

2010 Rank	2009 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		Richard J. Ranieri *	exec. v.p., HR	Dendreon Corp.	\$4,818,479	n/a	\$246,800	\$-	\$170,000	\$2,509,579	\$1,892,100	\$128,831	1,497	\$48
2	2	Jon D. Walton †	exec. v.p., HR, chief legal & compliance officer & secretary	Allegheny Technologies Inc.	\$4,801,207	34%	\$440,840	\$711,267	\$1,407,455	\$-	\$2,241,645	\$209,268	9,200	\$4,048
3		Martha A. Burger	sr. v.p., human & corp. resources	Chesapeake Energy Corp.	\$4,249,513	22%	\$700,000	\$1,348,563	\$-	\$-	\$2,200,950	\$496,054	10,000	\$9,366
4		Gary Retelny *	chief admin. officer, secretary & head of strategy & business development, HR & internal audit	MSCI Inc.	\$3,688,511	67%	\$400,000	\$632,500	\$-	\$-	\$2,656,011	\$17,640	2,077	\$663
5		Kathleen Wilson-Thompson *	sr. v.p. & chief HR officer	Walgreen Co.	\$3,563,120	n/a	\$347,989	\$450,000	\$258,904	\$663,085	\$1,843,142	\$78,533	244,000	\$67,420
6		Elizabeth L. Axelrod	sr. v.p., HR	eBay Inc.	\$3,528,780	29%	\$497,404	\$139,895	\$293,406	\$1,120,500	\$1,477,575	\$10,628	17,700	\$9,156
7		Anthony G. Ambrosio	exec. v.p., HR & admin.	CBS Corp.	\$3,498,927	6%	\$710,192	\$1,275,000	\$-	\$599,996	\$913,739	\$66,656	25,380	\$14,060
8		John M. Murabito	exec. v.p., HR & services	CIGNA	\$3,355,945	22%	\$592,250	\$-	\$1,740,500	\$337,030	\$686,165	\$24,501	30,600	\$21,253
9		Carol A. Surface *	exec. v.p. & chief HR officer	Best Buy	\$3,209,534	64%	\$457,308	\$600,000	\$166,833	\$789,393	\$1,196,000	\$65,172	180,000	\$50,272
10		Jeffrey W. Diana *	chief people officer	SuccessFactors Inc.	\$2,976,336	n/a	\$21,731	\$100,000	\$-	\$925,405	\$1,929,200	\$-	1,047	\$206
11	7	Craig E. Schneider †	v.p., HR, public affairs & comm.	Biogen Idec	\$2,837,341	n/a	\$518,204	\$-	\$310,365	\$-	\$2,008,772	\$58,377	4,850	\$4,716
12		Jacquelyn H. Wolf	sr. v.p., HR	Celanese Corp.	\$2,790,809	36%	\$400,000	\$200,000	\$304,864	\$593,821	\$1,292,124	\$240,545	7,250	\$5,918
13		M. Jayne Parker	exec. v.p. & chief HR officer	The Walt Disney Co.	\$2,689,500	10%	\$556,634	\$-	\$850,000	\$480,005	\$802,861	\$27,501	149,000	\$38,063
14	6	Robert B. Foreman	exec. v.p., HR & Asia Pacific & exec. v.p., global business systems & services	SPX Corp.	\$2,653,365	43%	\$725,000	\$-	\$362,500	\$-	\$1,565,865	\$258,924	15,500	\$4,887
15		W. Keith Wilson	exec. v.p. & chief HR & admin. officer	Constellation Brands Inc.	\$2,521,652	31%	\$505,652	\$-	\$685,260	\$723,286	\$607,454	\$52,681	4,300	\$4,097
16		Stephen J. Cerrone	exec. v.p., HR	Sara Lee Inc.	\$2,485,541	n/a	\$495,600	\$-	\$793,197	\$296,730	\$900,014	\$167,794	33,400	\$10,793
