















































THE LIST

NON-EXECUTIVE COMPENSATION

Ranked by 2023 total company compensation

Rank	Executive • name • title • company name	Total Company Compensation • dollar value (in thousands) ¹ • percent change from 2022	Components of Total Company Compensation					Options Exercised	Grants Vested	Aggregate • dollar value (in thousands) ³ • percent change from 2022	Image
			Salary	Bonus	Stock Awards	Option Awards	All Other Compensation ²				
1	 John Hopmans EVP Live Nation Entertainment Inc.	\$23,367 312%	\$982	\$982	\$21,393	\$0	\$11	\$0	\$0	\$23,367 164%	
2	 Horacio Gutierrez Senior EVP, General Counsel The Walt Disney Company	15,198 0	870	5,783	5,952	2,500	93	0	0	15,198 0	
3	 Michael Greenberg President, Co-Founder Skechers USA Inc.	13,909 -10	5,265	1,945	6,104	0	595	0	6,104	20,013 -10	
4	 Steven Udvar-Házy Executive Chair Air Lease Corp.	12,573 46	1,800	3,175	7,112	0	486	0	3,937	16,510 20	
5	 Armin Zerza CFO Activision Blizzard Inc.	12,088 0	800	1,128	5,599	0	4,561	0	7,375	19,463 0	
6	 Joel Marcus Executive Chair, Founder Alexandria Real Estate Equities Inc.	11,634 -14	1,255	2,000	8,089	0	289	0	8,089	19,723 -36	
7	 Brian Bulatao Chief Administrative Officer Activision Blizzard Inc.	11,242 0	1,000	1,440	4,029	90	4,683	0	1,751	12,993 0	
8	 James Barge CFO Lions Gate Entertainment Corp.	10,871 69	1,000	3,000	5,966	891	14	N/A	3,149	14,020 46	
9	 David Weinberg EVP, COO, Director Skechers USA Inc.	10,510 -11	3,837	1,389	4,878	0	406	0	5,369	15,879 -7	
10	 Bennett Rosenthal Co-Founder, Co-Chair of Private Equity Group Ares Management Corp.	9,911 16	0	0	N/A	0	9,911	0	0	9,911 16	
11	 David Kaplan Co-Founder Ares Management Corp.	9,876 15	0	0	0	0	9,876	0	0	9,876 15	
12	 Daniel Ryan Co-Chief Investment Officer, Regional Market Director - San Diego Alexandria Real Estate Equities Inc.	9,352 2	750	1,750	6,809	0	44	0	6,809	16,161 -30	
13	 Dean Shigenaga Former President, CFO Alexandria Real Estate Equities Inc.	9,280 8	750	1,625	6,854	0	51	0	6,854	16,134 -33	
14	 Geoffrey Morrell Former Senior EVP, Chief Corporate Affairs Officer The Walt Disney Company	8,365 0	490	2,750	2,902	1,188	1,036	0	0	8,365 0	
15	 Derek Andersen CFO Snap Inc.	8,363 0	500	100	7,748	0	15	0	8,562	16,925 0	
16	 Kenneth Panzer COO Douglas Emmett Inc.	8,232 -5	800	0	7,418	0	15	0	5,635	13,868 2	
17	 Daniel Alegre Former President, COO Activision Blizzard Inc.	7,863 0	1,350	162	3,847	2,445	60	0	2,662	10,525 0	
18	 Scott Adelson ⁴ Co-President, Global Co-Head of Corporate Finance Houlihan Lokey Inc.	7,400 -70	500	6,900	0	0	0	0	0	7,400 -72	
19	 Edward Coppola Former President Macerich Co.	7,207 14	800	2,720	3,600	0	87	0	3,600	10,807 57	
20	 Noel Watson LegalZoom.com Inc.	7,132 12	465	326	3,684	2,644	13	0	6,328	13,460 112	
21	 Matt Windisch President Kennedy-Wilson Holdings Inc.	7,069 -11	851	1,482	4,730	0	6	0	4,730	11,798 -19	
22	 Brian Goldsmith COO Lions Gate Entertainment Corp.	6,602 21	1,125	1,625	3,648	185	19	0	4,356	10,958 12	
23	 Murdo Gordon EVP, Global Commercial Operations Amgen Inc.	6,422 -17	1,145	0	3,500	1,500	278	0	5,000	11,421 6	













































