

EQUILAR Virginia CEO pay report

Compensation of CEOs at Virginia's major public companies

Rank	Company	Executive	2022 Base salary	2021 Base salary	2022 Bonus	2021 Bonus	2022 Total salary and bonus	Equity awards	Long-term cash awards	Other compensation	2022 Total compensation	2021 Total compensation	% Change	Pay ratio	Median pay	COMPANY PERFORMANCE		
																1 Year TSR	Fiscal year end revenue (\$000)	Fiscal year end net income (\$000)
1	Capital One Financial	Richard D. Fairbank	-	-	\$4,250,000	\$4,550,000	\$4,250,000	\$23,248,940	-	\$100,909	\$27,599,849	\$20,454,013	35%	296	\$93,310	-34.3%	\$28,403	\$7,044
2	Hilton Worldwide Holdings	Christopher J. Nassetta	\$1,300,000	\$1,255,000	3,412,500	3,351,563	4,712,500	18,274,716	-	545,722	23,532,938	23,285,248	1	539	43,702	-18.7	8,773	1,255
3	RTX	Gregory J. Hayes	1,656,250	1,600,000	3,900,000	4,992,000	5,556,250	15,777,975	-	1,265,099	22,599,324	21,793,172	4	194	116,540	19.8	67,074	5,216
4	Boeing	David L. Calhoun	1,400,000	1,400,000	3,418,800	3,381,840	4,818,800	17,000,000	-	661,596	22,480,396	21,093,605	7	154	145,756	-5.4	66,608	(4,935)
5	General Dynamics	Phebe N. Novakovic	1,700,000	1,671,250	4,089,000	6,074,000	5,789,000	15,091,731	-	597,436	21,478,167	23,553,862	-9	242	88,576	21.4	39,407	3,390
6	Northrop Grumman	Kathy J. Warden	1,640,388	1,589,439	3,979,800	3,744,000	5,620,188	14,250,021	-	801,863	20,672,072	19,505,303	6	146	141,843	42.7	36,602	4,896
7	DXC Technology	Michael J. Salvino	1,298,077	1,365,064	1,620,000	2,025,000	2,918,077	17,130,174	-	269,721	20,317,972	28,716,680	-29	596	34,107	-21.7	14,430	(568)
8	MicroStrategy	Phong Q. Le*	939,773	N/A	770,000	N/A	1,709,773	18,324,800	-	139,787	20,174,360	N/A	N/A	231	87,468	-74.0	499	(1,470)
9	NVR	Eugene James Bredow*	715,204	N/A	572,164	N/A	1,287,368	17,989,042	-	12,600	19,289,010	N/A	N/A	270	71,500	-21.9	10,575	1,726
10	Altria Group	William F. Gifford	1,333,333	1,250,000	8,150,000	2,754,000	9,483,333	6,500,044	-	216,323	16,199,700	10,139,067	60	121	133,782	4.2	25,096	5,751
11	Dollar Tree	Michael A. Witynski†	1,435,538	1,384,615	1,396,217	1,148,700	2,831,755	10,874,880	-	269,037	13,975,672	10,249,698	36	951	14,702	14.4	28,332	1,615
12	Leidos	Roger A. Krone†	1,266,308	1,227,462	1,932,404	2,134,278	3,198,712	10,315,880	-	34,300	13,548,892	12,876,007	5	133	102,238	19.9	14,396	685
13	AES	Andrés R. Gluski	1,241,000	1,241,000	2,364,105	2,233,800	3,605,105	8,627,752	-	292,401	12,525,258	14,379,190	-13	277	45,196	21.0	12,617	(546)
14	Booz Allen Hamilton	Horacio D. Rozanski	1,500,000	1,500,000	1,875,600	1,578,000	3,375,600	8,500,083	-	298,102	12,173,785	11,856,337	3	98	124,158	7.5	9,259	272
15	CarMax	William D. Nash	1,232,297	1,180,248	1,049,781	3,517,194	2,282,078	8,865,651	-	441,014	11,588,743	13,689,123	-15	218	53,233	-36.9	29,685	485
16	VeriSign	D. James Bidzos	946,154	925,000	1,332,375	1,443,000	2,278,529	8,999,846	-	720	11,279,095	10,118,313	11	55	206,922	-19.1	1,425	674
17	Genworth Financial	Thomas J. McInerney	1,000,000	1,000,000	2,800,000	3,000,000	3,800,000	5,265,271	-	383,095	9,448,366	8,499,379	11	95	99,906	30.6	7,507	609
18	AvalonBay Communities	Benjamin W. Schall†	1,000,000	N/A	1,999,800	N/A	2,999,800	5,743,611	-	42,162	8,785,573	N/A	N/A	128	73,393	-33.5	2,593	1,135