17	4	James R. Ellinghausen	exec. v.p., HR	PulteGroup Inc.	\$2,336,526	35%	\$475,000	\$100,000	\$421,167	\$481,984	\$858,375	\$3,216	4,363	\$4,569
18	15	David L. Murphy †	exec. v.p., HR	The McGraw-Hill Cos.	\$2,196,802	28%	\$680,400	\$-	\$590,000	\$489,590	\$436,812	\$118,024	21,000	\$6,168
19		Russell J. Campanello *	sr. v.p., HR	iRobot Corp.	\$2,167,853	n/a	\$51,923	\$-	\$-	\$1,257,380	\$858,550	\$-	657	\$401
20	31	John D. Butler	exec. v.p., admin. & chief HR officer	Textron Inc.	\$2,126,023	25%	\$560,000	\$-	\$536,172	\$301,955	\$727,896	\$71,923	32,000	\$10,525
21		Robert D. Ravener	exec. v.p. & chief people officer	Dollar General Corp.	\$2,102,506	46%	\$441,599	\$-	\$440,525	\$1,220,382	\$-	\$63,505	85,900	\$13,035
22	8	Denise White	exec. v.p., HR & admin.	Viacom Inc.	\$2,099,991	2%	\$625,000	\$-	\$775,000	\$279,998	\$419,993	\$8,250	10,900	n/a
23	10	Ann L. McDaniel	sr. v.p., HR	Washington Post Co.	\$2,087,300	522%	\$530,000	\$-	\$1,557,300	\$-	\$-	\$76,629	20,000	\$4,724
24		David K. Lenhardt	sr. v.p., store operations & HR	PetSmart Inc.	\$2,052,928	36%	\$488,761	\$-	\$834,314	\$402,352	\$327,501	\$75,659	47,000	\$5,694
25	50	Kevin W. Oliver	chief HR officer	Hanesbrands Inc.	\$2,030,592	21%	\$375,000	\$-	\$1,050,000	\$151,395	\$454,197	\$69,591	55,500	\$4,327
26	28	Mitchell A. Kosh	sr. v.p., HR	Polo Ralph Lauren Corp.	\$2,029,135	8%	\$661,538	\$-	\$880,000	\$108,284	\$379,313	\$53,182	19,000	\$4,979
27	23	Lynn C. Minella	sr. v.p., HR & comm.	Air Products & Chemicals Inc.	\$2,011,716	18%	\$440,000	\$-	\$549,000	\$490,886	\$531,830	\$14,458	18,300	\$9,026
28		Michael D'Ambrose	sr. v.p., HR	Archer Daniels Midland Co.	\$1,970,040	18%	\$700,000	\$621,613	\$-	\$277,834	\$370,593	\$16,559	29,300	\$61,682
29	43	Timothy A. Sompolski †	exec. v.p. & chief HR officer	Interpublic Group Of Cos.	\$1,969,998	20%	\$570,000	\$-	\$600,000	\$-	\$799,998	\$75,261	41,000	\$6,532
30	35	Frederick S. Koury	sr. v.p., HR	Pentair Inc.	\$1,908,005	20%	\$391,880	\$-	\$354,103	\$647,569	\$514,453	\$56,742	14,300	\$3,031
31		Bonita C. Hathcock	sr. v.p. & chief HR officer	Humana	\$1,899,962	34%	\$479,977	\$-	\$719,966	\$700,019	\$-	\$163,990	35,200	\$33,868
32	27	David P. Johst	exec. v.p., HR, general counsel & chief admin. officer	Charles River Laboratories International Inc.	\$1,880,747	42%	\$513,570	\$-	\$-	\$677,412	\$689,765	\$73,722	7,500	\$1,133
33		Jeri L. Isbell	v.p., HR	Lexmark	\$1,869,492	32%	\$336,289	\$-	\$756,998	\$-	\$776,205	\$28,723	13,200	\$4,200
34	26	James S. Welch Jr.	v. chmn., exec. dir., corp. affairs, strategy, diversity & HR	Brown-Forman Corp.	\$1,858,913	31%	\$546,875	\$-	\$885,800	\$186,238	\$240,000	\$32,239	3,900	\$3,226
