

## CEO pay at the region's biggest public companies

How do the region's chief executives stack up when it comes to their pay? For an answer, Capital Business commissioned Equilar, an executive compensation research firm, to analyze the annual pay of CEOs at 100 of the area's largest public companies.

Equilar examined the compensation totals for the chief executives

serving as of the close of the companies' most recent completed fiscal year ended on or after March 31, 2010, which means in some cases an executive may have since moved on. So consider this listing a snapshot in time. For a more detailed explanation of how the list was prepared, see our sidebar on Page 18.

Executive	Company	Title	TOTAL	CASH			OTHER COMPENSATION				End of FY
			Total compensation	Salary	Bonus	Performance incentives	Stock awards	Option awards	Other		
1	David M. Zaslav	Discovery Communications	\$42,589,296	\$2,000,000	\$0	\$4,410,000	\$20,333,632	\$15,412,996	\$432,668	12/10	
2	Paul C. Saville	NVR	30,879,812	800,000	0	481,299	14,795,338	14,795,325	7,850	12/10	
3	Wesley G. Bush <sup>1</sup>	Northrop Grumman	22,149,425	1,334,615	0	3,037,500	8,349,848	7,155,165	2,272,297	12/10	
4	Robert J. Stevens	Lockheed Martin	19,118,612	1,800,000	4,050,000	4,600,000	2,995,600	4,071,600	1,601,412	12/10	
5	H. Lawrence Culp Jr.	Danaher	17,030,000	1,117,778	0	4,400,000	6,738,383	4,258,985	514,854	12/10	
6	Martine A. Rothblatt	United Therapeutics	16,094,652	874,768	0	900,000	0	14,263,681	56,203	12/10	
7	Richard D. Fairbank	Capital One Financial	14,850,675	0	0	0	6,500,009	8,250,029	100,637	12/10	
8	Jay L. Johnson	General Dynamics	13,751,115	1,400,000	3,100,000	0	2,998,392	5,994,482	258,241	12/10	
9	Allen F. Wise	Coventry Health Care	13,647,413	600,000	2,750,000	3,000,000	6,864,000	0	433,413	12/10	
10	H. Thomas Watkins	Human Genome Sciences	9,855,323	716,923	0	550,000	0	8,438,175	150,225	12/10	
11	Donald C. Wood	Federal Realty Investment Trust	9,762,492	726,154	0	1,122,000	7,895,004	0	19,334	12/10	
12	J. W. "Bill" Marriott Jr.	Marriott International	9,620,869	1,253,063	0	2,268,419	2,875,083	2,875,300	349,004	12/10	
13	Mark S. Ordan	Sunrise Senior Living	8,734,500	652,500	3,325,000	1,625,000	0	3,132,000	0	12/10	
14	Malon Wilkus	American Capital	8,655,221	1,495,000	0	3,000,000	0	4,152,871	7,350	12/10	
15	Craig A. Dubow	Gannett	7,927,134	980,769	1,750,000	0	1,657,700	3,379,200	159,465	12/10	
16	Paul T. Hanrahan	AES	7,868,720	1,115,400	0	3,950,000	1,324,418	1,242,593	236,309	12/10	
17	A.L. Giannopoulos	Micros Systems	7,844,689	2,000,000	2,082,800	2,084,144	0	1,672,245	5,500	06/10	
18	W. Edward Walter	Host Hotels and Resorts	7,538,424	712,808	0	1,318,695	5,429,975	0	76,946	12/10	
19	Richard J. Hendrix	FBR Capital Markets	7,092,252	750,000	400,000	0	5,212,252	730,000	0	12/10	