¹ Includes salary, bonus, new stock grants and options, and other compensation.
² Includes change in pension nonqualified deferred compensation earnings.
³ Includes total company compensation plus the value of options exercised and stock grants that vested during the fiscal year.
⁴ Became CEO of the firm in March 2024.
 N/A - Not Applicable Note: Dollar figures in thousands. Information for this list was taken from Securities and Exchange Commission filings. Percent change from previous year is not applicable where the company or executive was not listed

last year. Bonus category includes both performance-based and cash bonuses. To the best of our knowledge, this information is accurate as of press time. While every effort is made to ensure the accuracy and thoroughness of the list, omissions and typographical errors sometimes occur. Please send corrections or additions on company letterhead to the Research Department, Los Angeles Business Journal, 11150 Santa Monica Blvd., Suite 350, Los Angeles 90025. ©2024 Los Angeles Business Journal. This list may not be reprinted in whole or in part without prior written permission from the editor. Reprints are available from Wright's Media (877) 652-5295.

Researched by Deepanjali Batra

Continued on page 22

NON-EXECUTIVE COMPENSATION *Continued from page 21*

Rank	Executive • name • title • company name	Total Company Compensation • dollar value (in thousands) ¹ • percent change from 2022	Components of Total Company Compensation					Options Exercised	Grants Vested	Aggregate • dollar value (in thousands) ³ • percent change from 2022	Image
			Salary	Bonus	Stock Awards	Option Awards	All Other Compensation ²				
24	 Tom Boyle Chief Financial & Investment Officer Public Storage	\$6,344 -15%	\$600	\$995	\$2,659	\$2,077	\$13	\$0	\$909	\$7,253 -13%	
25	 Kristina Schake Senior EVP, Chief Communications Officer The Walt Disney Company	6,232 0	361	2,820	2,132	913	5	0	0	6,232 0	
26	 Paul Marciano Chief Creative Officer Guess Inc.	6,087 -29	1,200	0	4,500	0	387	0	4,500	10,587 -25	
27	 Jerry Hunter COO Snap Inc.	6,022 -80	6,000	0	0	0	22	0	0	6,022 -89	
28	 David Reese EVP, CTO Amgen Inc.	5,974 -19	1,213	0	3,150	1,350	261	0	3,285	9,259 -22	
29	 Peter Griffith EVP, CFO Amgen Inc.	5,845 2	1,084	0	3,150	1,350	262	0	4,500	10,345 33	
30	 Richard Dickson Former President, COO Mattel Inc.	5,634 0	1,000	0	3,937	563	134	0	7,332	12,966 0	
31	 Grant Dixon Chief Legal Officer Activision Blizzard Inc.	5,520 0	750	529	3,510	0	731	0	2,162	7,682 0	
32	 Esteban Santos EVP, Operations Amgen Inc.	5,518 -18	1,061	0	2,940	1,260	257	0	4,200	9,718 0	
33	 Paul Richardson Senior EVP, Chief Human Resources Officer The Walt Disney Company	5,440 0	761	1,670	2,054	861	93	N/A	857	6,296 0	
34	 Jay Bys EVP, Chief Commercial Officer California Resources Corp.	5,433 305	532	1,003	3,683	0	214	0	3,683	9,116 579	
35	 Laura Clark CFO Rexford Industrial Realty Inc.	5,371 10	650	1,300	3,402	0	18	0	3,402	8,773 80	
36	 John Vandemore CFO Skechers USA Inc.	5,349 -11	1,569	834	2,923	0	23	0	779	6,128 -10	
37	 Vincent Ciruzzi Chief Development Officer Alexandria Real Estate Equities Inc.	5,266 2	615	750	3,855	0	46	N/A	2,658	7,924 1	
38	 Mark Keim CFO Molina Healthcare Inc.	5,153 -20	850	0	4,000	0	303	0	4,000	9,152 25	
39	 Steven Burdick EVP, CFO Tetra Tech Inc.	4,858 89	619	3,046	1,143	0	50	0	1,143	6,002 134	
40	 Michael O'Sullivan General Counsel Snap Inc.	4,641 0	500	100	4,019	0	22	0	5,174	9,815 0	
41	 Mary Ricks President Kennedy-Wilson Holdings Inc.	4,446 -63	1,250	2,813	0	0	384	N/A	10,350	14,796 -34	
42	 Doug Jones President, Chief Mortgage Banking Officer PennyMac Financial Services Inc.	4,320 -28	600	1,125	1,875	658	62	0	2,128	6,448 -20	
43	 Justin Smart President Kilroy Realty Corp.	4,171 26	600	688	2,762	0	122	0	2,762	6,933 110	
44	 Jeff Barlow Chief Legal Officer, Secretary Molina Healthcare Inc.	3,735 -21	685	0	3,000	0	50	0	3,000	6,735 -48	
45	 Christopher Lau CFO, Senior EVP American Homes 4 Rent	3,732 12	624	1,036	2,058	0	13	0	2,058	5,790 73	

¹ Includes salary, bonus, new stock grants and options, and other compensation.





















