

COMPANY PERFORMANCE		
1 Year TSR	Fiscal year end revenue (\$000)	Fiscal year end net income (\$000)
-3.3	\$24,483	\$8,113
82.3	1,848	116
11.7	1,344	177
-3.3	9,413	29
18.0	4,451	219
20.0	2,768	927
64.8	9,120	(28)
62.2	10,662	601
62.6	346	(7)
33.7	2,496	246
21.0	6,703	385
43.6	26,361	4,582
14.4	26,536	479
-13.0	30,604	(998)
-19.0	14,393	2,157
-17.0	13,667	91
-12.5	2,068	119
140.6	22,101	(166)
13.3	2,664	(28)
6.8	42,272	3,315
26.3	7,488	76
16.4	4,415	204
44.7	626	25
44.6	10,235	1,141
13.8	433	10
14.7	11,454	681
35.9	1,963	83
4.3	15,438	199
-30.6	905	(103)
7.8	15,804	1,966
31.0	4,905	162
346.2	496	429
17.1	1,156	228
78.3	2,698	388
-12.9	39,290	2,056
51.8	9,683	1,592
-1.3	10,334	(41)
48.0	2,698	95
35.6	5,443	161
31.0	57,255	397

Company	Executive	2023 Base salary	2022 Base salary	2023 Bonus	2022 Bonus	2023 Total salary and bonus	Equity awards	Long-term cash awards	Other compensation	2023 Total compensation	2022 Total compensation	% Change	Pay ratio	Median pay
1 Boeing	David L. Calhoun [†]	\$1,400,000	\$1,400,000	-	\$3,418,800	\$1,400,000	\$30,231,750	-	\$1,138,769	\$32,770,519	\$22,480,396	46%	122	\$151,447
2 Capital One Financial	Richard D. Fairbank	-	-	\$5,000,000	4,250,000	5,000,000	22,259,781	-	120,060	27,379,841	27,599,849	-1	137	49,529
3 Hilton Worldwide Holdings	Christopher J. Nassetta	1,300,000	1,300,000	2,776,998	3,412,500	4,076,998	21,749,780	-	729,686	26,556,464	23,532,938	13	39	180,746
4 Northrop Grumman	Kathy J. Warden	1,730,769	1,640,388	5,082,875	3,979,800	6,813,644	16,000,440	-	718,099	23,532,183	20,672,072	14	193	31,270
5 General Dynamics	Phebe N. Novakovic	1,700,000	1,700,000	4,287,000	4,089,000	5,987,000	15,895,993	-	699,783	22,582,776	21,478,167	5	105	65,030
6 RTX	Gregory J. Hayes [†]	1,675,000	1,656,250	2,780,000	3,900,000	4,455,000	16,359,174	-	1,102,091	21,916,265	22,599,324	-3	117	80,764
7 Parsons	Carey A. Smith	976,923	899,999	2,290,200	1,237,200	3,267,123	15,215,909	-	95,041	18,578,073	6,965,613	167	89	69,108
8 Booz Allen Hamilton	Horacio D. Rozanski	1,500,000	1,500,000	3,200,000	1,875,600	4,700,000	10,406,765	-	231,993	15,338,758	12,173,785	26	113	137,043
9 Altria Group	William F. Gifford	1,350,000	1,333,333	2,730,000	2,580,000	4,080,000	6,600,049	\$3,990,000	228,071	14,898,120	16,199,700	-8	N/A	N/A
10 AES	Andrés R. Gluski	1,241,000	1,241,000	2,364,105	2,364,105	3,605,105	8,796,107	-	314,982	12,716,194	12,525,258	2	70	95,006
11 CarMax	William D. Nash	1,238,544	1,232,297	1,431,324	1,049,781	2,669,868	9,320,852	-	259,579	12,250,299	11,588,743	6	92	114,453
12 VeriSign	D. James Bidzos	950,000	946,154	1,265,400	1,332,375	2,215,400	9,999,781	-	30,720	12,245,901	11,279,095	9	307	93,157
13 Science Applications International Corp.	Toni Townes-Whitley [*]	578,077	N/A	3,232,320	N/A	3,810,397	7,175,963	-	3,958	10,990,318	N/A	N/A	230	53,353
14 Tegna	David T. Lougee [†]	975,000	975,000	1,316,250	1,267,500	2,291,250	8,475,002	-	148,960	10,915,212	7,271,601	50	211	15,955
15 Park Hotels & Resorts	Thomas J. Baltimore	1,000,000	1,000,000	2,440,734	2,510,738	3,440,734	7,389,520	-	960	10,831,214	9,390,019	15	56	112,683
16 Huntington Ingalls Industries	Christopher D. Kastner	1,180,384	N/A	2,997,000	N/A	4,177,384	5,799,855	-	160,519	10,137,758	N/A	N/A	364	26,553
