




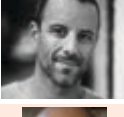

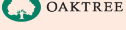




# THE LIST

## NON-CEO EXECUTIVE COMPENSATION

LABJ Index company executives, ranked by 2018 total company compensation (all dollar figures in thousands)

Rank	Executive • name • title • company name	Total Company Compensation • dollar value (in thousands) <sup>1</sup> • percent change from 2016	Components of Total Company Compensation					Options Exercised	Grants Vested	Aggregate • dollar value (in thousands) <sup>3</sup> • percent change from 2017	Image
			Salary	Bonus	Stock Awards	Option Awards	All Other Compensation <sup>2</sup>				
1	 <b>Bennett Rosenthal</b> Co-Founder, Partner Ares Management Corp.	\$38,119 (30%)	\$0	\$0	\$0	\$0	\$38,119	\$0	\$0	\$38,119 (30%)	
2	 <b>Tim Stone</b> CFO ended 1/2019 Snap Inc.	24,999 N/A	304	0	23,930	0	765	0	0	24,999 N/A	
3	 <b>Jeremi Gorman</b> Chief Business Officer Snap Inc.	22,486 N/A	67	0	22,418	0	0	0	0	22,486 N/A	
4	 <b>David Kaplan</b> Partner Ares Management Corp.	21,845 (60)	0	0	0	0	21,845	0	0	21,845 (60)	
5	 <b>Michael Greenberg</b> President Skechers USA Inc.	21,680 315	3,731	1,314	15,806	0	829	0	4,331	26,011 157	
6	 <b>Antony Ressler</b> Co-Founder, Executive Chairman Ares Management Corp.	21,509 (80)	0	0	0	0	21,509	0	0	21,509 (80)	
7	 <b>Jared Grusd</b> Chief Strategy Officer Snap Inc.	20,490 N/A	67	0	20,380	0	42	0	0	20,490 N/A	
8	 <b>Riccardo Zacconi</b> CEO, King Digital Entertainment Activision Blizzard Inc.	19,819 34	533	9,380	0	9,898	8	2,099	1,838	23,756 30	
9	 <b>Andrew Vollero</b> CFO ended 8/2018 Snap Inc.	16,764 N/A	177	0	15,927	0	661	0	0	16,764 N/A	
10	 <b>David Weinberg</b> EVP, COO, Director Skechers USA Inc.	16,548 353	2,861	789	12,606	0	293	0	3,251	19,799 225	
11	 <b>Murdo Gordon</b> EVP, Global Commercial Operations Amgen Inc.	14,080 N/A	331	2,513	9,900	0	1,337	0	0	14,080 N/A	
12	 <b>Bruce Karsh</b> Co-Chairman, Chief Investment Officer Oaktree Capital Group	12,213 64	0	0	0	0	12,213	0	0	12,213 64	
13	 <b>Christine McCarthy</b> Senior EVP, CFO Walt Disney Co.	11,840 32	1,534	5,300	2,700	1,800	506	0	1,480	13,320 23	
14	 <b>Kevin Mayer</b> Chairman, Direct to Consumer and International Walt Disney Co.	11,620 38	1,674	5,300	2,700	1,800	146	0	1,824	13,444 24	
15	 <b>Scott Adelson</b> Co-President Houlihan Lokey Inc.	11,446 107	400	9,806	1,240	0	0	0	2,381	13,827 151	
16	 <b>Alan Braverman</b> Senior EVP, General Counsel Walt Disney Co.	10,420 23	1,600	4,750	2,400	1,600	69	9,167	2,319	21,906 37	
17	 <b>Marc Huffman</b> COO BlackLine Inc.	10,401 N/A	310	269	6,626	3,185	11	0	0	10,401 N/A	

<sup>1</sup> Includes salary, bonus, new stock grants and options, and other compensation.  
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Researched by Joshua Niv

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## NON-CEO EXECUTIVE COMPENSATION