20	Magid M. Abraham	ComScore	6,564,232	393,125	0	0	974,396	5,195,078	1,633	12/10	
21	Randall M. Griffin	Corporate Office Properties Trust	6,053,010	645,000	0	1,031,372	4,351,126	0	25,512	12/10	
22	Alfred C. Liggins III	Radio One	5,359,665	959,992	1,150,000	0	3,170,000 <sup>2</sup>	0	79,673	12/10	
23	Charles E. Haldeman Jr.	Freddie Mac	5,239,074	2,450,000	0	2,684,700	0	0	104,374	12/10	
24	Alfred E. Festa	W.R. Grace and Co.	5,211,959	936,000	0	1,454,110	0	2,660,000	161,849	12/10	
25	Walter P. Havenstein	SAIC	5,153,040	1,000,000	0	1,077,750	1,693,607	1,381,683	0	01/11	
26	Steven P. Dussek	NII Holdings	4,876,529	750,677	0	1,059,660	979,700	2,084,706	1,786	12/10	
27	Michael J. Williams	Fannie Mae	4,761,300	900,000	1,550,000	2,295,000	0	0	16,300	12/10	
28	Paul M. Cofoni	CACI International	4,677,003	727,300	0	1,756,226	1,999,840	0	193,637	06/10	
29	William T. Kerr <sup>3</sup>	Arbitron	4,655,043	769,231	0	1,000,000	2,014,397	845,481	25,934	12/10	
30	Stephen P. Joyce	Choice Hotels International	4,528,032	799,231	0	997,440	1,500,057	1,000,004	231,300	12/10	
31	John K. Welch	USEC	4,399,111	900,000	0	1,164,600	1,575,000	675,001	84,510	12/10	
32	David T. Blair	Catalyst Health Solutions	4,354,194	760,385	0	1,275,000	2,301,000	0	17,809	12/10	
33	Bryce Blair	AvalonBay Communities	4,317,909	823,368	0	1,268,501	1,408,984	584,084	232,972	12/10	
34	Ralph W. Shrader	Booz Allen Hamilton	4,196,148	1,162,500	0	1,559,145	0	0	1,474,503	03/10	
35	Kevin T. Parker	Deltek	4,075,780	530,000	0	406,075	2,067,500	1,070,286	1,919	12/10	
36	David Schaeffer	Cogent Communications Group	3,990,873	323,122	0	0	3,664,800	0	2,951	12/10	
37	Michael J. Saylor	MicroStrategy	3,974,553	875,000	0	1,932,000	0	0	1,167,553	12/10	
38	Richard E. Rudman	Vocus	3,973,722	400,000	0	393,250	1,568,405	1,544,706	67,361	12/10	
39	Michael L. Chasen	Blackboard	3,642,121	572,917	0	679,500	1,131,300	1,239,576	18,828	12/10	
40	George J. Pedersen	ManTech International	3,270,146	1,691,206	170,000	1,224,000	0	0	184,940	12/10	
41	Richard A. Montoni	Maximus	3,258,409	700,000	0	700,000	1,800,000	0	58,409	09/10	
42	Mark W. Brugger	DiamondRock Hospitality	3,007,796	600,000	0	870,750	1,500,000	0	37,046	12/10	
43	Hossein Fateh	DuPont Fabros Technology	3,002,250	242,308	0	787,500	875,000	875,007	222,435	12/10	
44	Michael A. Gerber	Farmer Mac	3,000,743	549,808	0	1,013,320	305,000	1,038,363	94,252	12/10	
45	Mihael H. Polymeropoulos	Vanda Pharmaceuticals	2,991,022	461,147	0	391,000	1,312,750	818,775	7,350	12/10	
46	Joseph M. Rigby	Pepco Holdings	2,963,996	881,667	0	0	1,941,743	0	140,586	12/10	
47	Joseph L. Cowan <sup>4</sup>	Online Resources	2,786,488	266,611	269,877	0	1,500,000	750,000	0	12/10	
48	Michael D. Barnello	LaSalle Hotel Properties	2,784,937	600,000	0	900,000	1,200,021	0	84,916	12/10	

