



# CEO Pay Ratios by State



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# Days of CEO Pay

## The MyLoGIQ State Pay Ratio and Internal Pay Ratios for the S&P 500

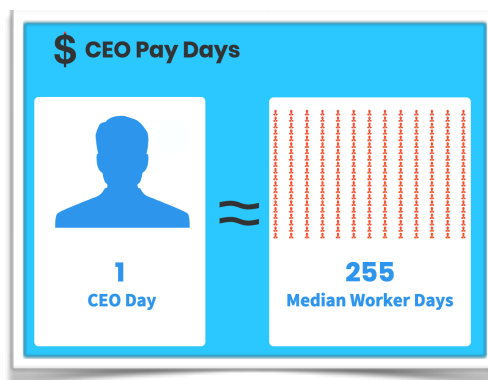
How would you like to work one to two days a year and make a year's worth of salary? That's what most CEOs of S&P 500 companies do to make the median salary of workers in their home states, according to the latest figures available from the Bureau of Labor Statistics for 2016.

MyLoGIQ reviewed the 165 S&P 500 companies that have filed their 2018 annual proxy reports with the SEC from July 1, 2017 to March 16, 2018. We looked at the 2017 pay of the **167** CEOs of these companies and found that **145** of them had to work less than one day to make the annual salary of the median worker in the state where their company is headquartered.

We expect another 135 companies to file by the end of March and will update this first in a series of pay ratio reports periodically. It serves as the first ever comprehensive analysis of not only internal pay ratios between employees and their CEOs but also the MyLoGIQ state median employee pay ratio.

105 of these 165 companies are subject to the new SEC pay ratio disclosure requirement under rules adopted pursuant to the Dodd-Frank Act of 2010. Under the pay ratio rule, companies are required to calculate and disclose the median of the total compensation paid to its employees, as well as the ratio of the total compensation paid to the median employee as compared to the total compensation paid to the CEO. Only 75 have disclosed their internal pay ratios so far.

Below are some highlights of our findings.



One  
Hour  
in  
Ohio  
&  
Two  
in  
CA  
and  
NC

2.5  
Hours  
Disney

- **Half a Day** - 13 of those 167 CEOs had to work less than half a day to earn the median salary of their state headquarters which ranged from \$30,000 in Arkansas to \$47,000 in Massachusetts. Or, in other words, by lunchtime they had earned what it took someone else all year to earn.
- **1-2.5 Days** - Another 66 CEOs had to work between a day and 2.5 days to earn the median salary of their state.
- **1 Hour Ohio** - With earnings of \$61 million in 2017, Ohio-based aerospace company TransDigm's CEO Nicholas Howley had a MyLoGIQ pay ratio of 1706 meaning he earned more than 1700 times the \$36,000 median salary made by employees in Ohio in 2017. To put it another way, in one hour Mr. Howley earned what the median Ohio employee would make in 2,040 hours.
- **Less Than 2 Hours North Carolina** - Ari Bousbib, the CEO of Iqvia, the North Carolina health information company, had the next highest MyLoGIQ pay ratio for 2017 at 1121. He earned \$38 million. The 2017 median salary in North Carolina was \$34,000. Mr. Bousbib had to work less than two hours to earn what the median worker made all year.
- **2 Hours California** - Other top earners were the Oracle co-CEOs Mark Hurd and Safra Catz who both earned \$41 million in 2017. Their MyLoGIQ pay ratio was 997 and 995, respectively. Both had to work less than two hours to make what the median California employee made last year, which was \$41,000.
- **3 Hours New York and Texas** - The Pfizer CEO Ian Read earned \$28 Million in 2017 meaning that he had a MyLoGIQ ratio of 653 when compared to the median salary in New York of \$43,000. In just three hours, he made what the median New York employee made in a year. The same was true for the AT&T CEO Randall Stephenson in Texas. His MyLoGIQ ratio was 809 meaning he earned \$29 million compared to the \$35,500 that other Texans earned.
- **3 Hours Kentucky** - Another healthcare company, Humana of Kentucky, paid its CEO Bruce Broussard \$20 million in 2017 giving it a MyLoGIQ pay ratio of 596. The 2017 median salary in Kentucky was \$33,000. As a result, Mr. Broussard had to work a little over three hours to earn the annual salary of the median worker.
- **2.5 Hours Disney** - Disney's CEO, Michael Igor, made \$36 million in 2017, which gave him a MyLoGIQ pay ratio of 886. He had to work about two and half hours to make the \$41,000 annual salary of a median California employee.

## 5 Hours

- **5 Hours Sherwin Williams** - The paint company's CEO, M.J.G. Morikis, made \$13 million in 2017, which gave him a MyLoGIQ pay ratio of 378. He had to work about five hours to make the \$36,000 annual salary of a median Ohio employee.

