

2008 Rank	2007 Rank	HR Executive	Title	Company Name	HR Total	HR Exec. Pay as a % of CEO Pay	Salary	Bonus	NEIP Payouts	Option Awards	Stock Awards	Other*	Total Employees	Revenue (\$MM)
1	18	Dwayne H. Tucker	exec. v.p., HR & pres., transaction services	Alliance Data Systems Corp.	\$7,059,207	55%	\$390,000	\$24,114	\$482,274	—	\$6,162,819	\$126,585	7,400	\$2,025
2	3	Michael H. Campbell	exec. v.p., HR & labor relations	Delta Air Lines Inc.	\$5,794,896	33%	\$387,500	—	—	\$2,674,884	\$2,732,512	\$114,053	84,306	\$22,697
3		Elizabeth L. Axelrod	sr. v.p., HR	eBay Inc.	\$4,672,145	21%	\$480,135	—	—	\$700,198	\$3,491,812	\$10,158	16,200	\$8,541
4	8	Robert B. Foreman	exec. v.p., HR & Asia Pacific & exec. v.p., global business systems & services	SPX Corp.	\$4,526,700	43%	\$682,700	—	\$1,450,000	—	\$2,394,000	\$259,296	17,800	\$5,856
5		Stephen G. Dando	exec. v.p. & chief HR officer	Thomson Reuters	\$3,922,678	11%	\$679,247	—	\$532,624	\$370,748	\$2,340,059	\$161,253	53,700	\$11,707
6	1	Jon D. Walton	exec. v.p., HR, chief legal & compliance officer, general counsel & secretary	Allegheny Technologies Inc.	\$3,874,528	36%	\$427,000	—	\$2,160,733	—	\$1,286,795	\$172,474	9,600	\$5,310
7	2	Marina Armstrong	sr. v.p., stores, HR, play & music & secretary	Gymboree Corp.	\$3,805,380	41%	\$464,886	—	\$644,144	—	\$2,696,350	\$24,720	5,100	\$1,001
8	20	Michael T. Theilmann	exec. v.p., chief HR & admin. officer	JCPenney Co. Inc.	\$3,753,008	26%	\$587,500	—	\$337,500	\$2,195,506	\$632,502	\$24,032	147,000	\$18,486
9		Gregory A. Lee	sr. v.p., HR	Motorola Inc.	\$3,545,887	N/A	\$438,462	\$285,000	\$130,625	\$1,054,800	\$1,637,000	\$7,008	64,000	\$30,146
10		Peter M. Leddy	sr. v.p., HR	Life Technologies	\$2,701,995	26%	\$397,039	—	\$372,075	\$1,018,927	\$913,954	\$73,563	9,700	\$1,620
11		Paul G. George	exec. v.p., HR & corp. services	Freddie Mac	\$2,601,685	N/A	\$541,667	\$260,000	—	—	\$1,800,018	\$94,698	5,012	\$41,477
12	17	Larry D. Hunter	exec. v.p., legal, HR & admin., general counsel & secretary	DirectTV Group Inc.	\$2,557,903	44%	\$774,753	—	\$511,000	—	\$1,272,150	\$92,455	19,600	\$19,693
13		Judy Batlin	v.p., organizational learning, development & HR	Onyx Pharmaceuticals Inc.	\$2,512,422	N/A	\$272,736	\$35,000	\$93,033	\$1,462,808	\$648,845	\$6,102	197	\$194
14	22	H. Steven Gilbert	sr. v.p., HR & admin.	Fluor Corp.	\$2,402,653	17%	\$486,019	—	\$1,316,300	\$300,097	\$300,237	\$85,368	42,119	\$22,326
15		James J. Duffy	exec. v.p., HR	CIT Group Inc.	\$2,265,321	57%	\$350,000	\$450,000	—	\$609,817	\$855,504	\$35,815	4,995	\$3,638
16	21	David P. Johst	exec. v.p., HR & chief admin. officer	Charles River Laboratories International Inc.	\$2,249,502	37%	\$454,480	—	\$352,733	\$386,384	\$1,055,905	\$361,063	9,000	\$1,343
