

Captains of industry

Top North America-based automotive CEOs ranked by 2012 total compensation

Green = automaker; blue = supplier; red = dealership group; orange = automotive services

Rank	Name (age)	Company	2012 total compensation	2011 total compensation	2012 base salary	2012 bonus & incentive plan compensation	2012 stock option gains	2012 stock award gains	2012 other	Retirement pay accumulated pension benefits	2012 deferred compensation balance
1	Alan Mulally (67)	Ford Motor Co.	\$68,443,381	\$68,247,702	\$2,000,000	\$3,950,000	\$467,790	\$61,344,782	\$680,809	0	\$937,959
2	Alexander Cutler (61)	Eaton	36,056,678	25,843,396	1,200,000	1,650,480	10,902,379	10,746,306	11,557,513	\$22,073,886	945,960
3	Charles Bunch (63)	PPG Industries	31,972,707	19,659,028	1,280,000	4,000,000	7,688,736	18,408,460	595,511	19,903,065	5,182,850
4	Timothy Manganello† (63)	BorgWarner	24,722,857	39,266,511	1,226,250	3,375,000	0	19,347,143	774,464	0	23,770,865
5	Donald Walker (56)	Magna International	19,990,550	17,088,200	325,000	8,059,420	5,856,780	5,372,940	376,410	0	0
6	John Plant (58)	TRW Automotive	19,694,837	29,720,395	1,974,230	5,346,000	6,156,248	5,611,265	607,094	30,892,900	2,646,469
7	Timothy Maint† (55)	Jabil Circuit	16,375,257	7,581,039	1,100,000	1,273,800	1,421,811	12,577,500	2,146	0	0
8	Ellen Kullman (57)	DuPont	16,000,521	9,733,727	1,389,833	1,915,000	0	12,262,314	433,374	14,901,319	3,572,279
9	Michael Jackson (64)	AutoNation	13,860,565	15,725,832	1,150,000	2,055,126	10,475,687	0	179,752	0	72,949
10	Roy Armes (60)	Cooper Tire & Rubber	13,134,880	1,083,259	1,002,213	3,045,074	7,272,176	1,440,752	374,665	185,189	2,854,172
11	Richard Kramer (49)	Goodyear Tire & Rubber	11,178,854	8,189,098	1,033,333	9,304,867	2,347	780,458	57,849	9,286,356	125,711
12	James Griffith (59)	Timken	10,651,459	8,891,724	1,090,000	3,132,184	5,212,712	1,026,869	189,694	16,615,000	1,138,294
13	Dinesh Paliwal (55)	Harman International Industries	10,252,003	5,298,902	1,186,828	4,774,052	1,303,491	2,873,701	113,931	9,496,460	0
14	Thomas Folliard (48)	CarMax	10,175,725	4,933,608	1,086,154	1,203,088	5,462,600	2,140,743	283,140	1,521,611	669,174
15	Earl Hesterberg (59)	Group 1 Automotive	9,647,514	5,810,025	1,000,000	1,250,000	0	7,155,430	242,084	0	2,422,852
16	Craig Monaghan (56)	Asbury Automotive Group	9,544,921	N.A.	750,000	1,035,000	6,249,049	1,489,957	20,915	0	0
17	Stephen Roell (62)	Johnson Controls	8,750,671	14,222,280	1,470,000	4,128,000	0	2,735,510	417,161	28,694,033	8,287,963
18	Roger Wood (49)	Dana Corp.	8,143,842	N.A.	950,000	2,080,000	0	2,175,999	2,937,843	0	267,517
19	Mark O'Neil (53)	DealerTrack	6,999,442	5,638,080	545,350	420,750	4,872,246	1,152,910	8,186	0	0
20	Gregg Sherrill (60)	Tenneco	6,865,520	6,377,320	1,012,748	3,565,738	0	1,947,158	339,876	0	1,419,800
21	Jan Carlson (52)	Autoliv	6,689,667	3,675,596	1,297,134	242,045	3,237,708	1,353,800	558,980	310,330	0
22	Matthew Simoncini (51)	Lear	5,823,648	N.A.	1,182,500	2,379,970	0	2,053,105	208,073	350,722	723,596
23	Thomas Linebarger* (50)	Cummins	5,680,984	N.A.	1,162,500	2,998,563	0	1,442,121	77,800	12,609,367	1,327,612
24	E. Scott Santi* (51)	Illinois Tool Works	4,754,105	N.A.	522,794	1,208,022	1,367,624	1,609,678	45,987	2,415,323	1,470,206
25	Thomas Lynch (58)	TE Connectivity	4,671,012	6,137,015	1,000,000	1,062,500	0	2,225,217	383,295	0	3,678,625
26	Roger Penske (76)	Penske Automotive Group	3,631,420	3,024,303	1,200,000	0	0	2,222,084	209,336	0	0
27	O. Bruton Smith (86)	Sonic Automotive	3,377,105	3,163,110	1,127,500	1,409,583	126,000	615,772	98,250	0	0
28	Bryan DeBoer* (47)	Lithia Motors	3,172,272	N.A.	741,333	1,055,520	954,234	201,120	220,065	0	291,553
29	David Dauch* (49)	American Axle & Manufacturing	2,742,873	N.A.	873,333	1,749,600	0	52,245	67,695	1,622,576	301,238
30	John Corey (65)	Stoneridge	2,662,625	1,667,593	700,000	156,757	0	1,715,704	90,164	0	0
31	Thomas Burke (55)	Modine Manufacturing	2,105,994	2,446,828	740,000	577,368	236,526	447,385	104,715	0	304,423
32	Timothy Leuliette* (63)	Visteon	2,056,918	N.A.	450,000	1,495,413	0	0	111,505	0	65,699
33	Daniel Akerson (64)	General Motors	1,770,149	1,755,514	1,700,000	0	0	0	70,149	0	13,824,706
34	Steven Borick (60)	Superior Industries International	1,548,575	2,270,455	850,000	591,023	0	0	107,552	2,802,861	0
35	James Hallett (60)	KAR Auction Services	1,413,895	1,475,278	816,000	559,025	0	0	38,870	0	0

