

EQUILAR Virginia CEO pay report

Compensation of CEOs at Virginia's major public companies

Company	Executive	2018 Base salary	2017 Base salary	2018 Bonus	2017 Bonus	2018 Total salary and bonus
1 NVR	Paul C. Saville	\$1,919,000	\$1,763,500	\$1,848,364	\$1,763,500	\$3,767,364
2 General Dynamics	Phebe N. Novakovic	1,585,000	1,585,000	4,727,000	5,300,000	6,312,000
3 Hilton Worldwide Holdings	Christopher J. Nassetta	1,250,000	1,242,308	2,462,813	2,604,375	3,712,813
4 Capital One Financial	Richard D. Fairbank	-	-	4,200,000	3,727,500	4,200,000
5 Northrop Grumman	Wesley G. Bush ¹	1,578,039	1,548,577	4,562,000	3,662,000	6,140,039
6 Dominion Energy	Thomas F. Farrell II	1,554,992	1,547,444	2,612,387	2,429,675	4,167,379
7 Norfolk Southern	James A. Squires	1,100,000	1,000,000	2,833,875	2,603,250	3,933,875
8 Altria Group	Howard A. Willard ²	1,113,201	N/A	2,250,000	N/A	3,363,201
9 Brink's	Douglas A. Pertz	975,000	945,833	1,504,913	2,251,500	2,479,913
10 AvalonBay Communities	Timothy J. Naughton	1,000,000	990,385	2,368,500	1,750,000	3,368,500
11 Leidos Holdings	Roger A. Krone	1,123,077	1,076,923	2,000,778	1,572,670	3,123,855
12 AES	Andres R. Gluski	1,188,000	1,188,000	2,388,000	2,148,000	3,576,000
13 Dollar Tree	Gary M. Philbin	1,400,000	N/A	827,590	N/A	2,227,590
14 Genworth Financial	Thomas J. McInerney	996,804	996,804	2,500,000	3,000,000	3,496,804
15 VeriSign	D. James Bidzos	913,461	842,308	1,248,750	1,105,000	2,162,211
16 GTT Communications	Richard D. Calder	575,000	525,000	409,719	520,013	984,719
17 CarMax	William D. Nash	1,063,157	1,031,721	1,595,213	1,568,687	2,658,370
18 Science Applications International	Anthony J. Moraco ¹	1,025,385	1,000,000	2,691,775	1,162,500	3,717,160
19 Park Hotels & Resorts	Thomas J. Baltimore Jr.	1,000,000	1,000,000	2,236,500	1,636,714	3,236,500
20 CACI International	Kenneth Asbury	921,883	888,750	2,529,694	1,511,841	3,451,577
21 Perspecta	John M. Curtis	821,154	N/A	1,055,063	N/A	1,876,217
22 Booz Allen Hamilton	Horacio D. Rozanski	1,500,000	1,500,000	-	928,000	1,500,000
23 Huntington Ingalls Industries	C. Michael Petters	1	1	1,698,125	1,922,800	1,698,126
24 Performance Food Group Co	George L. Holm	1,000,000	1,000,000	420,000	660,000	1,420,000
25 TEGNA	David T. Lougee	950,000	N/A	1,000,000	N/A	1,950,000
26 Gannett Co.	Robert J. Dickey ¹	950,000	967,308	1,320,093	1,237,765	2,270,093
27 BWX Technologies	Rex D. Geveden	850,000	693,750	853,315	1,151,784	1,703,315
28 Markel	Thomas S. Gayner ³	980,769	950,000	-	-	980,769
29 Markel	Richard R. Whitt III ³	980,769	950,000	-	-	980,769
30 ICF International	Sudhakar Kesavan	887,086	866,091	-	766,924	887,086
31 Beacon Roofing Supply	Paul M. Isabella	836,539	773,077	195,500	704,000	1,032,039
32 MAXIMUS	Bruce L. Caswell ²	667,500	N/A	-	N/A	667,500
33 Apple Hospitality REIT	Justin G. Knight	525,000	500,000	538,033	697,287	1,063,033
34 Graham Holdings	Timothy J. O'Shaughnessy	750,000	750,000	1,253,307	682,366	2,003,307
35 ManTech International	Kevin M. Phillips ²	900,016	N/A	850,000	N/A	1,750,016
36 Tredgar	John D. Gottwald ¹	396,000	396,000	-	-	396,000
37 Lumber Liquidators	Dennis R. Knowles	715,825	661,623	334,747	705,313	1,050,572
38 Owens & Minor	Robert C. Sledd ¹	114,231	N/A	-	N/A	114,231
39 NewMarket	Thomas E. Gottwald	1,053,000	1,032,333	490,000	575,000	1,543,000
40 American Woodmark	S. Cary Dunston	640,442	587,311	-	855,773	640,442
41 Federal Home Loan Mortgage	Donald H. Layton ¹	600,000	600,000	-	-	600,000
AVERAGE		\$936,593	\$923,531	\$1,409,904	\$1,506,007	\$2,346,497