17		Kevin W. Oliver	exec. v.p., HR	Hanesbrands Inc.	\$2,194,124	20%	\$375,000	—	\$319,125	\$749,998	\$750,001	\$119,506	45,200	\$4,249
18	19	David R. Friedman	general counsel, sr. v.p., HR & secretary	Citrix Systems Inc.	\$2,126,829	50%	\$390,000	—	\$115,786	\$1,009,699	\$611,344	\$14,383	5,040	\$1,583
19		Lynn C. Minella	sr. v.p., HR & comm.	Air Products and Chemicals Inc.	\$2,116,697	17%	\$415,000	—	\$459,000	\$666,135	\$576,562	\$13,328	21,100	\$10,415
20	15	David L. Murphy	exec. v.p., HR	McGraw-Hill Cos.	\$2,067,965	27%	\$644,500	—	—	\$474,503	\$948,962	\$136,735	21,649	\$6,355
21		Stephen J. Cerrone	exec. v.p., HR	Sara Lee Corp.	\$1,998,996	19%	\$472,750	—	\$600,257	\$305,412	\$620,577	\$79,470	44,000	\$13,212
22		Mark D. Dailey	sr. v.p., HR & chief compliance officer	Flowserve Corp.	\$1,984,927	20%	\$400,824	—	\$849,431	—	\$734,672	\$55,521	15,000	\$4,473
23	25	Brad A. Waite	exec. v.p., HR, loss prevention & risk mgmt.	Big Lots Inc.	\$1,941,435	20%	\$547,760	—	\$809,050	\$321,375	\$263,250	\$35,914	37,000	\$4,645
24		Richard F. Walsh	sr. v.p., HR & chief admin. officer	PerkinElmer Inc.	\$1,921,101	29%	\$375,000	—	\$795,992	\$375,121	\$374,988	\$59,138	7,900	\$1,937
25		Peter M. Perez	exec. v.p., HR	ConAgra Foods Inc.	\$1,879,244	24%	\$410,000	—	\$295,200	\$530,844	\$643,200	\$20,877	25,000	\$11,606
26		Denise White	exec. v.p., HR & admin.	Viacom Inc.	\$1,871,401	7%	\$768,173	\$410,900	—	\$378,005	\$314,323	\$74,106	12,000	\$14,625
27		James N. Whyte	exec. v.p., HR & risk mgmt.	Intrepid Potash Inc.	\$1,845,829	209%	\$225,845	\$150,000	—	—	\$1,469,984	\$12,355	776	\$415
28		Theo Killion	exec. v.p., HR, legal & corp. strategy	Zale Corp.	\$1,818,747	N/A	\$289,808	\$581,000	—	\$477,939	\$470,000	\$4,731	15,500	\$2,138
29	24	Timothy Sompolski	exec. v.p. & chief HR officer	Interpublic Group of Cos. Inc.	\$1,815,776	20%	\$570,000	—	\$520,000	\$227,781	\$497,995	\$102,588	45,000	\$6,963
30	32	Candace N. Krol	sr. v.p., HR	Public Storage	\$1,811,960	11%	\$275,000	—	\$275,000	\$1,101,000	\$160,960	\$44,631	5,200	\$1,746
31		Lawrence N. Solomon	exec. v.p., HR	Dr Pepper Snapple Group Inc.	\$1,794,249	25%	\$430,962	—	\$585,003	\$378,306	\$399,978	\$58,975	20,000	\$5,710
32	10	John M. Murabito	exec. v.p., HR & services	Cigna Corp.	\$1,787,661	16%	\$587,606	—	\$763,450	\$436,605	—	\$7,411	30,300	\$19,101
33		Michael M. Jossi	exec. v.p., global human capital	TeleTech Holdings Inc.	\$1,774,667	507%	\$250,000	—	\$41,667	—	\$1,483,000	\$14,624	55,000	\$1,400
