

THE LIST

NON-CHIEF EXECUTIVE COMPENSATION

Los Angeles-area executives ranked by 2022 compensation

Rank		Executive <ul style="list-style-type: none"><li>name</li><li>title</li><li>company name</li></ul>	Total Company Compensation <ul style="list-style-type: none"><li>dollar value (in thousands)<sup>1</sup></li><li>percent change from 2021</li></ul>	Components of Total Company Compensation					Options Exercised	Grants Vested	Aggregate <ul style="list-style-type: none"><li>dollar value (in thousands)<sup>1</sup></li><li>percent change from 2021</li></ul>	
				Salary	Bonus <sup>2</sup>	Stock Awards	Option Awards	All Other Compensation <sup>3</sup>				
1		<b>Joe Berchtold</b> President Live Nation Entertainment Inc.	<b>\$52,356</b> 939%	\$1,300	\$8,600	\$42,402	\$0	\$55	\$0	\$57,037	\$109,393 151%	
2		<b>Jerry Hunter</b> SVP, Engineering Snap Inc.	<b>29,600</b> 192	500	100	28,978	0	22	0	24,995	54,595 17	
3		<b>Scott Adelson</b> Co-President, Global Co-Head of Corporate Finance Houlihan Lokey Inc.	<b>24,900</b> 93	500	24,400	0	0	0	0	1,897	26,797 58	
4		<b>Christine McCarthy</b> Senior EVP, CFO Walt Disney Co.	<b>20,236</b> -7	1,980	5,820	8,936	3,375	125	5,255	3,932	29,423 -2	
5		<b>Michael Greenberg</b> President, Co-Founder Skechers USA Inc.	<b>15,489</b> -6	5,016	3,970	5,820	0	683	0	6,711	22,200 -1	
6		<b>Horacio Gutierrez</b> Senior EVP, General Counsel Walt Disney Co.	<b>15,198</b> N/A	870	5,783	5,952	2,500	93	0	0	15,198 N/A	
7		<b>Joel Marcus</b> Executive Chairman, Founder Alexandria Real Estate Equities Inc.	<b>13,521</b> 6	1,650	4,646	6,781	0	443	0	17,259	30,779 27	
8		<b>Michael Rowles</b> General Counsel, Secretary Live Nation Entertainment Inc.	<b>13,495</b> 782	7,148	800	5,495	0	52	5,270	1,537	20,302 287	
9		<b>Mary Ricks</b> President Kennedy-Wilson Holdings Inc.	<b>12,164</b> 0	1,250	2,813	7,718	0	384	0	10,350	22,514 0	
10		<b>Armin Zerza</b> CFO Activision Blizzard Inc.	<b>12,088</b> -9	800	1,128	5,599	0	4,561	0	7,375	19,463 40	
11		<b>David Weinberg</b> EVP, COO, Director Skechers USA Inc.	<b>11,794</b> -3	3,659	2,836	4,656	0	643	0	5,369	17,163 2	
12		<b>Brian Bulatao</b> Chief Administrative Officer Activision Blizzard Inc.	<b>11,242</b> 110	1,000	1,440	4,029	90	4,683	0	1,751	12,993 143	
13		<b>Daniel Ryan</b> Co-Chief Investment Officer, Regional Market Director - San Diego Alexandria Real Estate Equities Inc.	<b>9,185</b> -7	695	2,713	5,637	0	141	0	13,946	23,131 33	
14		<b>Randolph Blazer</b> President, Apex Systems ASGN Inc.	<b>9,145</b> 71	950	1,933	6,233	0	29	0	4,388	13,533 97	
15		<b>Kenneth Panzer</b> COO Douglas Emmett Inc.	<b>8,650</b> -5	800	0	7,838	0	12	0	4,981	13,631 -35	
16		<b>Steven Udvar-Házy</b> Executive Chairman Air Lease Corp.	<b>8,622</b> -11	1,800	0	6,559	0	263	0	5,141	13,764 -14	
17		<b>Dean Shigenaga</b> President, CFO Alexandria Real Estate Equities Inc.	<b>8,597</b> 14	695	1,667	6,086	0	148	0	15,320	23,917 52	

