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Several of the goals set out in Tesla CEO Elon Musk's pay package are written in vague language that could provide him with hefty payouts without significantly boosting profit, according to experts. ODD ANDERSEN/AFP VIA GETTY IMAGES FILE

Musk could be paid billions without hitting Tesla goals

'Mars-shot milestones' built into CEO's historic pay package

Chris Kirkham, Rachael Levy and Abhirup Roy

LOS ANGELES - When Tesla directors offered Elon Musk the biggest executive pay package in corporate history in September, it reassured investors that he would have to achieve the equivalent of "Mars-shot milestones" to earn \$878 billion in Tesla stock over 10 years.

The board's proposal said Musk would have to "completely transform Tesla and society as we know it" in robotics and autonomous driving as well as stock value and profits. Conversely, Musk would get "zero" unless he meets those "incredibly ambitious" goals.

Yet Musk could reap tens of billions of dollars without meeting most of those targets, according to a Reuters analysis of his performance goals and more than a dozen experts in executive pay, company valuations, robotics and automotive trends including autonomous driving.

He could collect more than \$50 billion by hitting a handful of the board's



Tesla's EV business, which accounts for almost all its revenue, is deteriorating, with aging models facing fierce competition. Its only newer model, the Cybertruck, has flopped. JOE RAEDLE/GETTY IMAGES FILE

easier goals that won't necessarily revolutionize Tesla's products or business, the Reuters review found.

Even hitting just two of the easiest targets, along with modest stock growth, would net Musk \$26 billion, more than the lifetime pay of the next

eight best-paid CEOs combined, a group that includes Meta Platforms' Mark Zuckerberg, Oracle co-founder Larry Ellison, Apple's Tim Cook, and Nvidia's Jensen Huang, according to

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SHUTDOWN

Food banks will feel fallout for months

Many in U.S. used up reserves during closure

Sarah D. Wire **USA TODAY**

The Missoula Food Bank & Community Center in Montana doubled its food order for the first two weeks of November to help handle a flood of requests and will spend "far and above" more than what its has budgeted this month, said Executive Director Amy Allison.

A half-dozen other food banks across the country have similar stories: They've carved massive holes in their budgets over the past six weeks as they've tried to keep up with demand sparked by the federal government shutdown. It hit at the same time layoffs and rising prices had already boosted the number of people seeking

And now they're facing the rest of the year having already pleaded with every donor on their list to give as much as possible.

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Immigration raids begin in Charlotte

Doina Chiacu and Mike Stone

WASHINGTON - Federal authorities conducted raids on Nov. 15 in the banking hub of Charlotte, North Carolina, the Department of Homeland Security said, expanding its crackdown on illegal immigration to the South.

"We are surging DHS law enforcement to Charlotte to ensure Americans are safe and public safety threats are removed," DHS spokesperson Tricia McLaughlin said in a statement. "There have been too many victims of criminal illegal aliens."

DHS, which oversees U.S. Customs and Border Protection, did not provide details on the operation, including how many law enforcement officers took part or the number of people detained.

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