

# EQUILAR Virginia CEO pay report

## Compensation of CEOs at Virginia's major public companies

Rank	Company	Executive	2021 Base salary	2020 Base salary	2021 Bonus	2020 Bonus	2021 Total salary and bonus	Equity awards	Long-term cash awards	Other compensation	2021 Total compensation	2020 Total compensation	% Change	Pay ratio	Median pay	COMPANY PERFORMANCE		
																1 Year TSR	Fiscal year end revenue (\$000)	Fiscal year end net income (\$000)
1	DXC Technology Co.	Michael J. Salvino	\$1,365,064	\$1,250,000	\$2,025,000	\$5,000,000	\$3,390,064	\$25,087,727	-	\$238,889	\$28,716,680	\$21,733,120	32	918	\$31,294	4.4%	\$16,265	\$718
2	General Dynamics Corp.	Phebe N. Novakovic	1,671,250	1,585,000	6,074,000	2,872,000	7,745,250	15,395,836	-	412,776	23,553,862	18,946,932	24	254	92,585	43.2	38,469	3,257
3	Hilton Worldwide Holdings Inc.	Christopher J. Nassetta	1,255,000	350,000	3,351,563	1,072,500	4,606,563	18,274,936	-	403,749	23,285,248	20,058,555	16	631	36,915	40.2	5,788	410
4	Capital One Financial Corp.	Richard D. Fairbank	-	-	4,550,000	3,000,000	4,550,000	15,817,843	-	86,170	20,454,013	20,115,823	2	252	81,029	49.4	32,379	11,969
5	Northrop Grumman Corp.	Kathy J. Warden	1,589,439	1,536,346	3,744,000	3,977,000	5,333,439	13,500,119	-	671,745	19,505,303	19,662,896	-1	166	119,721	29.0	35,667	7,005
6	AES	Andres R. Gluski	1,241,000	1,218,888	2,233,800	1,992,900	3,474,800	10,623,105	-	281,285	14,379,190	11,468,027	25%	302	47,543	6.0	11,141	(413)
7	AvalonBay Communities	Timothy J. Naughton†	1,000,000	1,038,462	2,798,600	1,735,892	3,798,600	10,551,826	-	21,034	14,371,460	11,294,333	27	181	79,313	61.4	2,295	1,002
8	Norfolk Southern Corp. <sup>1</sup>	James A. Squires†	1,100,000	1,100,000	3,465,000	779,625	4,565,000	8,633,538	-	62,740	13,261,278	9,794,371	35	140	99,945	27.0	11,142	3,005
9	Leidos Holdings Inc.	Roger A. Krone	1,227,462	1,238,076	2,134,278	2,197,296	3,361,740	9,482,901	-	31,366	12,876,007	12,319,624	5	134	95,935	-14.1	13,737	753
10	Booz Allen Hamilton Inc.	Horacio D. Rozanski	1,500,000	1,500,000	1,578,000	1,687,500	3,078,000	8,500,101	-	278,236	11,856,337	8,345,409	42	98	121,742	11.0	8,364	464
11	CarMax	William D. Nash	1,180,248	966,823	3,517,194	1,666,837	4,697,442	6,666,605	-	346,890	11,710,937	9,890,916	18	265	51,674	-8.5	31,900	1,151
12	The Brink's Co.	Douglas A. Pertz†	1,000,000	922,349	1,242,000	1,316,250	2,242,000	8,909,828	-	254,092	11,405,920	13,901,789	-18	1040	10,996	-7.9	4,200	103
13	CACI International Inc.	John S. Mengucci	995,833	950,000	3,750,000	1,913,739	4,745,833	5,744,061	-	552,270	11,042,164	7,917,374	39	108	111,703	17.6	6,044	457
14	Dollar Tree Inc.	Michael A. Witynski	1,384,615	1,184,615	1,478,325	2,433,210	2,862,940	7,249,961	-	136,797	10,249,698	10,767,887	-5	760	13,490	29.1	26,321	1,328
15	Altria Group Inc.	William F. Gifford Jr.	1,250,000	1,144,167	2,754,000	2,100,000	4,004,000	6,000,059	-	135,008	10,139,067	9,075,677	12	78	157,617	24.2	26,013	2,464
16	ASGN Inc.	Theodore S. Hanson	975,000	930,000	2,315,625	1,367,100	3,290,625	6,244,850	-	10,803	9,546,278	6,606,311	45	165	40,000	47.7	4,010	232
17	Genworth Financial Inc.	Thomas J. McInerney	1,000,000	1,000,000	3,000,000	2,540,000	4,000,000	4,063,966	-	435,413	8,499,379	7,357,588	16	81	104,888	7.1	7,832	885
18	Science Applications International Corp.	Nazzic S. Keene	1,146,923	1,063,462	1,845,792	1,655,702	2,992,715	5,333,701	-	16,740	8,343,156	6,936,702	20	82	102,214	-13.0	7,394	277
19	Performance Food Group Co.	George L. Holm	1,000,000	1,000,000	1,835,313	375,000	2,835,313	5,350,123	-	43,114	8,228,550	6,166,626	33	107	76,708	66.4	30,399	41
