



Winners and losers: Aspiring contenders encounter setbacks

SPORTS, 1B



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
REUTERS

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 easier goals that won’t necessarily revolutionize Tesla’s products or business, the Reuters



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

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 an analysis for Reuters by research firm Equilar.

Musk’s vehicle sales goals are excep-

tionally easy to achieve, according to four automotive experts. If Musk sells 1.2 million cars a year over the next decade, on average, he earns \$8.2 billion in stock if Tesla’s market value grows from \$1.4 trillion today to \$2 trillion in 2035, well under long-term market-average growth. That’s a half-million fewer cars per year than Tesla sold in 2024.

Three other product-development

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Trump’s Gaza peace plan wins support from U.N.

Kim Hjelmggaard
USA TODAY

The United Nations’ backing of the United States’ Middle East peace plan does not mean all is smooth sailing.

The U.N. Security Council on Nov. 17 endorsed a resolution drafted by the United States in an effort to convert a fragile ceasefire between Israel and Hamas to a durable peace that includes rebuilding the Palestinian enclave. The vote was 13 nations in favor, zero votes against and two abstentions, from Russia and China.

The resolution supports the second phase of President Donald Trump’s 20-point peace plan for the Middle East. The first phase started in October with a ceasefire and hostage/prisoner exchange.

Israeli Prime Minister Benjamin Netanyahu quickly welcomed the vote, saying it will help end Hamas’ rule in the Gaza Strip and eventually lead to broader Middle East peace. In a social media post, Trump described the vote as “a moment of true Historic proportion.”

But many details about the plan remain unclear, Hamas quickly rejected aspects of the resolution and there are dissenting voices in Israel.

The resolution calls for Israel, Egypt and a newly vetted and trained Palestinian police force to work together to establish and administer an International Stabilization Force – effectively, a coalition of troops who would ensure Gaza is demilitarized and its border areas secured. Hamas would give up its weapons and its military infrastructure would be destroyed.

U.N. member states would be allowed to take part in a Trump-chaired “Board of Peace” that would supervise a transitional authority for Gaza to oversee the strip’s reconstruction.

The U.N. resolution could prove key to legitimizing a transitional governance body for Gaza and reassuring countries considering sending troops to the strip. “It dismantles Hamas’ grip, it ensures Gaza rises free from terror’s shadow, prosperous and secure,” Mike Waltz, the U.S. ambassador to the UN, told the council ahead of the vote.

However, much remains to be worked out. A senior Israeli official, speaking on the condition of anonymity, told USA TODAY it was far from clear which countries would commit

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Judge pauses guard deployment in Memphis

Lucas Finton
Memphis Commercial Appeal
USA TODAY NETWORK – TENNESSEE

MEMPHIS, TN – A judge on Nov. 17 temporarily ordered that the National Guard be withdrawn from Memphis, Tennessee, the latest move as the Trump administration faces lawsuits over similar deployments across the

United States.

The 35-page court order was filed late on Nov. 17, with Davidson County Chancellor Patricia Head Moskal saying Tennessee Gov. Bill Lee’s authority to deploy the National Guard is “not unfettered.”

“The governor may only call the militia into service in cases of rebellion or invasion and only with the General As-

sembly’s declaration that the public safety requires it,” Moskal wrote. “And while the constitution refers to Tennessee’s ‘army,’ Tennessee’s Military Code defines the ‘army’ as the Tennessee National Guard, and establishes the governor’s powers and authority as the commander-in-chief of the state’s military forces, including when and what conditions he may call the National Guard

into active serve [sic].”

Moskal also said the governor’s decision to deploy the National Guard is not protected from judicial review, an argument made by lawyers from the Tennessee attorney general’s office during a Nov. 3 hearing on the temporary injunction. Moskal also said there has not

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