3,529,437 | 2 | 28 | 2,071 | 21 | | | | | | | | | | | | |
| Beacon Roofing Supply | Paul M. Isabella | 710,000 | 640,385 | 11 | 1,036,000 | 483,750 | 114 | 1,746,000 | 55 | 1,749,995 | - | 27,580 | 3,523,575 | 2,319,730 | 52 | 29 | 4,127 | 90 | | | | | | | | | | | | |
| BWX Technologies | P. Sandy Baker † | 668,750 | N/A | N/A | 876,149 | N/A | N/A | 1,544,899 | N/A | 1,671,816 | - | 108,096 | 3,324,811 | N/A | N/A | 26 | 1,551 | 183 | | | | | | | | | | | | |
| NVR | Paul C. Saville | 1,566,375 | 1,528,125 | 3 | 1,566,375 | 1,528,125 | 3 | 3,132,750 | 3 | - | - | 14,250 | 3,147,000 | 3,070,250 | 2 | 2 | 5,709 | 425 | | | | | | | | | | | | |
| ICF International | Sudhakar Kesavan | 861,239 | 867,739 | -1 | - | - | N/A | 861,239 | -1 | 2,232,404 | - | 16,845 | 3,110,488 | 2,972,170 | 5 | 55 | 1,185 | 47 | | | | | | | | | | | | |
| ManTech International | George J. Pedersen | 1,837,084 | 1,782,308 | 3 | 1,000,000 | 1,000,000 | 0 | 2,837,084 | 2 | - | - | 222,146 | 3,059,230 | 3,041,888 | 1 | 42 | 1,602 | 56 | | | | | | | | | | | | |
| Booz Allen Hamilton Holding | Horacio D. Rozanski | 1,437,500 | 1,437,500 | 0 | 846,555 | 869,943 | -3 | 2,284,055 | -1 | 546,468 | - | 170,345 | 3,000,868 | 3,529,311 | -15 | 19 | 5,804 | 250 | | | | | | | | | | | | |
| Graham Holdings | Timothy J. O'Shaughnessy* | 750,000 | N/A | N/A | 860,025 | N/A | N/A | 1,610,025 | N/A | - | 1,000,000 | 2,500 | 2,612,525 | N/A | N/A | 7 | 2,482 | 167 | | | | | | | | | | | | |
| ePlus | Mark P. Marron* | 641,666 | N/A | N/A | 261,609 | N/A | N/A | 903,275 | N/A | 1,615,558 | - | 11,765 | 2,530,598 | N/A | N/A | 68 | 1,329 | 51 | | | | | | | | | | | | |
| Markel | Thomas S. Gayner * § | 807,692 | N/A | N/A | - | N/A | N/A | 807,692 | N/A | 760,000 | 760,000 | 23,850 | 2,351,542 | N/A | N/A | 2 | 5,612 | 440 | | | | | | | | | | | | |
| Markel | Richard R. Whitt III* § | 807,692 | N/A | N/A | - | N/A | N/A | 807,692 | N/A | 760,000 | 760,000 | 23,850 | 2,351,542 | N/A | N/A | 2 | 5,612 | 440 | | | | | | | | | | | | |
| CACI International | Kenneth Asbury | 862,750 | 835,417 | 3 | 1,187,215 | 418,361 | 184 | 2,049,965 | 64 | - | - | 102,194 | 2,152,159 | 1,328,935 | 62 | 12 | 3,744 | 143 | | | | | | | | | | | | |
| NewMarket | Thomas E. Gottwald | 1,002,200 | 973,450 | 3 | 650,000 | 625,000 | 4 | 1,652,200 | 3 | - | - | 51,181 | 1,703,381 | 1,909,705 | -11 | 13 | 2,049 | 243 | | | | | | | | | | | | |
| Federal Home Loan Mortgage (Freddie Mac) | Donald H. Layton | 600,000 | 1,479,231 | -59 | - | 472,748 | -100 | 600,000 | -69 | - | - | 101,609 | 701,609 | 2,008,937 | -65 | 131 | 15,893 | 97 | | | | | | | | | | | | |
| AVERAGE | | \$980,160 | \$1,084,125 | | \$1,627,008 | \$1,594,976 | | \$2,607,168 | | \$5,242,582 | \$426,998 | \$146,411 | \$8,423,159 | \$7,580,762 | 22% | | \$8,743 | \$786 | | | | | | | | | | | | |
| PERCENT CHANGE | | -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.

*§ 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.
 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.