34		James S. Welch Jr.	v. chmn. & exec. dir., corp. affairs, strategy, diversity & HR	Brown-Forman Corp.	\$1,766,580	30%	\$524,166	—	\$858,925	\$180,641	\$202,848	\$32,165	4,466	\$3,282
35		Mary E. Sweetman	sr. v.p., HR	Furniture Brands International Inc.	\$1,657,729	29%	\$292,089	\$113,500	\$1,021,500	\$93,360	\$137,280	\$14,047	8,100	\$1,743
36	34	Lonnie D. Bane	sr. v.p., HR & admin.	Pride International Inc.	\$1,646,126	24%	\$343,626	—	\$237,300	\$468,350	\$596,850	\$25,941	6,400	\$2,310
37	41	Jean M. Halloran	sr. v.p., HR	Agilent Technologies Inc.	\$1,622,274	21%	\$399,996	—	\$295,400	\$460,583	\$466,295	\$23,235	19,600	\$5,774
38		T. Kathleen Hanley	sr. v.p., organizational effectiveness, strategy & corp. staffs	Carpenter Technology Corp.	\$1,601,670	63%	\$372,226	—	\$253,941	\$220,175	\$755,328	\$38,352	3,400	\$1,954
39		Beth B. Sexton	exec. v.p., HR	Foster Wheeler AG	\$1,572,615	N/A	\$270,385	—	\$324,500	\$469,195	\$508,535	\$169,961	14,729	\$6,854
40		Daniel M. Sessa	exec. v.p. & chief HR officer	Lennox International Inc.	\$1,456,876	30%	\$377,775	—	\$236,602	\$177,131	\$665,368	\$56,173	13,500	\$3,481
41		Marianne Piterans	dir., HR, public relations, training, security & admin. services	TFS Financial Corp.	\$1,426,239	8%	\$306,580	\$306,580	—	\$401,005	\$412,074	\$92,623	1,012	\$550
42		Jeffrey S. Shuman	v.p., HR & corp. relations	Harris Corp.	\$1,422,700	22%	\$364,327	—	\$337,154	\$402,889	\$318,330	\$103,946	16,500	\$5,311
43	35	Robert Kretzman	exec. v.p., HR, chief legal officer, general counsel & secretary	Revlon Inc.	\$1,407,879	49%	\$711,889	\$420,000	—	—	\$275,990	\$71,972	5,600	\$1,347
44		Richard A. Sayers II	exec. v.p. & chief HR & compliance officer	Agilysys Inc.	\$1,406,622	132%	\$270,000	—	\$76,302	—	\$1,060,320	\$49,432	1,328	\$771
45		Robert R. Morrice	chief people officer	Cbeyond Inc.	\$1,368,669	51%	\$265,000	—	\$115,275	\$398,530	\$589,864	\$7,787	1,493	\$350
46	31	Mitchell A. Kosh	sr. v.p., HR & legal	Polo Ralph Lauren Corp.	\$1,355,090	4%	\$625,000	—	\$347,188	\$83,054	\$299,848	\$64,639	15,000	\$4,880
47		Adria Alpert Romm	sr. exec. v.p., HR	Discovery Communications Inc.	\$1,347,649	18%	\$524,423	—	\$483,462	\$339,764	—	\$29,189	4,000	\$3,443
48	40	Frederick S. Koury	sr. v.p., HR	Pentair Inc.	\$1,338,371	24%	\$388,000	—	\$83,459	\$525,112	\$341,800	\$73,988	14,700	\$3,352
49		Alan J. Friedman	sr. v.p., people	Novell Inc.	\$1,338,017	20%	\$373,014	—	\$450,000	\$250,629	\$264,374	\$47,643	4,000	\$957
50		Christine A. Morena	exec. v.p., HR	Saks Inc.	\$1,330,031	24%	\$432,969	—	\$40,840	\$93,708	\$762,514	\$6,102	13,000	\$3,030

Source: Compensation data provided by Equilar Inc. (www.equilar.com).
* This value is excluded from HR Total.