

2007 Rank	2006 Rank	HR Executive	Title	Company Name	HR Total	HR Executive Pay as a % of CEO							Total Employees	Revenues (\$MM)
						Pay	Salary	Bonus	"NEIP payouts"	Option Awards	Stock Awards	Other		
1	16	Jon D. Walton	exec. v.p., HR, chief legal & compliance officer, general counsel & corp. secretary	Allegheny Technologies Inc.	\$9,746,559	39.5%	\$413,733	\$12,582	\$7,707,418	-	\$1,612,826	\$145,086	9,700	\$5,453
2	13	Marina Armstrong	sr. v.p., stores, HR, play & music & secretary	Gymboree Corp.	\$7,463,083	69.5%	\$384,327	-	\$449,356	-	\$6,629,400	\$26,958	4,700	\$921
3		Michael H. Campbell	exec. v.p., HR, labor & comm.	Delta Air Lines Inc.	\$6,172,463	53.9%	\$346,813	-	\$361,950	\$1,387,300	\$4,076,400	\$207,798	55,044	\$19,154
4		Martha A. Burger	sr. v.p., human & corp. resources	Chesapeake Energy Corp.	\$6,100,896	25.2%	\$637,500	\$776,000	-	-	\$4,687,396	\$422,736	6,200	\$7,800
5		Wesley A. Coleman	former exec. v.p. & chief HR officer	Walt Disney Co.	\$4,732,562	17.6%	\$600,000	\$300,000	\$774,000	\$1,670,550	\$1,388,012	\$332,579	137,000	\$35,510
6		C.J. Duvall Jr.	exec. v.p., HR	Alltel Corp.	\$4,581,330	13.8%	\$325,177	\$1,000,000	\$1,011,613	\$1,941,990	\$302,550	\$4,999,280	16,104	\$8,803
7		Stephen R. Fussell	sr. v.p., HR	Abbott Laboratories	\$4,421,853	15.8%	\$454,689	-	\$480,000	\$1,522,168	\$1,964,996	\$125,799	68,000	\$25,914
8	9	Robert B. Foreman	exec. v.p., HR & Asia	SPX Corp.	\$3,885,855	46.2%	\$595,000	-	\$1,190,000	-	\$2,100,855	\$691,148	18,500	\$4,822
9		Peter W. Boucher	exec. v.p., HR	First Data Corp.	\$3,724,882	180.1%	\$464,583	-	\$525,000	\$1,968,649	\$766,650	\$1,491,843	27,000	\$8,051
10	18	John M. Murabito	exec. v.p., HR & services	Cigna Corp.	\$3,440,191	15.2%	\$552,692	-	\$1,980,000	\$357,470	\$550,029	\$1,426	26,600	\$17,623
11	21	Lawrence B. Costello	former sr. v.p., HR	Trane Inc.	\$3,169,450	42.9%	\$425,000	\$722,500	\$938,200	\$1,083,750	-	\$47,461	29,600	\$7,450
12		David L. Teichmann	general counsel, v.p., HR & corp. secretary	Trident Microsystems Inc.	\$3,118,220	N/A	\$285,000	\$50,000	\$60,000	\$2,116,620	\$606,600	\$4,000	520	\$271
13		Challis M. Lowe	exec. v.p., HR	Dollar General Corp.	\$3,054,905	22.2%	\$420,266	-	\$348,651	\$2,017,983	\$268,005	\$118,133	71,500	\$9,495
14	7	John D. Butler	exec. v.p., admin. & chief HR officer	Textron Inc.	\$2,980,557	26.7%	\$560,000	-	\$728,000	\$595,238	\$1,097,319	\$148,613	44,000	\$13,225
15	10	David L. Murphy	exec. v.p., HR	McGraw-Hill Cos. Inc.	\$2,803,337	30.0%	\$619,700	-	\$821,600	\$453,993	\$908,044	\$134,588	21,171	\$6,772
16		Doreen R. Byrnes	former exec. v.p., HR	Investors Bancorp Inc.	\$2,699,082	41.9%	\$307,311	-	\$81,021	\$938,250	\$1,372,500	\$20,467	510	\$280
