



COMMUNICATIONS

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2018 PERFORMANCE-BASED PAY DISTRIBUTIONS ANNOUNCED

NFL Players will receive \$140.88 million in “Performance-Based Pay” for their performance during the 2018 season, the NFL announced today. The Performance-Based Pay program is a collectively-bargained benefit that compensates all players, including rookies, based upon their playing time and salary levels.

In addition to the Performance-Based Pay pool, the NFL Players Association has elected to dedicate \$48 million in benefits (i.e., \$1.5 million per club) to fund a Veteran Performance-Based Compensation Pool (the “Veteran Pool”) for players with one or more accrued seasons. In total, **\$188.88 million** will be disbursed to players under the combined pools.

Baltimore Ravens’ center **MATT SKURA** earned the highest combined distribution of all NFL players in the 2018 Performance-Based Pay program. He earned a total of \$533,558, nearly doubling his 2018 salary, comprised of the following amounts: \$395,660 from the Performance-Based Pay Pool, and an additional \$137,898 from the Veteran Pool. Skura, a 2016 undrafted free agent out of Duke, started in all 16 games for the Ravens during the 2018 season, playing in every offensive play, as well 17 percent of the Ravens’ special teams plays. He earned the league minimum salary for a player with one credited season (i.e., \$555,000). Skura spent the 2016 season and part of the 2017 season on the Ravens’ practice squad before signing a one-year free agent contract with the club early in the 2017 season. He signed an Exclusive Rights Contract with the Ravens in 2018.

Players have been paid approximately \$1.5 billion cumulatively since the inception of the Performance-Based Pay program, which was implemented as part of the NFL’s 2002 Collective Bargaining Agreement with the NFL Players Association, and continues as part of the parties’ current agreement.

The Veteran Pool is a component of the Rookie Redistribution Fund, which is a player benefit that was created under the 2011 Collective Bargaining Agreement. The NFL Players Association elected to fund the Veteran Pool for the first time in 2016 and has extended the benefit each season since then.

See the tables below for the top 25 distributions in each category, as well as combined totals.

HOW PERFORMANCE-BASED PAY WORKS

Under the Performance-Based Pay program, a fund is created and used as a supplemental form of player compensation based on a comparison of playing time to salary. Players become eligible to receive a bonus distribution in any regular season in which they play at least one official down. In general, players with higher playtime percentages and lower salaries benefit most from the pools.

Performance-Based Pay is computed by using a player index (“Index”). To produce the Index, a player’s regular-season playtime (total plays on offense, defense and special teams) is divided by his adjusted regular-season compensation (full season salary, prorated portion of signing bonus, earned incentives). Each player’s Index is then compared to those of the other players on his team to determine the amount of his Performance-Based Pay.

The Veteran Pool is computed in a similar manner, with two significant modifications: 1) players with zero accrued seasons are not eligible to receive distributions, however, such players remain eligible to receive distributions under the Performance-Based Pay program; and 2) to calculate the eligible player’s Index, if the player’s full-season base salary is less than \$1 million, an additional amount will be imputed so that the player’s base salary equals \$1 million. By imputing a minimum of \$1 million to the denominator of the Veteran Pool’s index calculation (playtime divided by salary), a slightly higher percentage of the pool is directed to high-performing veteran players whose salaries exceed \$1 million but are not among the highest in the league, as

contemplated by the formula. This imputation of salary is solely for the purpose of calculating distributions from the pool, and does not affect the actual salary paid to the player under his contract.

ILLUSTRATION OF PERFORMANCE-BASED PAY SYSTEM

Each player on the same team competes for his own share of his club's Performance-Based Pay pool. The hypothetical example in the table below illustrates how the Player Index works, using a simplified four-player team and a club bonus pool of \$1,000,000. Each player receives his share of the pool depending on how his Index compares to those of his teammates.

	A <i>Playtime</i>	B <i>Compensation</i>	C <i>Index**</i> <i>(A/B)</i>	D <i>% of Club Bonus Pool</i> <i>(C/Team Total C)</i>	E <i>Hypothetical Bonus</i> <i>(D * \$1,000,000)</i>
Player A	50%	\$ 500,000	10.0	50% of the Club's pool (10 out of 20)	50% * \$1,000,000 = \$500,000
Player B	50%	\$ 1,000,000	5.0	25% of the Club's pool (5 out of 20)	25% * \$1,000,000 = \$250,000
Player C	20%	\$ 500,000	4.0	20% of the Club's pool (4 out of 20)	20% * \$1,000,000 = \$200,000
Player D	10%	\$ 1,000,000	1.0	5% of the Club's pool (1 out of 20)	5% * \$1,000,000 = \$50,000
Team Total:			20.0 Points		