19	Science Applications International Corp.	Nazzic S. Keene†	1,193,846	1,146,923	1,566,240	1,845,792	2,760,086	5,840,076	-	64,218	8,664,380	8,343,156	4	78	111,676	28.3	7,704	300
20	Performance Food Group	George L. Holm	1,075,000	1,000,000	2,523,675	1,835,313	3,598,675	5,000,035	-	61,801	8,660,511	8,228,550	5	108	80,079	-5.2	50,894	113
21	ASGN	Theodore S. Hanson	1,025,000	975,000	2,663,719	2,315,625	3,688,719	4,710,065	-	21,581	8,420,365	9,546,278	-12	157	53,509	-34.0	4,581	267
22	CACI International	John S. Mengucci	1,000,000	995,833	1,306,500	3,750,000	2,306,500	5,500,180	-	176,076	7,982,756	11,042,164	-28	74	112,310	10.4	6,203	367
23	Stride	James J. Rhyu	784,615	N/A	1,834,683	N/A	2,619,298	5,056,893	-	15,803	7,691,994	N/A	N/A	124	61,798	27.0	1,687	107
24	Huntington Ingalls Industries	Christopher D. Kastner*	1,023,077	N/A	1,832,443	N/A	2,855,520	4,399,840	-	123,018	7,378,378	N/A	N/A	86	89,990	26.1	10,676	579
25	Tegna	David T. Lougee	975,000	975,000	1,267,500	1,450,000	2,242,500	4,875,013	-	154,088	7,271,601	6,953,012	5	114	63,881	16.2	3,279	630
26	Dominion Energy	Robert M. Blue	1,225,000	1,225,000	1,606,514	1,753,857	2,831,514	3,320,036	\$417,000	216,328	6,784,878	6,925,435	-2	65	105,193	-18.5	17,174	892
27	Apple Hospitality REIT	Justin G. Knight	596,525	557,500	1,735,515	1,853,688	2,332,040	4,133,501	-	270,694	6,736,235	6,092,030	11	41	166,083	2.4	1,238	145
28	Maximus	Bruce L. Caswell	823,077	754,247	765,000	2,475,000	1,588,077	4,682,108	-	16,200	6,286,385	7,906,006	-20	161	39,019	-28.9	4,631	204
29	Owens & Minor	Edward A. Pesicka	974,954	912,000	273,000	2,280,000	1,247,954	4,915,897	-	81,408	6,245,259	7,680,578	-19	1,005	6,216	-55.1	9,955	22
30	Brink's	Richard M. Eubanks*	830,000	N/A	1,444,813	N/A	2,274,813	3,556,168	-	167,591	5,998,572	N/A	N/A	575	12,192	-16.9	4,536	174
31	Beacon Roofing Supply	Julian G. Francis	858,846	810,673	1,748,359	1,705,795	2,607,205	3,279,049	-	28,870	5,915,124	5,661,918	4	90	66,024	-8.0	8,430	380
32	BWX Technologies	Rex D. Geveden	925,000	925,000	999,000	530,538	1,924,000	3,576,173	-	216,519	5,716,692	5,124,046	12	61	93,437	23.1	2,233	238
33	Strategic Education	Raymond Karl McDonnell	933,180	906,000	1,166,475	283,125	2,099,655	3,360,000	-	\$9,150	5,468,805	6,197,825	-12	92	59,622	39.6	1,065	47
34	PRA Group	Kevin P. Stevenson†	950,000	950,000	712,500	1,425,000	1,662,500	3,309,927	-	12,200	4,984,627	5,636,586	-12	98	50,804	-32.7	967	117
35	ePlus	Mark P. Marron	846,154	800,000	1,750,000	1,236,267	2,596,154	1,999,964	300,000	4,000	4,900,118	3,839,946	28	40	121,364	12.5	1,821	106
36	ICF International	John M. Wasson	970,000	900,000	1,119,914	1,160,035	2,089,914	2,744,047	-	14,420	4,848,381	4,398,947	10	61	79,014	-2.9	1,780	64
37	Universal	George C. Freeman	1,027,800	978,900	1,658,900	928,000	2,686,700	2,117,839	-	27,535	4,832,074	3,735,584	29	2,411	2,004	-3.5	2,570	124
38	American Woodmark	Michael Scott Culbreth	900,000	786,557	1,549,800	-	2,449,800	2,096,515	-	17,355	4,563,670	2,250,867	103	97	47,123	7.8	2,066	94
39	Markel Group	Thomas S. Gayner§	1,050,000	1,043,269	-	-	1,050,000	2,100,000	787,500	53,934	3,991,434	4,624,603	-14	74	54,251	6.8	11,675	(320)
40	Markel Group	Richard R. Whitt§†	1,050,000	1,043,269	-	-	1,050,000	2,100,000	787,500	44,272	3,981,772	4,615,441	-14	74	54,251	6.8	11,675	(320)

* New CEO ** Interim CEO † Former CEO (or planning to leave) § Co-CEO

Source: Equilar - www.equilar.com