

# Automotive News/Equilar CEO Compensation Study

U.S.-based automotive CEOs ranked by 2017 total compensation

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

Rank	Name (age)	Company	2017 total compensation	2016 total compensation	2017 base salary	2017 bonus & incentive plan compensation	2017 stock option gains	2017 stock award gains	2017 other	Retirement pay 2017 accumulated pension benefits	2017 deferred compensation balance
1	<b>Matthew Simoncini (56)†</b>	Lear	<b>\$32,379,997</b>	\$28,437,839	\$1,354,500	\$3,792,600	0	\$26,408,563	\$824,334	\$451,961	\$10,791,859
2	<b>Mary Barra (56)</b>	General Motors	<b>\$25,870,019</b>	\$11,889,275	\$2,100,000	\$4,956,000	0	\$17,952,336	\$861,683	\$2,059,514	\$1,743,016
3	<b>E. Scott Santi (56)</b>	Illinois Tool Works	<b>\$20,041,201</b>	\$14,666,385	\$1,253,684	\$6,112,840	\$8,328,636	\$4,205,002	\$141,039	\$10,250,134	\$4,120,203
4	<b>James Verrier (55)†</b>	BorgWarner	<b>\$13,733,143</b>	\$7,174,343	\$1,260,000	\$3,780,000	0	\$8,230,822	\$462,321	\$235,394	\$3,330,774
5	<b>Terrence Curtin*</b>	TE Connectivity	<b>\$11,839,577</b>	N.A.	\$1,024,231	\$2,239,875	\$6,175,282	\$2,130,984	\$269,205	0	\$7,022,054
6	<b>Jeffrey Edwards</b>	Cooper-Standard Holdings	<b>\$10,047,986</b>	\$10,894,646	\$998,077	\$616,000	\$5,915,507	\$2,237,118	\$281,284	0	\$1,216,450
7	<b>Tom Linebarger (55)</b>	Cummins	<b>\$9,106,959</b>	\$6,347,662	\$1,375,000	\$5,662,700	0	\$1,989,037	\$80,222	\$26,516,231	\$5,199,863
8	<b>George Oliver</b>	Johnson Controls International	<b>\$9,023,044</b>	N.A.	\$1,250,000	\$2,449,142	0	\$4,977,733	\$346,169	0	\$1,438,711
9	<b>William Nash (49)</b>	CarMax	<b>\$8,362,464</b>	N.A.	\$1,031,721	\$1,568,687	\$4,950,092	\$621,896	\$190,068	\$323,001	\$1,307,834
10	<b>James Hackett (63)*</b>	Ford Motor	<b>\$7,293,793</b>	N.A.	\$1,344,333	\$4,600,000	0	\$928,489	\$420,971	0	\$362,396
11	<b>David Dauch (54)</b>	American Axle & Manufacturing	<b>\$7,291,322</b>	\$8,601,522	\$1,150,000	\$2,819,000	0	\$3,235,340	\$86,982	\$7,406,643	\$482,471
12	<b>Richard Kyle (52)</b>	Timken	<b>\$7,188,527</b>	\$1,693,460	\$900,000	\$1,477,656	\$149,778	\$4,301,530	\$359,563	\$5,690,000	\$229,223
13	<b>Mark Mondello (53)</b>	Jabil	<b>\$6,769,455</b>	\$3,021,757	\$1,100,000	\$2,813,250	\$706,200	\$2,139,205	\$10,800	0	0
14	<b>Brian Kessler*</b>	Tenneco	<b>\$6,512,803</b>	N.A.	\$970,479	\$944,912	0	\$4,313,002	\$284,410	0	\$158,691
15	<b>James Hallett (65)</b>	KAR Auction Services	<b>\$6,509,037</b>	\$14,936,392	\$900,000	\$1,355,361	0	\$4,211,937	\$41,739	0	0
16	<b>Roger Penske (81)</b>	Penske Automotive Group	<b>\$6,252,304</b>	\$6,088,380	\$1,375,000	0	0	\$4,444,813	\$432,491	0	0
17	<b>Donald Stebbins (60)</b>	Superior Industries International	<b>\$5,936,641</b>	\$1,824,441	\$900,000	\$720,000	0	\$4,291,407	\$25,234	0	0
