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FOR IMMEDIATE RELEASE

3/16/2017

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## **2016 PERFORMANCE-BASED PAY DISTRIBUTIONS ANNOUNCED**

NFL Players will receive \$127.84 million in “Performance-Based Pay” for their performance during the 2016 season, the NFL announced today. The Performance-Based Pay program is a collectively-bargained benefit that compensates players based upon their playing time and salary levels.

In addition to the Performance-Based Pay pool, the NFL Players Association has elected to dedicate \$32 million in benefits (i.e., \$1 million per club) to fund a Veteran Performance-Based Compensation Pool (the “Veteran Pool”) for players with more than one Accrued Season. In total, **\$159.84 million** will be disbursed to players under the combined pools.

Atlanta Falcons cornerback **BRIAN POOLE** earned the highest amount in the Performance-Based Pay program. Oakland Raiders guard **GABE JACKSON** earned the most in the Veteran Pool. Under the combined pools, Atlanta safety **RICARDO ALLEN** earned the highest amount of all NFL players. See the tables below for the top 25 bonuses in each category.

Players have been paid over \$1.2 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 this past year.

### **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.

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. 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.

## 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.

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

## TOP 25 PERFORMANCE-BASED PAY DISTRIBUTIONS FOR 2016

	<b>PLAYER</b>	<b>CLUB</b>	<b>POSITION</b>	<b>COLLEGE</b>	<b>ENTRY YEAR</b>	<b>DRAFT ROUND</b>	<b>DISTRIBUTION</b>
1	Brian Poole	Atlanta	CB	Florida	2016	UDFA	\$ 371,783.11
2	Dak Prescott	Dallas	QB	Mississippi State	2016	4	\$ 353,544.57
3	Anthony Brown	Dallas	CB	Purdue	2016	6	\$ 346,198.12
4	Ricardo Allen	Atlanta	SS	Purdue	2014	5	\$ 342,712.65
5	David Andrews	New England	C	Georgia	2015	UDFA	\$ 341,353.27
6	Jalen Mills	Philadelphia	CB	Louisiana State	2016	7	\$ 324,112.11
7	Trenton Brown	San Francisco	T	Florida	2015	7	\$ 323,714.54
8	Zach Orr	Baltimore	LB	North Texas	2014	UDFA	\$ 317,986.94
9	Alejandro Villanueva	Pittsburgh	T	Army	2014	UDFA	\$ 317,676.41
10	Andrew Adams	New York Giants	S	Connecticut	2016	UDFA	\$ 316,310.42
11	Greg Mancz	Houston	C	Toledo	2015	UDFA	\$ 314,808.54
12	Russell Bodine	Cincinnati	C	North Carolina	2014	4	\$ 314,040.72
13	Quinton Spain	Tennessee	G	West Virginia	2015	UDFA	\$ 307,518.91
14	LaDarius Gunter	Green Bay	CB	Miami	2015	UDFA	\$ 306,388.79
15	Matt Paradis	Denver	C	Boise State	2014	6	\$ 306,002.71
16	Joe Thuney	New England	G	North Carolina State	2016	3	\$ 305,206.63
17	Mark Glowinski	Seattle	G	West Virginia	2015	4	\$ 303,282.60
18	Jordan Hicks	Philadelphia	LB	Texas	2015	3	\$ 300,142.56
19	Telvin Smith	Jacksonville	LB	Florida State	2014	5	\$ 293,471.03
20	Andrew Norwell	Carolina	G	Ohio State	2014	UDFA	\$ 291,975.48
21	Kwon Alexander	Tampa Bay	LB	Louisiana State	2015	4	\$ 291,500.78
22	Tajae Sharpe	Tennessee	WR	Massachusetts	2016	5	\$ 289,676.53
23	Malcolm Butler	New England	CB	West Alabama	2014	UDFA	\$ 287,598.82
24	Bobby Hart	New York Giants	G	Florida State	2015	7	\$ 285,288.92
25	Kevin Byard	Tennessee	S	Middle Tennessee	2016	3	\$ 284,778.17

UDFA – Undrafted free agent

## TOP 25 BONUSES IN VETERAN PERFORMANCE-BASED COMPENSATION

	<b>PLAYER</b>	<b>CLUB</b>	<b>POSITION</b>	<b>COLLEGE</b>	<b>ENTRY YEAR</b>	<b>DRAFT ROUND</b>	<b>DISTRIBUTION</b>
1	Gabe Jackson	Oakland	G	Mississippi State	2014	3	\$ 91,475.02
2	Zach Orr	Baltimore	LB	North Texas	2014	UDFA	\$ 88,953.05
3	Ricardo Allen	Atlanta	S	Purdue	2014	5	\$ 87,007.27
4	Telvin Smith	Jacksonville	LB	Florida State	2014	5	\$ 85,686.64
5	Russell Bodine	Cincinnati	C	North Carolina	2014	4	\$ 85,122.27
6	David Andrews	New England	C	Georgia	2015	UDFA	\$ 84,990.99
7	Christian Kirksey	Cleveland	LB	Iowa	2014	3	\$ 84,154.17
8	Alejandro Villanueva	Pittsburgh	T	Army	2014	UDFA	\$ 83,976.05
9	Matt Paradis	Denver	C	Boise State	2014	6	\$ 83,805.46
10	Nevin Lawson	Detroit	CB	Utah State	2014	4	\$ 82,733.59
11	Jordan Hicks	Philadelphia	LB	Texas	2015	3	\$ 81,813.54
12	Ross Cockrell	Pittsburgh	CB	Duke	2014	4	\$ 81,720.88
13	Malcolm Butler	New England	CB	West Alabama	2014	UDFA	\$ 81,283.90
14	Mark Glowinski	Seattle	G	West Virginia	2015	4	\$ 80,458.15
15	Avery Williamson	Tennessee	LB	Kentucky	2014	5	\$ 79,530.11
16	Greg Mancz	Houston	C	Toledo	2015	UDFA	\$ 78,126.46
17	Max Garcia	Denver	G	Florida	2015	4	\$ 77,242.30
18	LaDarius Gunter	Green Bay	CB	Miami	2015	UDFA	\$ 77,072.97
19	A.J. Cann	Jacksonville	G	South Carolina	2015	3	\$ 76,986.67
20	Kwon Alexander	Tampa Bay	LB	Louisiana State	2015	4	\$ 76,811.45
21	Andrew Norwell	Carolina	G	Ohio State	2014	UDFA	\$ 76,325.88
22	Bobby Hart	New York Giants	G	Florida State	2015	7	\$ 75,784.04
23	Charles Leno	Chicago	T	Boise State	2014	7	\$ 75,571.75
24	Shaquille Mason	New England	G	Georgia Tech	2015	4	\$ 74,876.72
25	Quinton Spain	Tennessee	G	West Virginia	2015	UDFA	\$ 74,429.55

