

2011 Rank	2010 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		Daniel E. Walker *	chief talent officer	J. C. Penney Co. Inc.	\$20,201,219	n/a	\$145,833	\$8,000,000	\$55,377	\$-	\$12,000,009	\$-	159,000	\$17,260
2		Benito Cachinero-Sanchez *	sr. v.p., HR	DuPont	\$5,068,383	n/a	\$367,064	\$400,000	\$464,000	\$-	\$3,837,319	\$290,084	70,000	\$38,719
3	3	Martha A. Burger	sr. v.p., human & corp. resources	Chesapeake Energy Corp.	\$4,824,165	29%	\$700,000	\$1,398,563	\$-	\$-	\$2,725,602	\$525,957	12,600	\$11,635
4		Lawrence J. Pope	exec. v.p., admin. & chief HR officer	Halliburton	\$4,687,979	33%	\$535,000	\$-	\$1,252,500	\$342,996	\$2,557,483	\$272,602	68,000	\$24,829
5		Gregory J. Besio	exec. v.p. & chief HR officer	Aon	\$3,777,065	32%	\$650,000	\$-	\$422,500	\$-	\$2,704,565	\$32,463	62,000	\$11,287
6	7	Anthony G. Ambrosio	exec. v.p., HR & admin.	CBS Corp.	\$3,652,333	5%	\$750,000	\$1,402,500	\$-	\$599,839	\$899,994	\$76,513	26,425	\$14,245
7	8	John M. Murabito	exec. v.p., HR & services	Cigna	\$3,419,620	18%	\$592,250	\$-	\$1,804,225	\$319,740	\$703,405	\$28,163	31,400	\$21,998
8		Melvin L. Stephens	sr. v.p., comm., HR & investor relations	Lear Corp.	\$3,177,613	58%	\$583,333	\$-	\$1,055,352	\$-	\$1,538,928	\$157,784	97,800	\$14,157
9		Joseph B. Ruocco	sr. v.p., HR	The Goodyear Tire & Rubber Co.	\$3,173,575	31%	\$484,667	\$-	\$1,639,042	\$348,817	\$701,049	\$23,972	73,000	\$22,767
10	24	David K. Lenhardt	exec. v.p., store operations, HR & information systems	PetSmart Inc.	\$3,090,005	44%	\$600,000	\$-	\$1,392,300	\$681,056	\$416,649	\$94,215	50,000	\$6,113
11	13	M. Jayne Parker	exec. v.p., HR & chief HR officer	The Walt Disney Co.	\$3,086,339	10%	\$625,000	\$-	\$1,010,000	\$540,002	\$911,337	\$38,205	156,000	\$40,893
12		Kevin R. Walling *	sr. v.p. & chief HR officer	The Hershey Co.	\$3,061,298	n/a	\$235,385	\$310,000	\$187,622	\$280,033	\$2,048,258	\$396,561	13,800	\$6,081
13		Scott A. Crum	sr. v.p. & chief people officer	Motorola Mobility Holdings Inc.	\$3,029,051	7%	\$434,615	\$125,000	\$533,327	\$1,193,400	\$742,709	\$25,108	20,500	\$13,064
14		Philippe Duranton	group exec. v.p. & global head, HR	NYSE Euronext	\$2,949,989	35%	\$750,000	\$650,000	\$-	\$-	\$1,549,989	\$303,413	3,077	\$4,552
15		James P. Williams *	v.p., HR	Polaris Industries Inc.	\$2,861,844	n/a	\$243,750	\$50,000	\$375,375	\$634,386	\$1,558,333	\$322,887	3,900	\$2,657
16	18	John L. Berisford *	exec. v.p., HR	The McGraw-Hill Cos.	\$2,835,600	39%	\$550,000	\$150,000	\$335,600	\$425,000	\$1,375,000	\$39,854	22,700	\$6,246
17		DeLisa K. Alexander	exec. v.p. & chief people officer	Red Hat Inc.	\$2,732,931	35%	\$362,500	\$-	\$515,981	\$-	\$1,854,450	\$5,501	4,500	\$1,133
18		Michele A. Carlin	sr. v.p., HR	Motorola Solutions Inc.	\$2,730,477	9%	\$415,000	\$112,500	\$430,000	\$996,304	\$776,673	\$16,050	23,000	\$8,203
19	14	Robert B. Foreman	pres., Asia Pacific & exec. v.p., global business systems & services	SPX Corp.	\$2,729,780	37%	\$741,500	\$-	\$-	\$-	\$1,988,280	\$298,106	18,000	\$5,462
20		Sarah A. O'Dowd	group v.p., HR & chief legal officer	Lam Research Corp.	\$2,599,907	28%	\$363,753	\$-	\$1,611,267	\$-	\$624,887	\$16,783	3,700	\$3,238
21		Peter M. Leddy	sr. v.p., global HR & internal comm.	Life Technologies Corp.	\$2,422,583	23%	\$499,615	\$-	\$323,000	\$-	\$1,599,968	\$61,480	10,400	\$3,776
22		John J. McDevitt	sr. v.p., global transportation services & labor relations	United Parcel Service of America Inc.	\$2,388,174	21%	\$429,621	\$-	\$190,183	\$135,248	\$1,633,122	\$13,796	398,000	\$53,105