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

<sup>2</sup> Also includes non-equity incentive plan compensation




















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18	GUESS	Paul Marciano Chief Creative Officer Guess Inc.	\$8,564 -24%	\$1,200	\$6,600	\$450	\$0	\$314	\$0	\$5,553	\$14,117 -31%	
19	ARES	Bennett Rosenthal Co-Founder, Co-Chairman of Private Equity Group Ares Management Corp.	8,562 -62	0	0	0	0	8,562	0	0	8,562 -62	
20	ARES	David Kaplan Co-Founder Ares Management Corp.	8,562 -62	0	0	0	0	8,562	0	0	8,562 -62	
21	The Walt Disney Company	Geoffrey Morrell Former Senior EVP, Chief Corporate Affairs Officer Walt Disney Co.	8,365 N/A	490	2,750	2,902	1,188	1,036	0	0	8,365 N/A	
22		Derek Andersen CFO Snap Inc.	8,363 26	500	100	7,748	0	15	0	8,562	16,925 -44	
23	KENNEDY WILSON	Matt Windisch EVP Kennedy-Wilson Holdings Inc.	7,981 1	800	1,800	5,375	0	6	0	6,567	14,548 4	
24	ACTIVISION   BLIZZARD	Daniel Alegre President, COO Activision Blizzard Inc.	7,863 -58	1,350	162	3,847	2,445	60	0	2,662	10,525 -51	
25	AMGEN	Murdo Gordon EVP, Global Commercial Operations Amgen Inc.	7,717 -1	1,103	1,333	3,500	1,500	281	0	3,038	10,756 -28	
26		Mark Partin CFO BlackLine Inc.	7,659 141	405	1,058	6,184	0	12	0	1,910	9,569 -29	
27		Jeremi Gorman Former Chief Business Officer Snap Inc.	7,450 12	375	0	6,909	0	166	0	0	7,450 -87	
28	Public Storage	Tom Boyle SVP, CFO Public Storage	7,426 -1	550	949	2,853	3,062	12	0	909	8,335 -2	
29	AMGEN	David Reese EVP, Research and Development Amgen Inc.	7,333 -3	1,159	1,397	3,150	1,350	278	0	4,474	11,807 11	
30	Houlihan Lokey	Irwin Gold Executive Chairman Houlihan Lokey Inc.	7,150 -12	500	6,650	0	0	0	0	1,651	8,801 -8	
31	AMGEN	Esteban Santos EVP, Operations Amgen Inc.	6,722 -9	1,023	1,236	2,940	1,260	263	0	2,990	9,711 -7	
32	Jacobs	Robert Pragada President, COO, assumed role of CEO Jan. 24, 2023 Jacobs Engineering Group Inc.	6,493 -33	905	552	5,000	0	35	0	5,967	12,459 -24	
33	KB HOME	Robert McGibney EVP, COO KB Home	6,487 22	771	3,656	2,000	0	59	0	140	6,627 18	
34	MOLINA HEALTHCARE	Mark Keim CFO Molina Healthcare Inc.	6,475 9	850	1,573	3,750	0	302	0	851	7,326 -32	

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35		<b>James Barge</b> CFO Lions Gate Entertainment Corp.	<b>\$6,451</b> 2%	\$1,000	\$800	\$3,200	\$1,437	\$13	\$0	\$3,149	\$9,600 43%	
36		<b>Karla Lewis</b> President, CEO as of Jan. 2023 Reliance Steel & Aluminum Co.	<b>6,440</b> -27	970	1,108	3,800	0	562	0	14,022	20,462 56	
37		<b>Edward Coppola</b> President Macerich Co.	<b>6,299</b> -5	800	1,826	3,600	0	73	0	585	6,884 -6	
38		<b>Kristina Schake</b> Senior EVP, Chief Communications Officer Walt Disney Co.	<b>6,232</b> N/A	361	2,820	2,132	913	5	0	0	6,232 N/A	
39		<b>John Vandemore</b> CFO Skechers USA Inc.	<b>6,012</b> 44	1,490	1,708	2,793	0	21	0	779	6,791 32	
40		<b>Doug Jones</b> President, Chief Mortgage Banking Officer PennyMac Financial Services Inc.	<b>5,967</b> -21	600	2,750	1,875	675	68	0	2,128	8,095 -18	
41		<b>Peter Griffith</b> EVP, CFO Amgen Inc.	<b>5,724</b> 1	1,044	1,262	3,150	N/A	268	0	2,071	7,795 11	
42		<b>John Hopmans</b> EVP Live Nation Entertainment Inc.	<b>5,670</b> 476	982	982	3,707	0	0	0	3,197	8,867 146	
43		<b>Richard Dickson</b> President, COO Mattel Inc.	<b>5,634</b> -26	1,000	0	3,937	563	134	0	7,332	12,966 4	
44		<b>Grant Dixon</b> Chief Legal Officer Activision Blizzard Inc.	<b>5,520</b> -33	750	529	3,510	0	731	0	2,162	7,682 -7	
45		<b>Brian Goldsmith</b> COO Lions Gate Entertainment Corp.	<b>5,441</b> 9	1,000	375	3,484	568	14	0	4,356	9,798 67	
46		<b>Paul Richardson</b> Senior EVP, Chief Human Resources Officer Walt Disney Co.	<b>5,440</b> N/A	761	1,670	2,054	861	93	N/A	857	6,296 N/A	
47		<b>Vincent Ciruzzi</b> Chief Development Officer Alexandria Real Estate Equities Inc.	<b>5,174</b> 34	570	664	3,822	0	118	0	2,658	7,832 102	
48		<b>Justin Enbody</b> CFO Kennedy-Wilson Holdings Inc.	<b>5,142</b> -1	700	1,313	3,124	0	6	0	4,198	9,341 -5	
49		<b>Jeff Barlow</b> Chief Legal Officer, Secretary Molina Healthcare Inc.	<b>4,749</b> 10	685	1,267	2,750	0	47	0	8,153	12,902 -2	
50		<b>Kenneth Myszkowski</b> CFO Arrowhead Pharmaceuticals Inc.	<b>4,740</b> -11	510	238	3,978	0	14	0	4,959	9,699 -28	

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