Executive	Company	Title	Total compensation	Salary	Bonus	Performance incentives	Stock awards	Option awards	Other	End of FY
49	Sudhakar Kesavan	ICF International	\$2,760,616	\$597,131	\$0	\$581,260	\$1,063,287	\$499,965	\$18,973	12/10
50	Ronald J. Packard	K12	2,677,804	475,000	0	471,200	261,900	1,446,908	22,796	06/10
51	Fuad El-Hibri	Emergent BioSolutions	2,619,066	634,908	722,570	0	672,945	584,994	3,649	12/10
52	Michael R. Stanfield	Intersections	2,451,682	420,000	0	0	825,089	439,236	767,357	12/10
53	Andrew C. Florence	CoStar Group	2,433,071	456,560	0	350,559	871,174	745,416	9,362	12/10
54	Terry D. McCallister <sup>5</sup>	WGL Holdings	2,361,305	620,000	0	572,880	1,119,543	0	48,882	09/10
55	Lisa A. Hook <sup>6</sup>	Neustar	2,337,926	470,041	0	550,000	638,960	665,775	13,150	12/10
56	Peter D. Aquino <sup>7</sup>	Primus Telecommunications Group	2,203,005	175,417	133,918	657,996	1,192,625	28,428	14,621	12/10
57	Ronald W. Kaplan	Trex	2,200,622	500,000	0	626,250	500,000	500,000	74,372	12/10
58	Gary B. Smith	Ciena	2,164,517	650,000	0	0	1,491,920	0	22,597	10/10
59	Matthew M. O'Connell	GeoEye	2,113,950	474,808	140,000	441,788	538,731	448,597	70,026	12/10
60	Vincent D. Kelly	USA Mobility	2,066,727	600,000	0	721,809	721,791	0	23,127	12/10
61	Thomas L. Monahan III	Corporate Executive Board	2,002,146	641,250	0	850,000	500,000	0	10,896	12/10
62	Pradman P. Kaul	Hughes Communications <sup>8</sup>	1,982,225	707,231	105,000	595,000	0	410,327	164,667	12/10
63	William P. Angrick III	Liquidity Services	1,926,759	395,000	0	477,358	544,005	499,708	10,688	09/10
64	David W. Thompson	Orbital Sciences	1,884,427	640,000	0	576,000	639,450	0	28,977	12/10
65	John C. Burris	Sourcefire	1,862,569	400,000	0	483,200	547,377	423,912	8,080	12/10
66	William M. Walker	Walker & Dunlop	1,740,606	405,303	405,303	430,000	495,500	0	4,500	12/10
67	Maurice B. Tose	TeleCommunication Systems	1,713,481	519,919	0	209,093	0	900,621	83,848	12/10
68	Douglas J. Donatelli	First Potomac Realty Trust	1,656,880	397,800	0	460,000	624,790	0	174,290	12/10
69	Robert S. Silberman	Strayer Education	1,549,800	665,000	875,000	0	0	0	9,800	12/10
70	Jon E. Bortz	Pebblebrook Hotel Trust	1,538,846	300,000	600,000	0	605,735	0	33,111	12/10
71	Matthew J. Desch	Iridium Communications	1,427,702	675,000	0	729,000	0	0	23,702	12/10
72	Stanton D. Sloane	SRA International <sup>9</sup>	1,410,353	680,000	0	626,441	0	84,537	19,375	06/10
73	Maurice A. Gauthier	VSE	1,365,977	500,000	0	400,009	291,673	0	174,295	12/10
74	Seth Grae	Lightbridge	1,332,733	397,963	200,141	0	191,873	519,523	23,233	12/10
75	Roberta Lipson	Chindex International	1,311,679 <sup>10</sup>	284,956	150,000	41,286	668,250	43,200	123,987	12/10
76	Steven A. Museles <sup>11</sup>	CapitalSource	1,301,080	650,000	650,000	0	0	0	1,080	12/10
77	James J. Pieczynski <sup>12</sup>	CapitalSource	1,301,080	650,000	650,000	0	0	0	1,080	12/10
78	George F. McKenzie	Washington Real Estate Investment Trust	1,288,668	414,375	0	491,449	276,238	0	106,606	12/10
79	John F. Hillen III	Sotera Defense Solutions <sup>13</sup>	1,283,623	399,171	84,706	181,496	327,400	290,790	60	12/10
80	James P. Regan	Dynamics Research	1,130,951	492,589	0	522,680	0	63,348	52,334	12/10
81	Bernard H. Clineburg	Cardinal Financial	992,067	476,731	375,000	0	50,000	25,968	64,368	12/10
82	Alex P. Hart <sup>14</sup>	Tier Technologies	975,341	38,462	100,000	0	0	830,560	6,319	09/10
83	Charles K. Narang	NCI	973,439	521,884	0	426,573	0	0	24,982	12/10
84	Scott N. Greenberg	GP Strategies	868,519	377,125	25,200	74,800	0	381,096	10,298	12/10
85	Ronald D. Paul	Eagle Bancorp	843,185	542,000	0	271,000	0	0	30,185	12/10
86	Ryuji Ueno	Sucampo Pharmaceuticals	835,891	561,976	0	271,215	0	0	2,700	12/10
87	Michael Tessler	BroadSoft	792,497	300,000	150,000	200,000	142,497	0	0	12/10
88	Daniel J. Schridder	Sandy Spring Bancorp	684,742	450,000	0	7,975	202,500	0	24,267	12/10
89	Edward H. Bersoff <sup>15</sup>	ATS	671,163	425,000	159,375	0	61,250	0	25,538	12/10
90	Henry H. Graham Jr.	TNS	640,321	621,850	0	0	0	0	18,471	12/10
91	Christopher Clemente	Comstock Homebuilding Cos.	548,000	274,000	0	0	0	0	274,000	12/10
92	Nicholas Schacht	Learning Tree International	540,294	399,500	0	0	118,875	0	21,919	09/10
93	Leonard E. Moodispaw	KEYW	538,684	348,080	131,300	0	0	0	59,304	12/10
94	Peter A. Converse	Virginia Commerce Bancorp	461,264	429,000	0	0	0	0	32,264	12/10
95	Donald E. Graham	The Washington Post	412,740	400,000	0	0	0	0	12,740	12/10
96	Rainer H. Bosselmann	Argan	405,500	200,000	125,000	0	0	79,300	1,200	01/11
97	Claire L. Kruger	Spherix	405,000	270,000	0	135,000	0	0	0	12/10
98	Paul G. Casner Jr.	Integral Systems <sup>16</sup>	398,700	387,000	0	0	0	0	11,700	09/10
99	Sterling Phillips <sup>17</sup>	GTSI	219,130	25,000	0	0	0	194,130	0	12/10
100	B. Francis Saul II	Saul Centers	214,902	125,000						