

## 2008 Most Admired for HR

The following chart indicates the rank order and scores of the 50 companies determined to be most admired in the following four categories of HR-related attributes: People Management, Innovation, Product/Service Quality and Management Quality. Hay Group used *Fortune's* "Most Admired Companies" database to perform this analysis. The list includes U.S.-based companies as well as selected non-U.S. companies with prominent U.S. subsidiaries. Scores represent the combined totals for all four attributes.

Rank	Company	Industry	HR Attributes Average Total
1	Fortune Brands, Deerfield, Ill.	Household Products	8.50428
2	Medco Health Solutions, Franklin Lakes, N.J.	Healthcare: Pharmacy and Other Services	8.50000
3	Procter & Gamble, Cincinnati	Soaps and Cosmetics	8.46437
4	Walt Disney, Burbank, Calif.	Entertainment	8.44643
5	Herman Miller, Zeeland, Mich.	Furniture	8.38672
6	Burlington Northern Santa Fe, Fort Worth, Texas	Railroads	8.33696
7	BMW, Woodcliff Lake, N.J.	Motor Vehicles	8.28854
8	United Parcel Service, Atlanta	Delivery and Logistics	8.26389
9	Knight, Houston	Pipelines	8.22585
10	Starbucks, Seattle	Food Services	8.22223
11	Anheuser-Busch, St. Louis	Beverages	8.21845
12	ProLogis, Denver	Real Estate	8.21193
13	Accenture, Hamilton, Bermuda	Information Technology Services	8.16056
14	Deere, Moline, Ill.	Industrial and Farm Equipment	8.14641
15	American Express, New York	Mega Banks	8.14595
16	McDonald's, Oak Brook, Ill.	Food Services	8.14246
17	International Paper, Memphis, Tenn.	Forest and Paper Products	8.09500
18	Nike, Beaverton, Ore.	Apparel	8.06787
19	FedEx, Memphis, Tenn.	Delivery and Logistics	8.06250
20	St. Jude Medical, St. Paul, Minn.	Medical and Other Precision Equipment	8.04555
21	Continental Airlines, Houston	Airlines	8.04249
22	Apple, Cupertino, Calif.	Computers	8.03848
23	Southwest Airlines, Dallas	Airlines	8.03383
24	Nordstrom, Seattle	General Merchandisers	8.00000
25	Costco Wholesale, Issaquah, Wash.	Specialty Retailers	7.97775
26	General Electric, Fairfield, Conn.	Electronics	7.95589
27	Polo Ralph Lauren, New York	Apparel	7.95319
28	Nestlé, Glendale, Calif.	Consumer Food Products	7.93873
29	Union Pacific, Omaha, Neb.	Railroads	7.92742
30	Daimler, Stuttgart, Germany	Motor Vehicles	7.92100
31	Marriott International, Washington	Hotels, Casinos, Resorts	7.91576
32	Intuit, Mountain View, Calif.	Computer Software	7.91542
33	Toyota Motor, Torrance, Calif.	Motor Vehicles	7.89827
34	Altria Group, Richmond, Va.	Tobacco	7.89773
35	Berkshire Hathaway, Omaha, Neb.	Insurance: Property and Casualty	7.86820
36	Genentech, South San Francisco	Pharmaceuticals	7.83356
37	MGM Mirage, Las Vegas	Hotels, Casinos, Resorts	7.80311
38	Robert Half International, Menlo Park, Calif.	Temporary Help	7.78296
39	CarMax, Richmond, Va.	Automotive Retailing, Services	7.77407
40	Stryker, Kalamazoo, Mich.	Medical and Other Precision Equipment	7.75000
41	FPL Group, Juno Beach, Fla.	Electric and Gas Utilities	7.69928
42	YRC Worldwide, Overland Park, Kan.	Trucking	7.68750
43	IMS Health, Norwalk, Conn.	Healthcare: Pharmacy and Other Services	7.66667
44	EMC, Hopkinton, Mass.	Computer Peripherals	7.66008
45	Exxon Mobil, Irving, Texas	Petroleum Refining	7.65949
46	Adobe Systems, San Jose, Calif.	Computer Software	7.65887
47	Best Buy, Richfield, Minn.	Specialty Retailers	7.65471
48	British American Tobacco, London	Tobacco	7.63095
49	Chevron, San Ramon, Calif.	Petroleum Refining	7.62160
50	News Corp., New York	Entertainment	7.62058

\*Industry classifications were chosen by *Fortune* Magazine and Hay Group.