² Includes change in pension nonqualified deferred compensation earnings.

³ Includes total company compensation plus the value of options exercised and stock grants that vested during the fiscal year.

N/A - Not Applicable Note: Dollar figures in thousands. Information for this list was taken from Securities and Exchange Commission filings. Percent change from previous year is not applicable where the company or executive was not listed

last year. Bonus category includes both performance-based and cash bonuses. To the best of our knowledge, this information is accurate as of press time. While every effort is made to ensure the accuracy and thoroughness of the list, omissions and typographical errors sometimes occur. Please send corrections or additions on company letterhead to the Research Department, Los Angeles Business Journal, 11150 Santa Monica Blvd., Suite 350, Los Angeles 90025. ©2024 Los Angeles Business Journal. This list may not be reprinted in whole or in part without prior written permission from the editor. Reprints are available from Wright's Media (877) 652-5295.

NON-EXECUTIVE COMPENSATION

Rank	Executive • name • title • company name	Total Company Compensation • dollar value (in thousands) ¹ • percent change from 2022	Components of Total Company Compensation					Options Exercised	Grants Vested	Aggregate • dollar value (in thousands) ¹ • percent change from 2022	Image
			Salary	Bonus	Stock Awards	Option Awards	All Other Compensation ²				
46	 Justin Enbody CFO Kennedy-Wilson Holdings Inc.	\$3,480 -32%	\$725	\$0	\$2,749	\$0	\$6	\$0	\$2,749	\$6,229 -33%	
47	 John Desjarlais Chief Scientific Officer Xencor Inc.	3,213 9	519	221	590	1,875	9	0	2,464	5,678 92	
48	 Robert McGibney President, COO KB Home	3,133 -52	821	0	2,250	0	62	0	2,250	5,383 -19	
49	 Kenneth Myszkowski CFO Arrowhead Pharmaceuticals Inc.	2,867 -40	568	0	2,285	N/A	14	0	2,285	5,152 -47	
50	 Mark Partin CFO BlackLine Inc.	2,785 -64	425	0	2,347	0	13	0	3,860	6,645 -31	
51	 David Gordon President Cheesecake Factory Inc.	2,741 7	747	560	1,400	0	35	N/A	700	3,441 35	
52	 Norman Hames President, COO RadNet Inc.	2,143 -28	650	325	488	650	30	0	1,138	3,280 10	
53	 Joe Berchtold President Live Nation Entertainment Inc.	2,086 -96	2,000	0	0	0	86	0	69,703	71,789 -34	
54	 Heng Chen EVP, CFO Cathay General Bancorp	1,521 -6	548	367	590	0	17	0	590	2,111 31	
55	 Susan Main Retired Senior VP and CFO Teledyne Technologies Inc.	1,484 -24	596	633	213	0	41	0	213	1,697 -13	

¹ Includes salary, bonus, new stock grants and options, and other compensation.

² Includes change in pension nonqualified deferred compensation earnings.

³ Includes total company compensation plus the value of options exercised and stock grants that vested during the fiscal year.

N/A - Not Applicable Note: Dollar figures in thousands. Information for this list was taken from Securities and Exchange Commission filings. Percent change from previous year is not applicable where the company or executive was not listed

last year. Bonus category includes both performance-based and cash bonuses. To the best of our knowledge, this information is accurate as of press time. While every effort is made to ensure the accuracy and thoroughness of the list, omissions and typographical errors sometimes occur. Please send corrections or additions on company letterhead to the Research Department, Los Angeles Business Journal, 11150 Santa Monica Blvd., Suite 350, Los Angeles 90025. ©2024 Los Angeles Business Journal. This list may not be reprinted in whole or in part without prior written permission from the editor. Reprints are available from Wright's Media (877) 652-5295.