17	19	Larry D. Hunter	exec. v.p., legal & HR, general counsel & corp. secretary	DirecTV Group Inc.	\$2,507,851	9.6%	\$744,276	-	\$625,000	-	\$1,138,575	\$84,720	12,300	\$17,246
18		Dwayne H. Tucker	exec. v.p., HR & pres., transaction services	Alliance Data Systems Corp.	\$2,482,446	41.8%	\$375,000	\$45,140	\$451,406	\$326,600	\$1,284,300	\$143,222	9,800	\$2,291
19		David R. Friedman	general counsel, sr. v.p., HR & secretary	Citrix Systems Inc.	\$2,414,544	49.7%	\$375,000	\$563,985	\$186,612	\$699,019	\$589,928	\$336,852	4,620	\$1,392
20	17	Michael T. Theilmann	exec. v.p., chief HR & admin. officer	JCPenney Co. Inc.	\$2,392,464	25.2%	\$542,500	-	-	\$550,004	\$1,299,960	\$31,837	155,000	\$19,860
21	35	David P. Johst	corp. exec. v.p., HR & chief admin. officer	Charles River Laboratories International Inc.	\$2,376,938	35.2%	\$437,000	-	\$418,917	\$482,686	\$1,038,335	\$147,644	8,500	\$1,231
22	24	H. Steven Gilbert	sr. v.p., HR & admin.	Fluor Corp.	\$2,259,123	22.2%	\$455,361	-	\$1,203,300	\$300,044	\$300,418	\$70,273	41,260	\$16,691
23		Edward A. Evans	exec. v.p. & chief personnel officer	Allied Waste Industries Inc.	\$2,188,727	37.7%	\$443,784	-	\$1,093,380	\$545,000	\$106,563	\$46,770	23,300	\$6,069
24	8	Timothy Sompolski	exec. v.p., chief HR officer	Interpublic Group of Cos. Inc.	\$2,039,992	19.0%	\$570,000	-	\$620,000	\$399,998	\$449,994	\$101,960	43,000	\$6,554
25		Brad A. Waite	exec. v.p., HR, loss prevention, real estate & risk mgmt.	Big Lots Inc.	\$2,033,497	21.9%	\$532,747	-	\$708,875	\$432,750	\$359,125	\$30,237	38,153	\$4,656
26	4	Sharon D. Fiehler	exec. v.p., HR & admin.	Peabody Energy Corp.	\$1,860,061	29.2%	\$430,250	\$117,000	\$338,701	\$442,615	\$531,495	\$53,228	7,000	\$4,575
27		Ruth A. Fattori	former exec. v.p., HR	Motorola Inc.	\$1,849,691	28.6%	\$505,000	\$110,000	\$287,480	\$445,500	\$501,711	\$30,024	66,000	\$36,622
28		Lesbia Blanco	exec. v.p., chief talent & admin. officer	Doral Financial Corp.	\$1,773,527	18.4%	\$373,077	\$320,450	\$1,080,000	-	-	\$12,532	1,435	\$579
29		Richard J. Ranieri	sr. v.p., HR	Neurocrine Biosciences Inc.	\$1,734,520	83.8%	\$287,000	\$120,000	-	\$664,000	\$663,520	\$43,811	135	\$1
30		Peter M. Leddy	sr. v.p., HR	Invitrogen Corp.	\$1,672,341	5.8%	\$358,846	-	\$293,895	\$600,623	\$418,977	\$56,352	4,300	\$1,282
31	26	Mitchell A. Kosh	sr. v.p., HR & legal	Polo Ralph Lauren Corp.	\$1,669,627	6.2%	\$619,231	-	\$687,500	\$84,336	\$278,560	\$44,613	14,000	\$4,295
32	49	Candace N. Krol	sr. v.p., HR	Public Storage	\$1,653,025	71.5%	\$250,000	-	\$250,000	\$422,000	\$731,025	\$34,013	5,700	\$1,816