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

Equity awards	Long-term cash awards	Other compensation	2018 Total compensation	2017 Total compensation	% Change	Pay ratio	Median pay	COMPANY PERFORMANCE		
								1Year TSR	Fiscal year end revenue (\$000)	Fiscal year end net income (\$000)
\$35,355,000	-	\$11,800	\$39,134,164	\$3,538,600	1006%	617	\$63,456	-31%	\$7,164	\$797
13,999,760	-	408,494	20,720,254	21,200,768	-2	240	86,432	-21	36,193	3,358
15,832,877	-	244,879	19,790,569	18,790,698	5	542	36,530	-9	8,906	764
12,985,071	-	143,831	17,328,902	16,171,609	7	258	67,165	-22	22,220	5,720
10,000,294	-	1,120,758	17,261,091	16,135,667	7	230	105,191	-19	30,095	3,229
5,741,867	\$4,838,801	208,395	14,956,442	14,210,631	5	144	103,761	-8	13,366	2,447
7,250,510	-	129,984	11,314,369	10,226,429	11	145	98,477	5	11,458	2,660
6,750,070	-	267,755	10,381,026	N/A	N/A	95	123,012	-27	25,364	6,955
7,499,971	-	380,513	10,360,397	7,810,281	33	872	11,886	-17	3,489	(33)
6,688,757	-	22,177	10,079,434	7,893,827	28	164	61,642	1	2,285	972
6,697,369	-	13,750	9,834,974	9,221,709	7	104	95,000	-16	10,194	581
5,900,311	-	283,500	9,759,811	9,354,683	4	144	67,771	38	10,736	985
6,749,573	355,000	66,679	9,398,842	N/A	N/A	835	11,250	-16	22,823	(1,591)
5,291,240	-	523,900	9,311,944	8,965,211	4	104	89,313	50	8,430	119
6,999,855	-	720	9,162,786	8,954,313	2	48	189,290	30	1,215	582
8,163,774	-	12,250	9,160,743	8,242,009	11	159	57,537	-50	1,491	(243)
6,000,020	-	288,082	8,946,472	7,790,455	15	232	38,554	0	18,612	842
4,500,124	-	17,088	8,234,372	6,427,791	28	88	93,477	-11	4,659	137
3,725,913	-	638,752	7,601,165	11,946,867	-36	301	25,280	0	2,737	470
3,504,468	-	165,719	7,121,764	5,830,042	22	71	100,949	35	4,468	301
4,709,936	-	12,999	6,599,152	N/A	N/A	N/A	N/A	N/A	4,030	72
3,999,930	-	251,099	5,751,029	4,905,142	17	70	106,954	52	6,704	419
3,799,772	-	54,081	5,551,979	5,780,117	-4	80	69,824	-18	8,176	836
3,700,055	-	40,231	5,160,286	6,566,590	-21	73	71,366	34	17,620	199
2,749,995	-	185,365	4,885,360	N/A	N/A	84	58,144	-21	2,207	401
2,426,664	-	176,534	4,873,291	6,392,083	-24	118	44,645	-21	2,917	15
2,852,049	-	168,062	4,723,426	4,405,652	7	52	90,875	-36	1,800	227
1,350,000	1,350,000	32,232	3,713,001	3,261,782	14	93	39,952	-9	6,841	(133)
1,350,000	1,350,000	25,992	3,706,761	3,255,542	14	93	39,952	-9	6,841	(133)
2,736,934	-	15,790	3,639,810	3,247,170	12	49	74,545	24	1,338	61
2,273,008	-	31,186	3,336,233	3,504,134	-5	56	59,982	-29	6,418	73
2,500,000	-	6,875	3,174,375	N/A	N/A	87	36,985	1	2,392	221
1,921,474	-	96,892	3,081,399	3,608,281	-15	21	145,741	-21	1,271	206
-	952,500	2,750	2,958,557	1,435,066	106	77	38,692	16	2,696	270
1,016,775	-	6,108	2,772,899	N/A	N/A	29	93,342	6	1,959	82
2,119,135	-	20,097	2,535,232	415,942	510	44	57,140	-15	1,096	25
1,249,980	-	22,141	2,322,693	2,382,332	-3	55	42,019	-70	1,085	(54)
2,000,007	-	3,389	2,117,627	N/A	N/A	162	44,621	-62	9,839	(437)
490,316	-	68,864	2,102,180	2,178,973	-4	22	95,606	5	2,290	234
715,407	-	21,239	1,377,088	2,070,066	-33	31	44,677	-11	1,250	63
-	-	51,000	651,000	651,000	0	5	\$139,941	-58	15,385	3,612
\$5,453,616	\$215,763	\$152,243	\$8,168,119	\$7,257,984					\$8,538	\$861

Editor's note: The compensation survey was conducted before data was filed by DXC Technology Co., ePlus Inc. and Universal Corp.
 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, California, and offers a suite of executive compensation benchmarking and governance tools.