Note: Reflects 2012 executive titles and data † Former CEO (or planning to leave) N.A. = Not available *New CEO

Source: Equilar Inc., equilar.com

Top senior executives

Company Name (age)	Title	2012 total compensation	2011 total compensation	2012 base salary	2012 bonus & incentive plan compensation	2012 stock option gains	2012 stock award gains	2012 other	2012 accumulated pension benefits	2012 deferred compensation balance
Ford										
Robert Shanks (60)	EVP & CFO	\$2,867,172	N.A.	\$700,000	\$790,000	0	\$1,313,124	\$64,048	\$7,407,897	\$75,327
William Clay Ford Jr. (56)	Executive Chairman	21,128,918	\$47,397,258	2,000,000	1,125,000	0	16,235,413	1,768,505	16,429,136	135,053
Mark Fields (52)	COO	9,049,552	12,304,174	1,385,833	2,340,000	\$412,624	4,784,272	126,823	10,353,010	216,729
James Farley (51)	EVP, Global Marketing	8,910,885	N.A.	707,500	655,000	3,363,765	2,382,596	1,802,024	0	205,279
GM										
Daniel Ammann (41)	SVP & CFO	781,810	1,368,256	750,000	0	0	0	31,810	4,141	5,331,516
Stephen Girsky (51)	Vice Chairman	634,578	624,583	600,000	0	0	0	34,578	8,243	8,068,767
Mary Barra (51)	SVP, Global Product Development	778,445	N.A.	750,000	0	0	0	28,445	1,649,241	5,170,498
Timothy Lee (62)	VP & President, Int'l Operations	1,369,851	N.A.	750,000	0	0	0	619,851	5,443,168	6,262,619

Note: Reflects 2012 executive titles and data

Source: Equilar Inc., equilar.com