20	Maximus Inc.	Bruce L. Caswell	754,247	743,269	2,475,000	992,500	3,229,247	4,665,684	-	11,075	7,906,006	6,144,331	29	208	38,059	23.3	4,254	291
21	Gannett Co. Inc.	Michael E. Reed	900,000	-	767,052	-	1,667,052	6,074,000	-	-	7,741,052	-	N/A	160	48,419	58.6	3,208	(135)
22	ManTech Corp. <sup>2</sup>	Kevin M. Phillips	1,000,000	820,833	536,700	966,700	1,536,700	5,833,487	-	8,553	7,378,740	5,714,887	29	64	105,699	-16.3	2,554	137
23	Huntington Ingalls Industries Inc.	C. Michael Petters†	1	1	2,750,000	1,072,500	2,750,001	4,399,947	-	60,192	7,210,140	5,525,073	30	111	69,551	12.2	9,524	544
24	Dominion Energy Inc.	Robert M. Blue	1,225,000	N/A	1,753,857	N/A	2,978,857	3,250,001	\$534,375	162,202	6,925,435	N/A	N/A	74	110,406	7.8	13,964	2,579
25	Apple Hospitality REIT	Justin G. Knight	557,500	493,625	1,853,688	-	2,411,188	3,636,740	-	44,102	6,092,030	3,914,027	56	25	156,862	25.4	934	19
26	BWX Technologies Inc.	Rex D. Geveden	925,000	925,000	530,538	1,259,573	1,455,538	3,499,932	-	168,576	5,124,046	5,456,840	-6	50	103,509	-19.2	2,124	306
27	Markel Corp.	Thomas S. Gayner§	1,043,269	1,000,000	-	-	1,043,269	2,362,500	1,181,250	37,584	4,624,603	4,183,420	11	108	42,786	19.4	12,846	2,436
28	Markel Corp.	Richard R. Whitt§	1,043,269	1,000,000	-	-	1,043,269	2,362,500	1,181,250	28,422	4,615,441	4,177,972	10	108	42,786	19.4	12,846	2,436
29	ICF International Inc.	John M. Wasson	900,000	800,000	1,160,035	760,000	2,060,035	2,324,936	-	13,976	4,398,947	3,007,891	46	56	78,843	38.7	1,553	71
30	NVR Inc.	Paul C. Saville† <sup>3</sup>	2,075,000	2,000,000	2,075,000	2,000,000	4,150,000	-	-	12,400	4,162,400	4,012,200	4	58	71,417	44.8	8,966	1,237
31	ePlus Inc.	Mark P. Marron	800,000	800,000	1,236,267	1,480,778	2,036,267	1,799,979	-	3,700	3,839,946	4,043,073	-5	35	110,431	59.1	1,568	74
32	American Woodmark	Michael Scott Culbreth†	627,584	N/A	1,268,400	N/A	1,895,984	1,020,933	-	25,416	2,942,333	N/A	N/A	67	64,929	93.5	1,744	59
33	MicroStrategy Inc.	Michael J. Saylor† <sup>4</sup>	1	1	-	-	1	-	-	2,780,240	2,780,241	407,160	583	25	112,166	40.1	511	(535)
34	Hamilton Beach Brands Holding Co.	Gregory H. Trepp	789,992	764,992	537,618	657,403	1,327,610	733,847	419,157	195,920	2,676,534	3,033,421	-12	42	63,704	-15.7	658	21
35	Shenandoah Telecommunications Co.	Christopher E. French	688,585	715,373	319,503	818,627	1,008,088	1,387,736	-	25,000	2,420,824	2,875,067	-16	34	70,275	2.5	245	8
36	Graham Holdings Co.	Timothy J. O'Shaughnessy	750,000	562,500	1,500,000	552,331	2,250,000	-	-	2,900	2,252,900	9,633,400	-77	57	39,833	19.2	3,186	350
37	LL Flooring Holdings Inc.	Charles E. Tyson	740,385	N/A	407,107	N/A	1,147,492	999,960	-	26,636	2,174,088	N/A	N/A	39	55,600	-44.5	1,152	42
38	NewMarket Corp.	Thomas E. Gottwald	1,125,900	1,093,833	500,000	550,000	1,625,900	258,096	-	57,673	1,941,669	2,016,709	-4	24	103,521	-11.9	2,356	190
39	Hooker Furnishings	Jeremy R. Hoff*	450,000	N/A	-	N/A	450,000	337,500	-	10,669	798,169	N/A	N/A	21	37,477	-24.4	594	12
40	Federal Home Loan Mortgage Corp.	Michael J. DeVito*	355,385	N/A	-	N/A	355,385	-	-	87,647	443,032	N/A	N/A	5	154,483	-64.4	22,992	489

\* New CEO † Former CEO (or planning to leave) § Co-CEO 1 Moved to Atlanta in November 2021 2 Acquired by The Carlyle Group in September 3 Saville stepped down as CEO in May, taking on the position of executive chairman. 4 Saylor stepped down as CEO in August, taking on the position of executive chairman. Source: Equilar Inc. - www.equilar.com