33		Flavio Sa Carvalho	former chief personnel officer	Bunge Ltd.	\$1,604,225	16.6%	\$400,000	-	\$600,000	\$304,000	\$300,225	\$15,200	23,889	\$37,842
34	34	Lonnie D. Bane	sr. v.p., HR	Pride International Inc.	\$1,574,193	23.9%	\$327,500	-	\$269,341	\$492,660	\$484,692	\$26,733	6,900	\$2,044
35		Robert Kretzman	exec. v.p., HR, chief legal officer, general counsel & secretary	Revlon Inc.	\$1,551,689	49.3%	\$681,189	\$308,000	-	-	\$562,500	\$68,774	5,600	\$1,400
36		Melissa A. Wallace	v.p., HR	Under Armour Inc.	\$1,550,962	103.4%	\$269,712	\$75,000	\$206,250	-	\$1,000,000	\$194,175	1,400	\$607
37		Barbara J. Kerr	v.p., HR	Applera Corp.	\$1,472,034	11.3%	\$389,423	-	\$490,953	\$591,658	-	\$98,459	5,530	\$2,132
38		Coretha M. Rushing	corp. v.p. & chief HR officer	Equifax Inc.	\$1,470,819	18.3%	\$395,192	\$71,135	\$262,487	\$288,585	\$453,420	\$22,998	7,000	\$1,843
39		Roger Marchetti	sr. v.p., HR & information mgmt.	Amylin Pharmaceuticals Inc.	\$1,467,165	17.1%	\$337,115	-	\$58,150	\$1,042,650	\$29,250	\$726	1,900	\$781
40		Frederick S. Koury	sr. v.p., HR	Pentair Inc.	\$1,459,817	18.6%	\$371,171	-	\$279,225	\$523,946	\$285,475	\$87,175	16,000	\$3,399
41		Jean M. Halloran	sr. v.p., HR	Agilent Technologies Inc.	\$1,438,554	20.4%	\$399,996	-	\$141,139	\$448,075	\$449,344	\$34,865	19,400	\$5,420
42	30	Jay A. Lentz	sr. v.p., HR	Collective Brands Inc.	\$1,398,554	9.6%	\$393,908	\$135,000	\$105,206	\$269,859	\$494,581	\$12,905	31,000	\$3,035
43	39	Diana De Walt	sr. v.p., HR	Gen Probe Inc.	\$1,395,179	29.1%	\$292,095	-	\$101,372	\$515,152	\$486,560	\$7,418	1,049	\$403
44		Mark J. Servodidio	exec. v.p. & chief HR officer	Avis Budget Group Inc.	\$1,371,846	35.2%	\$359,894	-	\$161,952	-	\$850,000	\$51,584	30,000	\$5,986
45		Thomas M. Costello Jr.	former sr. v.p., HR, comm. & investor relations, general counsel & secretary	Compuware Corp.	\$1,356,148	42.4%	\$420,833	-	\$510,000	\$425,315	-	\$28,039	7,539	\$1,213
46	32	Paul F. McBride	sr. v.p., HR & corp. initiatives	Black & Decker Corp.	\$1,355,665	11.4%	\$433,750	\$19,800	\$160,200	\$344,250	\$397,665	\$79,499	25,000	\$6,563
47		Michael C. Keane	sr. v.p., HR	Tween Brands Inc.	\$1,338,066	38.7%	\$440,000	\$155,000	\$130,416	\$317,750	\$294,900	\$383	13,400	\$1,014
48	25	Paul S. Davit	exec. v.p., HR	Enzon Pharmaceuticals Inc.	\$1,335,156	13.2%	\$336,156	-	\$140,000	\$859,000	-	\$15,618	371	\$186
49	41	Lawrence D. McClure	former sr. v.p., HR	Liz Claiborne Inc.	\$1,326,209	15.2%	\$502,708	\$95,625	-	\$326,102	\$401,774	\$57,758	16,500	\$4,577
50		Jan Becker	sr. v.p., HR & corp. real estate	Autodesk Inc.	\$1,324,871	17.8%	\$302,501	-	\$240,000	\$782,370	-	\$18,684	7,300	\$2,172

Source: Compensation data provided by Equilar Inc.