17 CACI International	John S. Mengucci	1,045,833	1,000,000	1,874,250	1,306,500	2,920,083	6,700,105	-	264,411	9,884,599	7,982,756	24	37	120,758
18 Genworth Financial	Thomas J. McInerney	1,000,000	1,000,000	3,200,000	2,800,000	4,200,000	5,306,481	-	362,437	9,868,918	9,448,366	4	4	168,105
19 Stride	James J. Rhyu	880,769	784,615	1,695,886	1,834,683	2,576,655	7,146,186	-	14,892	9,737,733	7,691,994	27	76	50,856
20 DXC Technology	Raul J. Fernandez [*]	334,385	N/A	1,000,000	N/A	1,334,385	8,208,431	-	123,847	9,666,663	N/A	N/A	220	102,785
21 Performance Food Group Company	George L. Holm	1,167,308	1,075,000	2,260,401	2,523,675	3,427,709	6,000,052	-	59,782	9,487,543	8,660,511	10	83	118,501
22 AvalonBay Communities	Benjamin W. Schall	1,000,000	1,000,000	2,040,600	1,999,800	3,040,600	6,407,806	-	31,281	9,479,687	8,785,573	8	37	48,789
23 Leidos	Thomas A. Bell [*]	817,308	N/A	3,988,000	N/A	4,805,308	4,368,496	-	13,737	9,187,541	N/A	N/A	62	64,286
24 Owens & Minor	Edward A. Pesicka	1,000,000	974,954	1,450,000	273,000	2,450,000	5,834,851	-	105,059	8,389,910	6,245,259	34	549	48,435
25 Markel Group	Thomas S. Gayner	1,050,000	1,050,000	-	-	1,050,000	5,387,107	1,575,000	56,184	8,068,291	3,991,434	102	25	48,891
26 MicroStrategy	Phong Q. Le	1,000,000	N/A	680,000	N/A	1,680,000	5,954,383	-	393,872	8,028,255	N/A	N/A	168	84,115
27 V2X	Charles L. Prow [†]	926,919	831,310	1,303,115	1,251,965	2,230,034	5,285,471	-	40,120	7,555,625	4,619,679	64	68	82,663
28 Maximus	Bruce L. Caswell	850,000	823,077	892,500	765,000	1,742,500	5,588,751	-	18,689	7,349,940	6,286,385	17	91	106,046
29 Brink's	Richard M. Eubanks	941,667	N/A	1,173,060	N/A	2,114,727	4,799,958	-	309,360	7,224,045	N/A	N/A	39	47,639
30 Apple Hospitality REIT	Justin G. Knight	635,000	596,525	1,610,618	1,735,515	2,245,618	4,323,874	-	403,976	6,973,468	6,736,235	4	147	55,103
31 ASGN	Theodore S. Hanson	1,050,000	1,025,000	441,000	2,663,719	1,491,000	5,344,802	-	22,456	6,858,258	8,420,365	-19	141	52,300
32 American Woodmark	M. Scott Culbreth	923,538	900,000	1,847,076	1,549,800	2,770,614	3,985,317	-	24,903	6,780,834	4,563,670	49	93	86,494
33 BWX Technologies	Rex D. Geveden	962,500	925,000	1,112,500	999,000	2,075,000	4,349,660	-	248,430	6,673,090	5,716,692	17	119	48,655
34 Beacon Roofing Supply	Julian G. Francis	929,808	858,846	1,537,956	1,748,359	2,467,764	3,657,512	-	29,670	6,154,946	5,915,124	4	31	105,392
35 Arko	Arie Kotler	1,146,731	1,113,319	885,128	1,668,600	2,031,859	4,010,265	-	6,445	6,048,569	6,683,793	-10	217	114,197
36 Trex	Bryan Fairbanks	747,000	722,000	1,718,100	-	2,465,100	3,275,000	-	33,679	5,773,779	3,255,722	77	23	75,700
37 ICF International	John M. Wasson	1,008,800	970,000	1,214,130	1,119,914	2,222,930	3,422,952	-	15,576	5,661,458	4,848,381	17	209	40,143
38 Strategic Education	Karl McDonnell	961,175	933,180	1,196,663	1,166,475	2,157,838	3,250,000	-	9,900	5,417,738	5,468,805	-1	40	267,816
39 Navient	David L. Yowan [*]	528,557	N/A	729,833	N/A	1,258,390	3,797,694	-	6,256	5,062,340	N/A	N/A	177	105,042
40 Dominion Energy	Robert M. Blue	1,225,000	1,225,000	1,528,800	1,606,514	2,753,800	2,084,904	-	189,912	5,028,616	6,784,878	-26	126	75,257

* New CEO † Former CEO (or planning to leave)