- **6.5 Hours Apple** - Tim Cook, the Apple CEO, took home \$13 million last year meaning that his MyLoGIQ pay ratio was 313 times the median California salary of \$41,000. He had to work about 6.5 hours to make \$41,000.

- **1 Day Starbucks** - Starbucks paid its new CEO. Kevin Johnson, \$11.5 million last year. This gives him a MyLoGIQ pay ratio of 264 compared to the median Washington state salary of \$43,000, which took him one day to earn in 2017.

## 1.7 Days in CA

- **2.5 Days** - On the other end of the spectrum was the AutoZone CEO William Rhodes whose MyLoGIQ pay ratio was 102. He made \$3 million last year compared to the Tennessee median salary of \$33,000, which meant he had to work 2.5 days to earn what the median Tennessee employee made.

- **1.7 Days** - Another CEO on the lower end was Symantec's Greg Clark who took home \$6 million in 2017, which gave him a MyLoGIQ ratio of 148, meaning he had to work 1.7 days to earn the median California salary of \$41,000.

## Company Disclosed Pay Ratios

As noted above and as of March 16, 2018, 75 S&P 500 companies have disclosed their internal pay ratios as required by the SEC. The internal pay ratio compares a CEO's total compensation with that company's median employee salary.

We've identified some noteworthy items from the disclosed pay ratios below.

## 15 to 452

- **15 to 452** - The internal pay ratios for these 75 companies range from 15:1 to 452:1.

- **\$30 Million vs \$66,000** - Johnson & Johnson at 452 had the highest disparity between its CEO and its median employee based on its disclosed internal pay ratio. Alex Gorsky, the J&J CEO, made \$30 million compared to the \$66,000 his median employee made.

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to  
1

- **\$859,000 vs \$57,500** - JB Hunt Transportation was more equitable with a disclosed internal pay ratio of 15:1. Specifically, the JB Hunt CEO John Roberts made \$859,000 compared to the company's median employee pay of \$57,500.
- **91:1 for Ketchup** - Bernard Hees, the CEO of Pennsylvania's Kraft Heinz, had an internal pay ratio of 91:1, which means his median employee made \$46,000 to his \$4 million.
- **183:1 for Daily Cereal Maker** - Michigan-based Kellogg's CEO Steve Cahillane made \$7 million compared to \$41,000 for his median employee. His disclosed internal pay ratio was 183:1.
- **140:1 for Coke** - James Quincey, the Coca Cola CEO in Georgia, made \$11 million compared to \$47,500 for a ratio of 140:1.
- **1121 External vs 388 Internal for Iqvia** - While Iqvia reported an internal pay ratio of 388 for its CEO, the MyLoGIQ external pay ratio comparing what the North Carolina based CEO makes compared to the median worker there is 1121.
- **154 to 250 for Banking** - Bank of America's internal CEO pay ratio was reported as 250:1, while US Bank was 154:1.
- **148:1 for Cable** - Charter Communications' internal CEO pay ratio was 148:1. Its CEO Tom Rutledge made nearly \$8 million compared to his employees' median salary of \$53,000.
- **206:1 for Tires** - Goodyear Tire's CEO made almost \$11 million compared to his median employees' salary of \$53,000, giving him an internal pay ratio of 206. His external MyLoGIQ pay ratio is 303 when you compare his salary to the median Ohio salary of \$36,000.
- **369 Internal vs 416 MyLoGIQ for Citigroup** - Michael Corbat, Citigroup's CEO, has an internal pay ratio of 369. In comparison, his MyLoGIQ external pay ratio for his headquarters state of NY is 416, reflecting the relatively high median wages of \$43,000 in NY for all employees. He made nearly \$18 million while his median employees' salary was \$48,000.

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to  
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## MyLoGIQ 2017 Pay Ratio by State

	State	MyLoGIQ Ratio Average	# of Companies	Median State Salary	Notable Items
1)	Alabama	396	1	\$32,000	<ul style="list-style-type: none"> <li>The Regions Financial CEO earned \$12.7 million.</li> </ul>
2)	Arizona	206	1	\$35,500	
3)	Arkansas	162	2	\$30,000	
4)	California	378	32	\$41,000	<ul style="list-style-type: none"> <li>The Oracle co-CEOs earned \$41 million each.</li> <li>The Disney CEO earned \$36 million.</li> </ul>
5)	Colorado	278	3	\$40,000	
6)	Connecticut	288	4	\$45,000	
7)	Delaware	424	1	\$38,000	<ul style="list-style-type: none"> <li>Incyte's CEO earned \$16 million.</li> </ul>
8)	Florida	337	6	\$33,000	
9)	Georgia	273	8	\$34,500	
10)	Idaho	469	1	\$33,000	<ul style="list-style-type: none"> <li>Micron Technology's CEO earned \$15 million.</li> </ul>
11)	Illinois	296	9	\$38,500	
12)	Indiana	183	1	\$34,000	
13)	Iowa	232	1	\$35,000	
14)	Kentucky	431	2	\$33,000	
15)	Louisiana	410	1	\$32,000	<ul style="list-style-type: none"> <li>Entergy's CEO earned \$13 million.</li> </ul>
16)	Maryland	338	3	\$43,000	
17)	Massachusetts	238	6	\$47,000	

