



## 20 HIGHEST-PAID MALE EXECUTIVES IN THE US ELECTRIC UTILITIES INDUSTRY - 2021

*Posted on December 10, 2022 by Antoine Eustache, Ph.D., DBA*

In 2021, the top 20 male utility executives had a total salary of more than \$355 million, amounting to 37% of all Named Executive Officers' combined salaries. Under US regulation, publicly traded companies must name and report compensation information for the top highest-paid executives yearly to the Securities and Exchange Commission (SEC). These include the CEO, CFO, and the three most highly compensated individuals who worked for the company or a subsidiary during the previous fiscal year

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### 1. David J. Lesar

Position: President and CEO

Company: CenterPoint Energy Inc.

Base Salary: \$1,425,000

Bonus: N/A

Stock: \$33,359,999

Stock Option: N/A

Non-Equity Incentive: \$2,116,125

Change in Pension Value\*: N/A

Other Compensation: \$908,686

Total Compensation: \$37,809,810

\* includes Nonqualified Deferred Compensation Earnings

2. Milton Carroll

Position: Former Executive Chairman

Company: CenterPoint Energy Inc.

Base Salary: \$555,582

Bonus: N/A

Stock: \$3,175,497

Stock Option: N/A

Non-Equity Incentive: \$353,949

Change in Pension Value\*: 95,375

Other Compensation: \$28,078,976

Total Compensation: \$32,259,379

\* Includes Nonqualified Deferred Compensation Earnings

3. James L. Robo

Position: Chairman, President and CEO

Company: NextEra Energy Inc.

Base Salary: \$1,560,000

Bonus: N/A

Stock: \$14,166,104

Stock Option: \$3,225,000

Non-Equity Incentive: \$4,992,000

Change in Pension Value\*: 1,023,668

Other Compensation: \$369,164

Total Compensation: \$25,335,936

\* Includes Nonqualified Deferred Compensation Earnings

4. Jeffrey W. Martin

Position: Chairman, CEO and President

Company: Sempra Energy

Base Salary: \$ 1,350,000

Bonus: N/A

Stock: \$6,083,529

Stock Option: \$2,833,344

Non-Equity Incentive: \$3,952,300

Change in Pension Value\*: \$9,954,196

Other Compensation: \$502,613

Total Compensation: \$24,675,982

\* Includes Nonqualified Deferred Compensation Earnings

5. Thomas A. Fanning

Position: Chairman, President and CEO

Company: Southern Company

Base Salary: \$1,582,692

Bonus: N/A

Stock: \$14,902,407

Stock Option: N/A

Non-Equity Incentive: \$2,842,400

Change in Pension Value\*: 1,689,005

Other Compensation: \$227,055

Total Compensation: \$21,243,559

\* Includes Nonqualified Deferred Compensation Earnings

6. J. Kevin Fletcher

Position: President and CEO

Company: WEC Energy Group Inc

Base Salary: \$1,102,727

Bonus: N/A

Stock: \$ 2,331,500

Stock Option: \$910,166

Non-Equity Incentive: \$ 2,846,308

Change in Pension Value\*: \$11,157,354

Other Compensation: \$133,816

Total Compensation: \$18,481,871

\* Includes Nonqualified Deferred Compensation Earnings

#### 7. Leo P. Denault

Position: Chairman of the Board and CEO

Company: Entergy Corporation

Base Salary: \$1,289,538

Bonus: N/A

Stock: \$7,383,591

Stock Option: \$1,602,462

Non-Equity Incentive: \$2,457,000

Change in Pension Value\*: \$4,178,300

Other Compensation: \$134,853

Total Compensation: \$17,045,744

\* Includes Nonqualified Deferred Compensation Earnings

#### 8. Christopher Crane

Position: President and CEO

Company: Exelon Corporation

Base Salary: \$1,303,595

Bonus: N/A

Stock: \$11,000,019

Stock Option: N/A

Non-Equity Incentive: \$2,169,124

Change in Pension Value\*: \$1,071,663

Other Compensation: \$212,977

Total Compensation: \$15,757,378

\* Includes Nonqualified Deferred Compensation Earnings

9. Eric E. Silagy

Position: President and CEO of FPL

Company: NextEra Energy Inc.

Base Salary: \$1,400,000

Bonus: N/A

Stock: \$10,517,092

Stock Option: \$983,999

Non-Equity Incentive: \$1,960,000

Change in Pension Value\*: \$472,129

Other Compensation: \$220,744

Total Compensation: \$15,553,964

\* Includes Nonqualified Deferred Compensation Earnings

10. John W. Ketchum

Position: President and CEO of NextEra Energy Resources

Company: NextEra Energy Inc.