18	<b>Jeffrey Brown (45)</b>	Ally Financial	<b>\$5,864,005</b>	\$4,699,598	\$1,000,000	\$2,700,000	0	\$2,130,673	\$33,332	0	\$41,590
19	<b>James Kamsickas (51)</b>	Dana	<b>\$5,814,452</b>	\$4,634,851	\$1,122,500	\$2,522,160	0	\$1,749,982	\$419,810	0	\$880,104
20	<b>Richard Kramer (54)</b>	Goodyear Tire & Rubber	<b>\$5,548,676</b>	\$13,748,236	\$1,300,000	\$1,305,598	0	\$2,797,917	\$145,161	\$20,668,947	\$171,596
21	<b>Bryan DeBoer (52)</b>	Lithia Motors	<b>\$5,303,937</b>	\$9,278,428	\$1,000,000	\$2,055,000	0	\$1,916,368	\$332,569	0	\$2,738,170
22	<b>Earl Hesterberg (64)</b>	Group 1 Automotive	<b>\$5,045,143</b>	\$5,110,385	\$1,100,000	\$485,833	0	\$3,255,760	\$203,550	0	\$6,334,550
23	<b>Thomas Burke (61)</b>	Modine Manufacturing	<b>\$4,880,745</b>	\$2,863,816	\$924,000	\$1,339,800	\$1,143,980	\$1,407,536	\$65,429	0	\$921,820
24	<b>Craig Arnold</b>	Eaton	<b>\$4,814,621</b>	N.A.	\$1,125,002	\$2,293,117	\$172,083	\$1,184,556	\$39,863	\$11,464,496	0
25	<b>Michael McGarry (60)</b>	PPG Industries	<b>\$4,673,133</b>	\$4,731,162	\$1,212,500	\$1,855,600	0	\$1,432,845	\$172,188	\$11,192,456	\$1,238,288
26	<b>Troy Clarke (63)</b>	Navistar International	<b>\$4,659,421</b>	\$1,649,436	\$1,000,000	\$1,497,500	0	\$1,980,327	\$181,594	\$5,965,738	\$652,235
27	<b>Sachin Lawande (51)</b>	Visteon	<b>\$4,559,457</b>	\$3,832,159	\$1,030,000	\$1,416,250	\$616,125	\$934,727	\$562,355	0	\$1,152,572
28	<b>Craig Monaghan (61)†</b>	Asbury Automotive Group	<b>\$4,330,884</b>	\$3,976,769	\$1,000,000	\$1,125,000	0	\$2,184,789	\$21,095	0	0
29	<b>Jan Carlson (58)†</b>	Autoliv	<b>\$4,231,408</b>	\$4,484,826	\$1,710,065	\$1,103,743	0	\$657,869	\$759,731	\$309,013	0
30	<b>Michael Jackson (69)</b>	AutoNation	<b>\$4,058,365</b>	\$3,384,218	\$1,250,000	\$2,675,000	0	0	\$133,365	0	\$783,208
31	<b>Chip Perry (64)</b>	TrueCar	<b>\$4,055,139</b>	\$2,147,755	\$800,000	\$195,488	0	\$2,576,775	\$482,876	0	0
32	<b>B. Scott Smith</b>	Sonic Automotive	<b>\$3,746,371</b>	\$3,715,952	\$1,090,733	\$1,223,299	0	\$1,248,086	\$184,253	0	0
33	<b>Jeffrey Williams*</b>	America's Car-Mart	<b>\$2,925,908</b>	N.A.	\$401,609	0	\$2,487,900	0	\$36,399	0	0
34	<b>Fred Bauer (75)†</b>	Gentex	<b>\$2,889,396</b>	\$2,857,272	\$583,890	\$218,571	\$1,966,408	0	\$120,527	0	0
35	<b>Bradley Hughes</b>	Cooper Tire & Rubber	<b>\$2,867,842</b>	N.A.	\$927,791	\$412,422	0	\$1,353,832	\$173,797	0	\$475,381
36	<b>Ramzi Hermiz</b>	Shiloh Industries	<b>\$2,525,475</b>	\$1,023,637	\$853,846	\$1,160,000	0	\$491,929	\$19,700	0	0
37	<b>Edward Breen</b>	DowDuPont	<b>\$2,191,952</b>	N.A.	\$643,600	\$1,472,686	0	0	\$75,666	0	\$100,800
38	<b>Jonathan DeGaynor (52)</b>	Stoneridge	<b>\$1,875,635</b>	\$1,296,584	\$615,000	\$832,095	0	\$402,132	\$26,408	0	0
39	<b>Elon Musk (47)</b>	Tesla	<b>\$49,920</b>	\$1,340,149,856	\$49,920	0	0	0	0	0	0