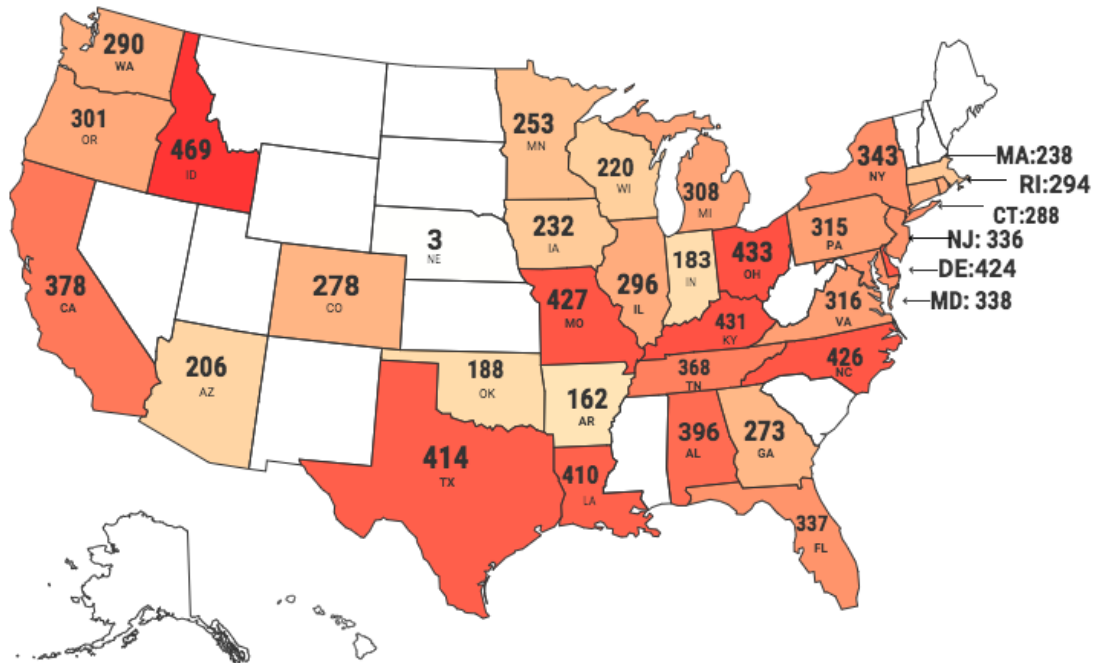
18)	Michigan	308	5	\$36,000	
19)	Minnesota	253	7	\$40,000	
20)	Missouri	427	5	\$34,000	
21)	Nebraska	3	1	\$35,000	<ul style="list-style-type: none"> <li>Warren Buffett's notable \$100,000 annual Berkshire Hathaway salary provides Nebraska the lowest MyLoGIQ pay ratio in the nation.</li> </ul>
22)	New Jersey	336	7	\$42,000	
23)	New York	343	20	\$43,000	<ul style="list-style-type: none"> <li>NY CEOs earned from \$4 million to \$28 million.</li> </ul>
24)	North Carolina	426	8	\$34,000	<ul style="list-style-type: none"> <li>Three NC CEOs earned more than \$19 million.</li> </ul>
25)	Ohio	433	13	\$36,000	<ul style="list-style-type: none"> <li>The TransDigm CEO earned \$61 million.</li> </ul>
26)	Oklahoma	188	1	\$33,000	
27)	Oregon	301	2	\$38,000	
28)	Pennsylvania	315	6	\$37,000	
29)	Rhode Island	294	2	\$40,000	
30)	Tennessee	368	3	\$33,000	<ul style="list-style-type: none"> <li>The FedEx CEO earned \$15.6 million.</li> </ul>
31)	Texas	414	13	\$35,500	<ul style="list-style-type: none"> <li>Five TX CEOs earned more than \$15 million.</li> </ul>
32)	Virginia	316	3	\$39,000	
33)	Washington	290	5	\$43,500	
34)	Wisconsin	220	3	\$36,500	



# MyLoGIQ S&P 500 Pay Ratios 2017

by State

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## Methodology

The methodology for developing the MyLoGIQ pay ratio was to take total compensation for the CEO and compare it to the median salary of all workers across all job classifications in a state, based on 2016 U.S. Bureau of Labor Statistics (BLS) data.

CEO pay consists of total compensation of cash and equity as reported in a company's annual proxy filing with the SEC.

The work year for 2017 had 255 days.



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