Base Salary: \$1,400,000

Bonus: N/A

Stock: \$10,517,014

Stock Option: \$983,999

Non-Equity Incentive: \$1,960,000

Change in Pension Value\*: \$421,019

Other Compensation: \$225,121

Total Compensation: \$15,507,153

\* Includes Nonqualified Deferred Compensation Earnings

11. Nicholas K. Akins

Position: Chairman of the Board and CEO

Company: American Electric Power Company Inc.

Base Salary: \$ 1,515,808

Bonus: N/A

Stock: \$ 9,976,149

Stock Option: N/A

Non-Equity Incentive: \$2,850,000

Change in Pension Value\*: \$461,732

Other Compensation: \$247,526

Total Compensation: \$15,051,215

\* Includes Nonqualified Deferred Compensation Earnings

12. Andrés Gluski

Position: President and CEO

Company: AES Corporation

Base Salary: \$1,241,000

Bonus: \$10,623,105

Stock: N/A

Stock Option: N/A

Non-Equity Incentive: \$2,233,800

Change in Pension Value\*:N/A

Other Compensation: \$281,285

Total Compensation: \$14,379,190

\* Includes Nonqualified Deferred Compensation Earnings

13. Pedro J. Pizarro

Position: President and CEO

Company: Edison International

Base Salary: \$1,325,249

Bonus: N/A

Stock: 3,823,832

Stock Option: \$3,823,755

Non-Equity Incentive: \$2,074,800

Change in Pension Value\*: \$3,289,304

Other Compensation: \$27,400

Total Compensation: \$14,364,340

\* Includes Nonqualified Deferred Compensation Earnings

14. Ralph Izzo

Position: Chairman, President & CEO

Company: Public Service Enterprise Group

Base Salary: \$1,421,400

Bonus: N/A

Stock: \$9,100,065

Stock Option: N/A

Non-Equity Incentive: \$3,621,700

Change in Pension Value\*: N/A

Other Compensation: \$65,509

Total Compensation: \$14,208,674

\* Includes Nonqualified Deferred Compensation Earnings

15. Dennis Arriola

Position: Former Chief Executive Officer

Company: Avangrid, Inc.

Base Salary: \$ 1,100,000

Bonus: \$1,000,000

Stock: \$ 9,992,825

Stock Option: N/A

Non-Equity Incentive: \$1,436,600

Change in Pension Value\*: N/A

Other Compensation: \$370,138

Total Compensation: \$13,899,563

\* Includes Nonqualified Deferred Compensation Earnings

16. Thomas F. Farrell

Position: Former Executive Chairman

Company: Dominion Energy Inc

Base Salary: \$309,090

Bonus: N/A

Stock: \$2,500,006

Stock Option: N/A

Non-Equity Incentive: \$9,824,608

Change in Pension Value\*: N/A

Other Compensation: \$196,028

Total Compensation: \$12,829,732

\* Includes Nonqualified Deferred Compensation Earnings

17. Ben Fowke



Position: Former Chairman and CEO

Company: Xcel Energy Inc.

Base Salary: \$1,350,000

Bonus: N/A

Stock: \$9,000,016

Stock Option: N/A

Non-Equity Incentive: \$1,794,177

Change in Pension Value\*: \$511,468

Other Compensation: \$ 129,781

Total Compensation: \$12,785,442

\* Includes Nonqualified Deferred Compensation Earnings

18. Vincent Sorgi

Position: President and CEO

Company: PPL Corporation

Base Salary: \$1,132,492

Bonus: N/A

Stock: \$5,111,866

Stock Option: N/A

Non-Equity Incentive: \$2,654,619

Change in Pension Value\*: \$2,361,092

Other Compensation: \$96,412

Total Compensation: \$11,356,481

\* Includes Nonqualified Deferred Compensation Earnings

19. David A. Campbell

Position: President and CEO

Company: Evergy Inc.

Base Salary: \$980,769

Bonus: \$1,250,000

Stock: \$7,306,661

Stock Option: N/A

Non-Equity Incentive: \$1,487,500

Change in Pension Value\*: N/A

Other Compensation: \$ 113,152

Total Compensation: \$ 11,138,082

\* Includes Nonqualified Deferred Compensation Earnings

20. Gerardo Norcia

Position: President and CEO

Company: DTE Energy Company

Base Salary: \$1,276,923

Bonus: N/A

Stock: \$7,306,661

Stock Option: N/A

Non-Equity Incentive: \$2,032,700

Change in Pension Value\*: \$1,073,599

Other Compensation: \$220,076

Total Compensation: \$11,128,277

\* Includes Nonqualified Deferred Compensation Earnings

