

2009 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 ¹	HR Attributes Average Total ²
1	Walt Disney, Burbank, Calif.	Entertainment	8.592
2	Graybar Electric, St. Louis	Wholesalers: Diversified	8.420
3	Marriott International, Washington	Hotels, Casinos, Resorts	8.301
4	Goldman Sachs Group, New York	Securities	8.254
5	Herman Miller, Zeeland, Mich.	Furniture	8.250
6	Medco Health Solutions, Franklin Lakes, N.J.	Healthcare: Pharmacy and Other Services	8.229
7	Nike, Beaverton, Ore.	Apparel	8.137
8	Google, Mountain View, Calif.	Internet Services and Retailing	8.137
9	Sysco, Houston	Wholesalers: Food and Grocery	8.115
10	Procter & Gamble, Cincinnati	Soaps and Cosmetics	8.071
11	Continental Airlines, Houston	Airlines	8.051
12	Altria Group, Richmond, Va.	Tobacco	8.000
13	Nestlé, Glendale, Calif.	Consumer Food Products	7.984
14	Integrus Energy Group, Chicago	Energy	7.960
15	Apple, Cupertino, Calif.	Computers	7.957
16	Edison, Milan, Italy	Energy	7.935
17	Occidental Petroleum, Los Angeles	Mining, Crude-Oil Production	7.892
18	EMC, Hopkinton, Mass.	Computer Peripherals	7.887
19	Union Pacific, Omaha, Neb.	Railroads	7.872
20	Fortune Brands, Deerfield, Ill.	Household Products	7.866
21	Polo Ralph Lauren, New York	Apparel	7.766
22	FedEx, Memphis, Tenn.	Delivery	7.761
23	Aetna, Hartford, Conn.	Healthcare: Insurance and Managed Care	7.752
24	Adobe Systems, San Jose, Calif.	Computer Software	7.746
25	Intuit, Mountain View, Calif.	Computer Software	7.741
26	Amazon.com, Seattle	Internet Services and Retailing	7.715
27	General Electric, Fairfield, Conn.	Electronics	7.684
28	Berkshire Hathaway, Omaha, Neb.	Insurance: Property and Casualty	7.658
29	Anheuser-Busch, St. Louis	Beverages	7.654
30	BlackRock, New York	Securities	7.633
31	Devon Energy, Oklahoma City	Mining, Crude-Oil Production	7.593
32	British American Tobacco, London	Tobacco	7.583
33	Burlington Northern Santa Fe, Fort Worth, Texas	Railroads	7.567
34	EMCOR Group, Norwalk, Conn.	Engineering, Construction	7.563
35	Accenture, Dublin, Ireland	Information Technology Services	7.562
36	Exxon Mobil, Irving, Texas	Petroleum Refining	7.551
37	Caterpillar, Peoria, Ill.	Industrial and Farm Equipment	7.540
38	Intel, Santa Clara, Calif.	Semiconductors and Other Electronic Components	7.531
39	Southwest Airlines, Dallas	Airlines	7.526
40	Jacobs Engineering Group, Pasadena, Calif.	Engineering, Construction	7.504
41	Norfolk Southern, Norfolk, Va.	Railroads	7.501
42	Pactiv, Lake Forest, Ill.	Packaging, Containers	7.500
43	IBM, Armonk, N.Y.	Information Technology Services	7.478
44	Deere, Moline, Ill.	Industrial and Farm Equipment	7.464
45	Royal Dutch Shell, The Hague, Netherlands	Petroleum Refining	7.460
46	Target, Minneapolis	General Merchandisers	7.460
47	Chevron, San Ramon, Calif.	Petroleum Refining	7.441
48	Xerox, Norwalk, Conn.	Computers	7.429
49	PepsiCo, Purchase, N.Y.	Consumer Food Products	7.396
50	W.W. Grainger, Lake Forest, Ill.	Wholesalers: Diversified	7.379

¹ Industry classifications were chosen by *Fortune* Magazine and Hay Group.

² In cases of similar scores, a more thorough analysis of the data was used to determine the rankings.