** Index is multiplied by 10⁷ for legibility purposes only

TOP 25 PERFORMANCE-BASED PAY DISTRIBUTIONS FOR 2018

	PLAYER	CLUB	POS	COLLEGE	ROOKIE YEAR	DRAFT ROUND	DISTRIBUTION
1	Matt Skura	Baltimore	C	Duke	2016	UDFA	\$ 395,660
2	Austin Blythe	LA Rams	G	Iowa	2016	7	\$ 380,060
3	Jesse Davis	Miami	G	Idaho	2015	UDFA	\$ 374,833
4	Jayon Brown	Tennessee	ILB	UCLA	2017	5	\$ 373,575
5	Cory Littleton	LA Rams	ILB	Washington	2016	UDFA	\$ 371,379
6	Chase Roullier	Washington	C	Wyoming	2017	6	\$ 358,849
7	Joe Thuney	New England	G	NC State	2016	3	\$ 352,578
8	Tre Flowers	Seattle	CB	Oklahoma State	2018	5	\$ 337,399
9	Alex Redmond	Cincinnati	G	UCLA	2016	UDFA	\$ 328,932
10	Sam Tevi	LA Chargers	T	Utah	2017	6	\$ 323,682
11	Eddie Jackson	Chicago	FS	Alabama	2017	4	\$ 323,451
12	Jonathan Jones	New England	CB	Auburn	2016	UDFA	\$ 323,294
13	Damontae Kazee	Atlanta	SS	San Diego State	2017	5	\$ 320,931
14	Andrew Wylie	Kansas City	T	Eastern Michigan	2017	UDFA	\$ 311,406
15	Kendall Fuller	Kansas City	CB	Virginia Tech	2016	3	\$ 309,468
16	Chris Clark	Carolina	T	Southern Mississippi	2008	UDFA	\$ 306,770
17	Graham Glasgow	Detroit	C	Michigan	2016	3	\$ 306,379
18	Curtis Riley	NY Giants	FS	Fresno State	2015	UDFA	\$ 304,784
19	Keelan Cole	Jacksonville	WR	Kentucky Wesleyan	2017	UDFA	\$ 301,144
20	Connor McGovern	Denver	G	Missouri	2016	5	\$ 300,952
21	Desmond King	LA Chargers	CB	Iowa	2017	5	\$ 300,335
22	Kenny Moore	Indianapolis	CB	Valdosta State	2017	UDFA	\$ 298,620
23	B.W. Webb	NY Giants	CB	William & Mary	2013	4	\$ 295,905
24	Chad Wheeler	NY Giants	T	Southern California	2017	UDFA	\$ 295,242
25	Justin Reid	Houston	SS	Stanford	2018	3	\$ 293,739

UDFA – Undrafted free agent

TOP 25 DISTRIBUTIONS FROM THE VETERAN POOL

	PLAYER	CLUB	POS	COLLEGE	ROOKIE YEAR	DRAFT ROUND	DISTRIBUTION
1	Connor McGovern	Denver	G	Missouri	2016	5	\$ 144,472
2	Matt Skura	Baltimore	C	Duke	2016	UDFA	\$ 137,898
3	Justin Simmons	Denver	FS	Boston College	2016	3	\$ 136,941
4	Blake Martinez	Green Bay	ILB	Stanford	2016	4	\$ 136,439
5	Austin Blythe	LA Rams	G	Iowa	2016	7	\$ 133,556
6	Julien Davenport	Houston	T	Bucknell	2017	4	\$ 131,273
7	Cory Littleton	LA Rams	ILB	Washington	2016	UDFA	\$ 130,864
8	Kendall Lamm	Houston	T	Appalachian State	2015	UDFA	\$ 128,472
9	Graham Glasgow	Detroit	C	Michigan	2016	3	\$ 125,705
10	Kenny Moore	Indianapolis	CB	Valdosta State	2017	UDFA	\$ 125,435
11	Kendall Fuller	Kansas City	CB	Virginia Tech	2016	3	\$ 125,294
12	Chase Roullier	Washington	C	Wyoming	2017	6	\$ 122,272
13	Mike Person	San Francisco	G	Montana State	2011	7	\$ 121,394
14	Jesse Davis	Miami	G	Idaho	2015	UDFA	\$ 120,991
15	Joe Thuney	New England	G	NC State	2016	3	\$ 120,697
16	Curtis Riley	NY Giants	FS	Fresno State	2015	UDFA	\$ 120,552
17	Sam Tevi	LA Chargers	T	Utah	2017	6	\$ 118,750
18	B.W. Webb	NY Giants	CB	William & Mary	2013	4	\$ 118,688
19	Cody Whitehair	Chicago	C	Kansas State	2016	2	\$ 118,320
20	Kevin Byard	Tennessee	FS	Middle Tennessee	2016	3	\$ 117,580
21	Anthony Harris	Minnesota	FS	Virginia	2015	UDFA	\$ 117,001
22	Jayon Brown	Tennessee	ILB	UCLA	2017	5	\$ 116,089
23	Ron Parker	Kansas City	FS	Newberry	2011	UDFA	\$ 113,850
24	Dan Feeney	LA Chargers	G	Indiana	2017	3	\$ 113,519
25	Desmond King	LA Chargers	CB	Iowa	2017	5	\$ 112,403