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18	 <b>Mary Ricks</b> President Kennedy-Wilson Holdings Inc.	\$9,825 (35%)	\$1,094	\$3,000	\$4,742	\$0	\$989	\$0	\$4,922	\$14,747 (50%)	
19	 <b>Thomas O'Hern<sup>4</sup></b> Senior EVP, CFO, Treasurer ended 12/2018 Macerich Co.	9,356 142	728	750	7,795	0	82	0	6,108	15,464 185	
20	 <b>Brian Swartz</b> CFO Cornerstone OnDemand Inc.	9,065 176	425	470	8,167	0	2	0	1,903	10,968 234	
21	 <b>Michael Burns</b> Vice Chairman Lions Gate Entertainment Corp.	8,974 (67)	1,000	7,000	0	883	91	0	821	9,795 (78)	
22	 <b>Stanford Kurland</b> Executive Chairman PennyMac Financial Services Inc.	8,869 (6)	1,000	3,825	3,000	971	74	0	3,520	12,390 (12)	
23	 <b>Calvin Frese Jr.</b> Global Group President ended 10/2018 CBRE Group Inc.	8,852 (11)	700	1,220	6,928	0	5	0	3,384	12,236 (8)	
24	 <b>Kenneth Panzer</b> COO Douglas Emmett Inc.	8,726 0	1,000	0	7,701	0	25	0	11,934	20,660 (70)	
25	 <b>Paul Marciano</b> Executive Chairman ended 6/2019, Chief Creative Officer Guess Inc.	8,420 96	950	3,748	3,470	0	252	0	7,470	15,890 271	
26	 <b>Collister Johnson</b> President, COO Activision Blizzard Inc.	8,171 (27)	1,330	2,131	4,696	0	14	0	4,330	12,501 12	
27	 <b>Michael Morhaime</b> CEO, President, Blizzard Entertainment ended 10/2018 Activision Blizzard Inc.	8,098 (34)	1,407	3,519	3,014	0	158	7,820	2,757	18,674 (17)	
28	 <b>Steven Udvar-Házy</b> Chairman Air Lease Corp.	8,084 2	1,800	0	6,030	0	254	3,245	4,048	15,377 35	
29	 <b>Richard Dickson</b> President, COO Mattel Inc.	8,041 (8)	1,000	2,249	3,540	1,125	127	0	1,077	9,117 (10)	
30	 <b>Jeffrey Lautenbach</b> President, Global Field Operations Cornerstone OnDemand Inc.	7,871 N/A	399	692	6,780	0	0	0	0	7,871 N/A	
31	 <b>Michael McFerran</b> CFO, COO Ares Management	7,865 71	1,200	925	5,684	0	56	0	0	7,865 71	
32	 <b>John Frank</b> Vice Chairman Oaktree Capital Group	7,671 54	0	0	0	0	7,671	0	845	8,516 51	
33	 <b>Thomas Andrews</b> Co-President, Regional Market Director - Greater Boston Alexandria Real Estate Equities Inc.	7,111 3	595	1,050	5,259	0	207	0	3,317	10,428 4	
34	 <b>Dean Shigenaga</b> Co-President, CFO Alexandria Real Estate Equities Inc.	7,089 10	595	1,050	5,259	0	185	0	3,317	10,406 7	

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35	 <b>Anthony Hooper</b> EVP, Global Commercial Operations ended 9/2018 Amgen Inc.	\$7,065 8%	\$1,057	\$1,754	\$2,800	\$1,200	\$254	\$0	\$4,112	\$11,177 (2%)	
36	 <b>David Meline</b> EVP, CFO Amgen Inc.	6,861 17	978	1,623	2,800	1,200	260	0	6,148	13,008 51	
37	 <b>Sean Harper</b> EVP, Research and Development ended 7/2018 Amgen Inc.	6,835 13	978	1,623	2,800	1,200	234	5,305	3,581	15,721 45	
38	 <b>M. Jayne Parker</b> Senior EVP, Chief Human Resources Officer Walt Disney Co.	6,808 34	997	2,100	1,950	1,300	461	5,663	1,661	14,132 96	
39	 <b>Douglas Hunt</b> SVP, Regulatory Affairs, Medical Writing and Project Management Puma Biotechnology Inc.	6,755 N/A	330	149	0	6,273	3	0	0	6,755 N/A	
40	 <b>Spencer Neumann</b> CFO ended 12/2018 Activision Blizzard Inc.	6,738 (29)	871	1,000	4,838	0	28	0	3,520	10,258 8	
41	 <b>Edward Coppola</b> President Macerich Co.	6,609 (1)	800	750	4,917	0	142	407	1,881	8,897 (7)	
42	 <b>Daniel Ryan</b> Co-Chief Investment Officer, Regional Market Director - San Diego Alexandria Real Estate Equities Inc.	6,542 N/A	595	925	4,876	0	147	0	2,685	9,227 N/A	
43	 <b>Vincent Belliveau</b> Chief Executive, Europe, the Middle East and Africa Cornerstone OnDemand Inc.	6,411 163	311	706	5,394	0	0	0	1,511	7,922 225	
44	 <b>Jeffrey Hawken</b> EVP, COO Kilroy Realty Corp.	6,403 49	675	1,575	3,986	0	167	0	4,560	10,963 (5)	
45	 <b>Mark Goldin</b> Chief Technology Officer Cornerstone OnDemand Inc.	6,182 171	371	415	5,394	0	2	563	1,071	7,816 243	
46	 <b>James Barge</b> CFO Lions Gate Entertainment Corp.	6,041 (44)	925	1,100	197	3,809	11	0	1,434	7,475 (31)	
47	 <b>John Reyes</b> SVP, CFO ended 12/2019 Public Storage	5,730 (8)	600	2,000	2,333	786	11	0	5,051	10,781 (76)	
48	 <b>James Hoffman<sup>4</sup></b> COO, EVP ended 12/2018 Reliance Steel & Aluminum Co.	5,692 54	730	1,911	2,659	0	392	0	1,477	7,169 94	
49	 <b>Jonathan Graham</b> SVP, General Counsel, Secretary Amgen Inc.	5,345 18	939	1,402	1,960	840	205	0	2,803	8,148 20	
50	 <b>Joseph Euteneuer</b> CFO Mattel Inc.	5,342 1	900	1,431	2,071	675	265	0	937	6,279 19	

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