

2009 Rank	2008 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		Russell C. Deyo	v.p., HR & general counsel	Johnson & Johnson	\$6,211,215	27%	\$831,838	—	\$3,608,760	\$1,159,245	\$611,372	\$45,535	115,500	\$61,897
2	6	Jon D. Walton	exec. v.p., HR, chief legal & compliance officer, general counsel & secretary	Allegheny Technologies Inc.	\$3,594,419	37%	\$428,000	—	\$1,636,267	—	\$1,530,152	\$152,658	8,500	\$3,055
3	7	Marina Armstrong	sr. v.p., stores, HR, play & music & secretary	Gymboree Corp.	\$2,774,800	64%	\$338,800	\$120,000	—	—	\$2,316,000	\$18,673	4,900	\$1,015
4		James R. Ellinghausen	exec. v.p., HR	PulteGroup Inc.	\$2,525,708	44%	\$475,000	—	\$488,563	\$1,016,895	\$545,250	\$23,750	5,700	\$4,084
5		Carmen J. Dabiero	sr. v.p., HR	Sealy Corp.	\$2,193,942	19%	\$205,000	\$17,506	\$115,950	—	\$1,855,486	\$15,607	4,848	\$1,290
6	4	Robert B. Foreman	exec. v.p., HR & Asia Pacific & exec. v.p., global business systems & services	SPX Corp.	\$2,178,030	45%	\$725,000	—	\$362,500	—	\$1,090,530	\$396,525	15,000	\$4,851
7		Craig E. Schneier	exec. v.p., HR, public affairs & comm.	Biogen Idec	\$2,164,366	22%	\$496,283	—	\$290,493	\$444,170	\$933,420	\$100,419	4,750	\$4,377
8	26	Denise White	exec. v.p., HR & admin.	Viacom Inc.	\$2,149,994	6%	\$825,000	—	\$625,000	\$279,999	\$419,995	\$7,298	11,470	\$13,619
9	8	Michael T. Theilmann	exec. v.p., chief HR & admin. officer	JCPenney Co. Inc.	\$2,080,749	26%	\$600,000	—	\$848,250	\$632,499	—	\$54,257	154,000	\$17,556
10		Ann L. McDaniel	sr. v.p., HR	Washington Post Co.	\$1,959,580	490%	\$470,000	—	\$188,000	—	\$1,301,580	\$77,335	21,500	\$4,570
11		Victoria A. Bernholz	chief people officer	SuccessFactors Inc.	\$1,954,315	n/a	\$78,686	—	\$50,484	\$1,152,645	\$672,500	\$1,279	664	\$153
12	23	Brad A. Waite	exec. v.p., HR, loss prevention & risk mgmt.	Big Lots Inc.	\$1,930,675	20%	\$550,000	—	\$825,000	\$293,625	\$262,050	\$32,861	35,600	\$4,727
13		Lynn H. Clark	sr. v.p., HR	Mead Johnson Nutrition	\$1,880,887	22%	\$288,774	\$100,086	\$206,340	\$204,590	\$1,081,097	\$226,227	5,600	\$2,827
14		David K. Norton	sr. exec. v.p. & chief HR officer	People's United Financial Inc.	\$1,872,267	n/a	\$64,338	\$90,000	\$47,741	\$668,691	\$1,001,497	\$3,352	4,534	\$767
15	20	David L. Murphy	exec. v.p., HR	McGraw-Hill Cos.	\$1,724,749	32%	\$663,800	—	\$500,000	\$278,862	\$282,087	\$107,897	21,077	\$5,952
16		Joseph A. Bosch	sr. v.p., HR	Centex Corp.	\$1,685,344	15%	\$410,000	—	\$225,344	\$300,000	\$750,000	\$10,309	2,463	\$3,827
17		Kevin R. Holland	sr. v.p. & chief people officer	Chiquita Brands International Inc.	\$1,662,819	22%	\$362,885	—	\$432,900	—	\$867,034	\$83,172	21,000	\$3,470
18		Laurence B. Appel	sr. v.p., HR, legal & general counsel	Winn Dixie Stores Inc.	\$1,643,506	37%	\$506,733	—	\$429,474	\$287,299	\$420,000	\$25,000	50,000	\$7,367
19	18	David R. Friedman	sr. v.p., HR & general counsel	Citrix Systems Inc.	\$1,643,130	32%	\$395,000	—	\$231,301	\$310,664	\$706,165	\$18,094	4,816	\$1,614
20	10	Peter M. Leddy	sr. v.p., global HR & internal comm.	Life Technologies Corp.	\$1,623,557	36%	\$467,307	—	\$1,156,250	—	—	\$31,365	9,000	\$3,280
21		Nathan Siekierka	v.p., HR	Computer Sciences Corp.	\$1,587,097	15%	\$370,673	—	\$377,900	\$299,293	\$539,231	\$128,366	92,000	\$16,740
22	36	Lonnie D. Bane	sr. v.p., HR & admin.	Pride International Inc.	\$1,563,793	24%	\$365,538	—	\$194,380	\$477,714	\$526,161	\$26,811	4,020	\$1,594
23	19	Lynn C. Minella	sr. v.p., HR & comm.	Air Products & Chemicals Inc.	\$1,502,637	17%	\$440,000	—	—	\$754,639	\$307,998	\$14,259	18,900	\$8,256
24		Roger D. Carlile	exec. v.p. & chief HR officer	FTI Consulting Inc.	\$1,495,000	39%	\$1,300,000	—	\$195,000	—	—	\$7,800	3,472	\$1,400
25	25	Peter M. Perez	exec. v.p., HR	Conagra Foods Inc.	\$1,488,021	26%	\$435,577	—	\$200,000	\$342,204	\$510,240	\$16,610	25,600	\$12,731