35		Barbara W. Schaefer	sr. v.p., HR & secretary	Union Pacific Corp.	\$1,845,552	16%	\$375,352	\$750,000	\$-	\$288,034	\$432,166	\$20,286	42,884	\$16,965
36	34	Adam R. Kokas	sr. v.p., general counsel, secretary & chief HR officer	Atlas Air Worldwide Holdings Inc.	\$1,840,926	31%	\$408,766	\$-	\$613,125	\$-	\$819,035	\$38,309	1,532	\$1,338
37		Jeanne K. Mason	v.p., HR	Baxter	\$1,828,401	19%	\$453,308	\$-	\$371,000	\$376,362	\$627,731	\$24,882	48,000	\$12,843
38		Neil E. Marchuk	exec. v.p., HR	TRW Automotive	\$1,745,200	11%	\$411,346	\$350,000	\$450,000	\$57,114	\$476,740	\$147,822	69,800	\$14,383
39		Kaye Foster-Cheek *	sr. v.p., HR	Onyx Pharmaceuticals Inc.	\$1,717,060	n/a	\$86,288	\$1,398	\$28,853	\$1,130,957	\$469,564	\$86,553	299	\$325
40		Daniel M. Sessa	exec. v.p. & chief HR officer	Lennox International Inc.	\$1,702,075	27%	\$388,444	\$-	\$495,802	\$168,478	\$649,351	\$45,705	11,800	\$3,096
41		Christine C. Brennan * †	sr. v.p., HR	VeriSign Inc.	\$1,696,414	n/a	\$346,154	\$100,000	\$210,000	\$437,320	\$602,940	\$10,565	1,048	\$681
42	41	Kathryn L. Sutter	sr. v.p., HR	Dick's Sporting Goods Inc.	\$1,664,008	23%	\$366,154	\$-	\$366,154	\$275,510	\$656,190	\$4,410	26,700	\$4,871
43	18	Laurence B. Appel ◊	sr. v.p., HR, legal & general counsel	Winn-Dixie Stores Inc.	\$1,656,435	33%	\$526,500	\$-	\$85,280	\$409,852	\$634,803	\$25,000	49,000	\$7,248
44	21	Nathan Siekierka	v.p., HR	Computer Sciences Corp.	\$1,648,286	14%	\$370,400	\$-	\$433,100	\$336,904	\$507,882	\$64,959	94,000	\$16,128
45		Cecilia K. McKenney	exec. v.p., HR & call center sales & services	Frontier Communications Corp.	\$1,629,667	19%	\$308,750	\$300,100	\$316,469	\$-	\$704,348	\$7,681	14,800	\$3,798
46	22	Lonnie D. Bane	sr. v.p., HR & admin.	Pride International Inc.	\$1,605,978	25%	\$352,000	\$-	\$291,000	\$296,928	\$666,050	\$26,697	4,300	\$1,460
47		Lawrence C. Hammond	v.p., HR	ATI Ladish	\$1,523,957	32%	\$190,864	\$-	\$320,000	\$-	\$1,013,093	\$15,181	1,710	\$403
48	14	David K. Norton	sr. exec. v.p. & chief HR officer	People's United Bank	\$1,516,208	57%	\$408,000	\$90,000	\$341,377	\$220,284	\$456,547	\$62,387	5,198	\$829
49		Georgia R. Scaife	exec. v.p., HR & employee admin.	SuperMedia LLC	\$1,515,485	n/a	\$325,000	\$130,000	\$247,865	\$-	\$812,620	\$51,755	4,400	\$1,176
50	33	Coretha M. Rushing	v.p. & chief HR officer	Equifax Inc.	\$1,450,808	19%	\$435,346	\$-	\$398,660	\$219,156	\$397,646	\$50,898	6,500	\$1,860

** This value is excluded from HR Total.

Symbols on Executive Names: * New executive †; Former executive ‡; No longer has HR in title, but still with company ◊

Source: Compensation data provided by Equilar Inc. (www.equilar.com).