UDFA – Undrafted free agent

## TOP 25 COMBINED TOTAL (PERFORMANCE-BASED PAY AND VETERAN PERFORMANCE-BASED COMPENSATION)

	<b>PLAYER</b>	<b>CLUB</b>	<b>POS</b>	<b>COLLEGE</b>	<b>ENTRY YEAR</b>	<b>DRAFT ROUND</b>	<b>REGULAR PBP</b>	<b>VETERAN PBP</b>	<b>COMBINED DISTRIBUTION</b>
1	Ricardo Allen	Atlanta	S	Purdue	2014	5	\$ 342,712.65	\$ 87,007.27	\$ 429,719.92
2	David Andrews	New England	C	Georgia	2015	UDFA	\$ 341,353.27	\$ 84,990.99	\$ 426,344.26
3	Zach Orr	Baltimore	LB	North Texas	2014	UDFA	\$ 317,986.94	\$ 88,953.05	\$ 406,939.99
4	Alejandro Villanueva	Pittsburgh	T	Army	2014	UDFA	\$ 317,676.41	\$ 83,976.05	\$ 401,652.46
5	Russell Bodine	Cincinnati	C	North Carolina	2014	4	\$ 314,040.72	\$ 85,122.27	\$ 399,162.99
6	Trenton Brown	San Francisco	T	Florida	2015	7	\$ 323,714.54	\$ 73,123.24	\$ 396,837.78
7	Greg Mancz	Houston	C	Toledo	2015	UDFA	\$ 314,808.54	\$ 78,126.46	\$ 392,935.00
8	Matt Paradis	Denver	C	Boise State	2014	6	\$ 306,002.71	\$ 83,805.46	\$ 389,808.17
9	Mark Glowinski	Seattle	G	West Virginia	2015	4	\$ 303,282.60	\$ 80,458.15	\$ 383,740.75
10	LaDarius Gunter	Green Bay	CB	Miami	2015	UDFA	\$ 306,388.79	\$ 77,072.97	\$ 383,461.76
11	Quinton Spain	Tennessee	G	West Virginia	2015	UDFA	\$ 300,142.56	\$ 81,813.54	\$ 381,956.10
12	Jordan Hicks	Philadelphia	LB	Texas	2015	3	\$ 307,518.91	\$ 74,429.55	\$ 381,948.46
13	Telvin Smith	Jacksonville	LB	Florida State	2014	5	\$ 293,471.03	\$ 85,686.64	\$ 379,157.67
14	Brian Poole	Atlanta	CB	Florida	2016	UDFA	\$ 371,783.11	\$ -	\$ 371,783.11
15	Malcolm Butler	New England	CB	West Alabama	2014	UDFA	\$ 287,598.82	\$ 81,283.90	\$ 368,882.72
16	Kwon Alexander	Tampa Bay	LB	Louisiana State	2015	4	\$ 291,500.78	\$ 76,811.45	\$ 368,312.23
17	Andrew Norwell	Carolina	G	Ohio State	2014	UDFA	\$ 291,975.48	\$ 76,325.88	\$ 368,301.36
18	Gabe Jackson	Oakland	G	Mississippi State	2014	3	\$ 273,174.55	\$ 91,475.02	\$ 364,649.57
19	Bobby Hart	NY Giants	G	Florida State	2015	7	\$ 285,288.92	\$ 75,784.04	\$ 361,072.96

20	Avery Williamson	Tennessee	LB	Kentucky	2014	5	\$ 279,923.35	\$ 79,530.11	\$ 359,453.46
21	Dak Prescott	Dallas	QB	Mississippi State	2016	4	\$ 353,544.57	\$ -	\$ 353,544.57
22	Ross Cockrell	Pittsburgh	CB	Duke	2014	4	\$ 270,899.82	\$ 81,720.88	\$ 352,620.70
23	Shaquille Mason	New England	G	Georgia Tech	2015	4	\$ 277,474.07	\$ 74,876.72	\$ 352,350.79
24	Anthony Brown	Dallas	CB	Purdue	2016	6	\$ 346,198.12	\$ -	\$ 346,198.12
25	Nevin Lawson	Detroit	CB	Utah State	2014	4	\$ 261,672.97	\$ 82,733.59	\$ 344,406.56

UDFA – Undrafted free agent

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