26	34	James S. Welch Jr.	v. chmn. & exec. dir., corp. affairs, strategy, diversity & HR	Brown-Forman Corp.	\$1,479,268	36%	\$545,625	—	\$658,645	\$154,998	\$120,000	\$31,676	4,100	\$3,192
27	16	David P. Johst	exec. v.p., HR, chief admin. officer & general counsel	Charles River Laboratories International Inc.	\$1,466,721	41%	\$454,480	—	\$74,296	\$410,945	\$527,000	\$409,819	8,000	\$1,203
28	46	Mitchell A. Kosh	sr. v.p., HR & legal	Polo Ralph Lauren Corp.	\$1,440,918	7%	\$625,000	—	\$419,375	\$76,802	\$319,741	\$48,325	17,000	\$5,019
29		John P. McMahon	sr. v.p., HR	Arrow Electronics Inc.	\$1,426,370	32%	\$375,000	\$63,180	\$294,840	\$153,344	\$540,006	\$69,039	11,300	\$14,684
30		Dennis Zeleny	sr. v.p. & chief HR officer	Sunoco Inc.	\$1,414,265	n/a	\$454,904	\$150,000	—	\$225,138	\$584,223	\$7,068	11,200	\$31,312
31		John D. Butler	exec. v.p., admin. & chief HR officer	Textron Inc.	\$1,403,830	34%	\$560,000	—	\$374,556	\$56,671	\$412,603	\$61,407	32,000	\$10,500
32		Scott A. Crum	sr. v.p. & dir., HR	ITT Corp.	\$1,324,951	16%	\$380,000	—	\$345,800	\$191,540	\$407,611	\$48,911	40,200	\$10,905
33		Coretha M. Rushing	v.p. & chief HR officer	Equifax Inc.	\$1,311,736	18%	\$420,000	\$75,600	\$191,487	\$239,736	\$384,913	\$38,566	6,600	\$1,825
34		Adam R. Kokas	sr. v.p., chief HR officer, general counsel & secretary	Atlas Air Worldwide Holdings Inc.	\$1,290,548	29%	\$352,513	—	\$648,655	—	\$289,380	\$35,613	1,337	\$1,062
35	48	Frederick S. Koury	sr. v.p., HR	Pentair Inc.	\$1,288,610	22%	\$388,000	—	\$214,176	\$331,110	\$355,324	\$87,276	13,150	\$2,692
36	24	Richard F. Walsh	sr. v.p., HR & chief admin. officer	PerkinElmer Inc.	\$1,288,060	30%	\$389,423	—	\$456,254	\$317,382	\$125,001	\$62,840	8,200	\$1,812
37		Jennifer Evans Stacey	exec. v.p., HR, general counsel & secretary	Auxilium Pharmaceuticals Inc.	\$1,272,869	45%	\$330,897	—	\$185,000	\$444,972	\$312,000	\$4,558	540	\$164
38		Kimberly D. Vella	sr. v.p., HR	Tractor Supply Co.	\$1,239,486	17%	\$273,118	—	\$499,647	\$219,989	\$246,732	\$20,351	13,300	\$3,207
39		Benito Cachinero	v.p., HR	Automatic Data Processing Inc.	\$1,238,120	21%	\$400,000	—	\$215,500	\$122,400	\$500,220	\$71,305	45,000	\$8,867
40		Debra Canner	sr. v.p., HR	Akamai Technologies Inc.	\$1,214,723	17%	\$286,906	—	\$177,866	\$134,696	\$615,255	—	1,750	\$860
41		Kathryn L. Sutter	sr. v.p., HR	Dick's Sporting Goods Inc.	\$1,198,759	16%	\$333,846	—	\$333,846	\$448,147	\$82,920	\$3,675	25,200	\$4,413
42		Dennis R. Winkleman	exec. v.p., HR	Joy Global Inc.	\$1,193,730	25%	\$312,500	—	\$333,750	\$287,200	\$260,280	\$61,582	11,300	\$3,598
43	29	Timothy Sompolski	exec. v.p., chief HR officer	Interpublic Group of Cos. Inc.	\$1,186,666	20%	\$570,000	—	\$350,000	—	\$266,666	\$98,312	40,000	\$6,028
44		Linda E. Amper	sr. v.p., HR	OSI Pharmaceuticals Inc.	\$1,155,280	23%	\$300,000	\$285,500	—	\$332,600	\$237,180	\$12,368	535	\$428
45		Melody L. Jones	chief HR officer	The Corporate Executive Board Co.	\$1,155,000	78%	\$450,000	—	\$405,000	—	\$300,000	\$14,034	1,742	\$443
46		Jeffrey J. Childs	sr. v.p. & chief HR officer	United States Cellular Corp.	\$1,147,318	27%	\$418,200	\$163,507	\$105,060	\$309,624	\$150,927	\$37,873	9,200	\$4,215
47		Cathy Fraser	sr. v.p., HR	Tenet Healthcare Corp.	\$1,115,807	12%	\$342,300	—	\$489,507	\$284,000	—	\$16,518	57,613	\$9,014
48		W. Lance Wright	sr. v.p., HR & admin.	USEC Inc.	\$1,109,871	26%	\$384,231	—	\$182,336	\$148,000	\$395,304	\$20,029	2,908	\$2,037
49		William A. Brake Jr.	exec. v.p., human & technical resources	Cliffs Natural Resources Inc.	\$1,079,148	22%	\$400,475	—	\$418,669	—	\$260,004	\$17,204	5,404	\$2,342
50	17	Kevin W. Oliver	exec. v.p., HR	Hanesbrands Inc.	\$1,062,630	22%	\$375,000	—	\$87,638	\$300,003	\$299,989	\$116,503	47,400	\$3,891

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