Note: Reflects 2017 executive data from SEC filings by publicly traded companies

†Former CEO (or planning to leave)

\*New CEO

N.A. = Not available

Source: Equilar Inc., equilar.com

## Ford and GM top executives

Name (age)	Title	2017 total compensation	2016 total compensation	2017 base salary	2017 bonus & incentive plan compensation	2017 stock option gains	2017 stock award gains	2017 other	Retirement pay 2017 accumulated pension benefits	2017 deferred compensation balance
<b>Ford</b>										
<b>William Clay Ford Jr. (61)</b>	Executive chairman	<b>\$9,210,438</b>	\$30,111,503	\$1,650,000	\$1,000,000	0	\$5,042,897	\$1,517,541	\$24,704,180	\$518,730
<b>James Farley (56)</b>	EVP & president, global markets	<b>\$6,779,606</b>	\$5,160,934	\$973,417	\$1,200,000	0	\$2,113,587	\$2,492,602	0	\$715,022
<b>Joseph Hinrichs (51)</b>	EVP & president, global operations	<b>\$4,608,577</b>	\$4,138,700	\$1,081,000	\$1,087,000	0	\$2,332,799	\$107,778	\$5,665,863	\$325,957
<b>Robert Shanks (65)</b>	EVP & CFO	<b>\$4,482,835</b>	\$3,773,102	\$879,750	\$1,194,750	0	\$2,309,764	\$98,571	\$10,935,006	\$248,532
<b>GM</b>										
<b>Mark Reuss (54)</b>	EVP, global product development	<b>\$13,569,169</b>	\$5,855,080	\$1,200,000	\$1,770,000	\$1,222,211	\$9,032,512	\$344,446	\$1,487,413	\$795,468
<b>Daniel Ammann (46)</b>	President	<b>\$12,151,843</b>	\$7,232,037	\$1,450,000	\$2,138,800	0	\$8,206,125	\$356,918	0	\$640,999
<b>Charles Stevens III (58)</b>	EVP & CFO	<b>\$10,794,288</b>	\$4,882,155	\$1,100,000	\$1,622,500	\$3,278,227	\$4,477,131	\$316,430	\$1,615,738	\$782,634
<b>Karl-Thomas Neumann (57)</b>	EVP & president, Europe	<b>\$10,679,331</b>	N.A.	\$916,936	\$3,276,317	\$808,339	\$5,665,176	\$12,563	\$490,007	0
<b>Alan Batey (55)</b>	EVP & president, North America	<b>\$9,158,009</b>	\$4,428,753	\$1,025,000	\$1,447,800	\$1,573,702	\$4,824,134	\$287,373	\$2,819,994	\$664,358

Note: Reflects 2017 executive data from SEC filings by publicly traded companies

N.A. = Not available

Source: Equilar Inc., equilar.com