UDFA – Undrafted free agent

TOP 25 COMBINED DISTRIBUTIONS (PERFORMANCE-BASED PAY PLUS VETERAN POOL)

	PLAYER	CLUB	POS	COLLEGE	ROOKIE YEAR	DRAFT ROUND	PERFORMANCE-BASED PAY	VETERAN POOL	COMBINED DISTRIBUTION
1	Matt Skura	Baltimore	C	Duke	2016	UDFA	\$ 395,660	\$ 137,898	\$ 533,558
2	Austin Blythe	LA Rams	G	Iowa	2016	7	\$ 380,060	\$ 133,556	\$ 513,616
3	Cory Littleton	LA Rams	ILB	Washington	2016	UDFA	\$ 371,379	\$ 130,864	\$ 502,243
4	Jesse Davis	Miami	G	Idaho	2015	UDFA	\$ 374,833	\$ 120,991	\$ 495,824
5	Jayon Brown	Tennessee	ILB	UCLA	2017	5	\$ 373,575	\$ 116,089	\$ 489,664
6	Chase Roullier	Washington	C	Wyoming	2017	6	\$ 358,849	\$ 122,272	\$ 481,122
7	Joe Thuney	New England	G	NC State	2016	3	\$ 352,578	\$ 120,697	\$ 473,275
8	Connor McGovern	Denver	G	Missouri	2016	5	\$ 300,952	\$ 144,472	\$ 445,424
9	Sam Tevi	LA Chargers	T	Utah	2017	6	\$ 323,682	\$ 118,750	\$ 442,432
10	Alex Redmond	Cincinnati	G	UCLA	2016	UDFA	\$ 328,931	\$ 112,146	\$ 441,077
11	Eddie Jackson	Chicago	FS	Alabama	2017	4	\$ 323,451	\$ 111,573	\$ 435,024
12	Kendall Fuller	Kansas City	CB	Virginia Tech	2016	3	\$ 309,468	\$ 125,294	\$ 434,762
13	Graham Glasgow	Detroit	C	Michigan	2016	3	\$ 306,379	\$ 125,705	\$ 432,084
14	Damontae Kazee	Atlanta	SS	San Diego State	2017	5	\$ 320,931	\$ 109,800	\$ 430,731
15	Curtis Riley	NY Giants	FS	Fresno State	2015	UDFA	\$ 304,784	\$ 120,552	\$ 425,336
16	Kenny Moore	Indianapolis	CB	Valdosta State	2017	UDFA	\$ 298,620	\$ 125,435	\$ 424,055
17	Jonathan Jones	New England	CB	Auburn	2016	UDFA	\$ 323,294	\$ 100,135	\$ 423,429
18	Julien Davenport	Houston	T	Bucknell	2017	4	\$ 290,477	\$ 131,273	\$ 421,750
19	Chris Clark	Carolina	T	Southern Mississippi	2008	UDFA	\$ 306,770	\$ 109,681	\$ 416,451
20	B.W. Webb	NY Giants	CB	William & Mary	2013	4	\$ 295,905	\$ 118,688	\$ 414,592
21	Desmond King	LA Chargers	CB	Iowa	2017	5	\$ 300,335	\$ 112,403	\$ 412,738
22	Justin Simmons	Denver	FS	Boston College	2016	3	\$ 272,010	\$ 136,941	\$ 408,952
23	Ron Parker	Kansas City	FS	Newberry	2011	UDFA	\$ 290,091	\$ 113,850	\$ 403,941
24	Chad Wheeler	NY Giants	T	Southern California	2017	UDFA	\$ 295,242	\$ 103,563	\$ 398,804
25	Keelan Cole	Jacksonville	WR	Kentucky Wesleyan	2017	UDFA	\$ 301,144	\$ 96,893	\$ 398,038

UDFA – Undrafted free agent

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