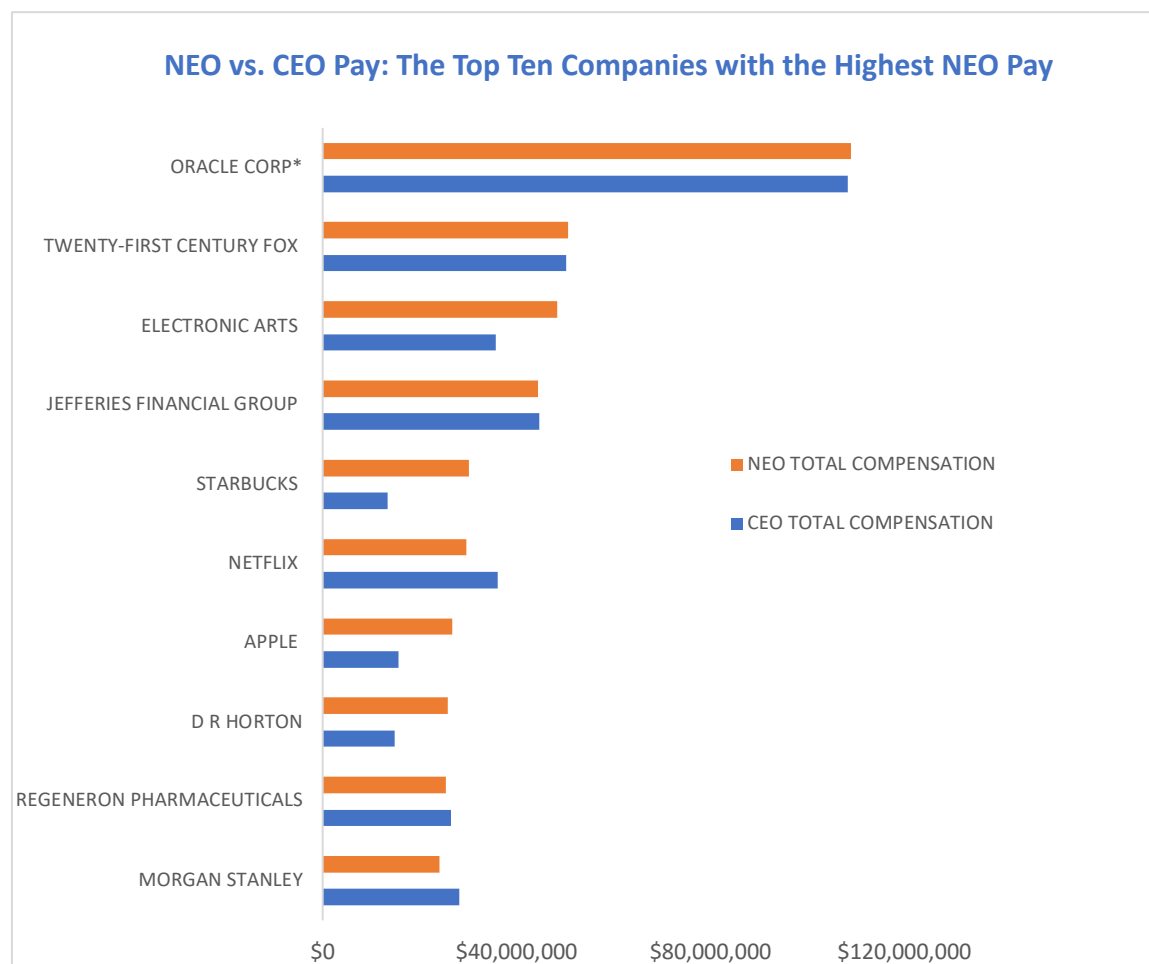


# Top 10 NEO Pay in 2018

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**CEOs Not the Only Ones Making Millions** – It’s not uncommon for companies to pay key non-CEO executives millions of dollars. However, there is an elite group of executives in the S&P 500 who make more than or as much as their CEOs.



**Who Are These Top 10 NEO Earners** – Not surprisingly, some of the biggest NEO paychecks go to executives at technology firms, like Oracle, Apple, and Netflix.

COMPANY NAME	CEO	CEO TOTAL COMPENSATION	NEO	NEO EXECUTIVE POSITION	NEO TOTAL COMPENSATION
ORACLE CORP*	MARK HURD & SAFRA KATZ	\$108,295,023	LARRY ELLISON	CHAIRMAN AND CHIEF TECHNOLOGY OFFICER	\$108,931,643
TWENTY-FIRST CENTURY FOX	JAMES MURDOCH	\$50,263,861	LACHLAN MURDOCH	EXECUTIVE CHAIRMAN	\$50,669,731
ELECTRONIC ARTS	ANDREW WILSON	\$35,728,764	PATRICK SODERLUND	EXECUTIVE VICE PRESIDENT, EA WORLDWIDE STUDIOS	\$48,385,837
JEFFERIES FINANCIAL GROUP	RICHARD HANDLER	\$44,674,213	BRIAN FRIEDMAN	PRESIDENT	\$44,367,629
STARBUCKS	KEVIN JOHNSON	\$13,382,480	HOWARD SCHULTZ	EXECUTIVE CHAIRMAN	\$30,181,610
NETFLIX	REED HASTINGS	\$36,080,417	THEODORE SARANDOS	CHIEF CONTENT OFFICER	\$29,647,471
APPLE	TIMOTHY D COOK	\$15,682,219	KATHERINE ADAMS	SENIOR VICE PRESIDENT, GENERAL COUNSEL AND SECRETARY	\$26,700,660
D R HORTON	DAVID V AULD	\$14,860,487	DONALD R HORTON	CHAIRMAN OF THE BOARD	\$25,749,848
REGENERON PHARMACEUTICALS	LEONARD SCHLEIFER	\$26,520,555	GEORGE YANCOPOULOS	PRESIDENT AND CHIEF SCIENTIFIC OFFICER	\$25,381,129
MORGAN STANLEY	JAMES GORMAN	\$28,168,639	COLM KELLEHER	PRESIDENT	\$24,118,368

\*Oracle has co-CEOs.

***When Do NEOs Make More or the Same as CEOs*** – NEOs make more or the same as CEOs generally when they are founders, former CEOs, or family members of the founder.

- Larry Ellison, founder and former CEO of Oracle
- Lachlan Murdoch of Twenty-First Century Fox, son of the founder
- Donald Hunter, founder and former CEO of D R Horton
- Howard Schultz, former CEO of Starbucks

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