23	15	W. Keith Wilson	exec. v.p. & chief HR & admin. officer	Constellation Brands Inc.	\$2,309,453	32%	\$538,247	\$-	\$424,999	\$723,263	\$622,944	\$27,425	4,400	\$2,979
24		Srinivas Kandula	global head, HR	iGATE	\$2,288,725	26%	\$158,236	\$136,189	\$-	\$-	\$1,994,300	\$3,121	26,889	\$780
25	20	John D. Butler †	exec. v.p., admin. & chief HR officer	Textron Inc.	\$2,224,915	22%	\$560,000	\$-	\$425,516	\$333,625	\$905,774	\$71,555	32,000	\$11,275
26	9	Carol A. Surface	exec. v.p. & chief HR officer	Best Buy	\$2,217,787	32%	\$505,077	\$-	\$254,800	\$428,875	\$1,029,035	\$11,855	167,000	\$50,705
27		Brian R. Fiala	exec. v.p., HR	Rite Aid Corp.	\$2,130,529	20%	\$490,000	\$-	\$732,715	\$235,176	\$672,638	\$139,153	90,000	\$26,121
28	25	Kevin W. Oliver	chief HR officer	Hanesbrands Inc.	\$2,115,973	21%	\$379,000	\$-	\$1,040,963	\$-	\$696,010	\$80,145	53,300	\$4,637
29		Candace N. Krol	sr. v.p., HR	Public Storage	\$2,102,950	76%	\$275,000	\$-	\$275,000	\$-	\$1,552,950	\$33,926	5,000	\$1,752
30	26	Mitchell A. Kosh	sr. v.p., HR	Polo Ralph Lauren Corp.	\$2,020,651	7%	\$675,000	\$-	\$880,000	\$101,876	\$363,775	\$52,192	24,000	\$5,660
31		S. Theis Rice	sr. v.p., HR & chief legal officer	Trinity Industries Inc.	\$1,949,861	31%	\$400,000	\$-	\$600,000	\$-	\$949,861	\$141,479	13,390	\$3,075
32		Darren E. Hart *	exec. v.p., HR	Fossil	\$1,948,244	n/a	\$233,654	\$300,000	\$337,500	\$275,662	\$801,428	\$233,565	13,100	\$2,567
33		Michael P. Oates	corp. exec. v.p. & chief HR officer	FIS	\$1,947,177	18%	\$360,000	\$-	\$340,998	\$496,189	\$749,990	\$57,955	33,000	\$5,746
34	36	Adam R. Kokas	sr. v.p., general counsel, secretary & chief HR officer	Atlas Air Worldwide Holdings Inc.	\$1,907,372	31%	\$425,016	\$-	\$633,912	\$-	\$848,444	\$85,182	1,716	\$1,398
35		Diane Adams	exec. v.p., culture & talent	Allscripts	\$1,905,033	27%	\$400,000	\$155,000	\$-	\$-	\$1,350,033	\$11,594	6,300	\$1,444
36		Mark Krivoruchka	sr. v.p., HR	RSC Holdings	\$1,884,174	38%	\$359,615	\$425,000	\$463,882	\$230,077	\$405,600	\$29,618	4,721	\$1,522
37		David R. Nachbar * †	sr. v.p. & chief HR officer	Ciena Corp.	\$1,862,637	n/a	\$215,387	\$100,000	\$26,250	\$-	\$1,521,000	\$53,503	4,339	\$1,742
38	32	David P. Johst	corp. exec. v.p., HR, general counsel & chief admin. officer	Charles River Laboratories International Inc.	\$1,822,626	36%	\$524,829	\$-	\$307,501	\$445,955	\$544,341	\$73,271	7,100	\$1,143
39		Vicente C. Teixeira	chief personnel officer	Bunge Limited	\$1,811,190	17%	\$460,000	\$-	\$265,000	\$587,790	\$498,400	\$18,067	34,000	\$58,743
40		Edward R. Tetreault *	exec. v.p., HR	Exide Technologies	\$1,809,314	n/a	\$132,597	\$600,000	\$99,653	\$-	\$977,064	\$36,985	10,027	\$2,888
41		Rebecca Ranninger	exec. v.p. & chief HR officer	Symantec Corp.	\$1,771,423	21%	\$420,000	\$-	\$718,260	\$286,603	\$346,560	\$6,150	18,600	\$6,190
42		Alan M. Swiech	sr. v.p., HR & support services	Chemtura Inc.	\$1,759,060	14%	\$327,596	\$-	\$141,479	\$540,230	\$749,755	\$58,060	4,500	\$3,025
43	30	Frederick S. Koury	sr. v.p., HR	Pentair Inc.	\$1,750,314	21%	\$401,696	\$-	\$711,260	\$316,630	\$320,728	\$88,051	15,300	\$3,457
44		Douglas E. Barber	exec. v.p. & chief people officer	Cracker Barrel Old Country Store	\$1,741,741	28%	\$451,250	\$-	\$323,160	\$-	\$967,331	\$39,719	67,000	\$2,434
45		Thomas G. Musial	sr. v.p., HR & admin.	The Manitowoc Co.	\$1,729,757	24%	\$398,000	\$-	\$313,027	\$536,130	\$482,600	\$54,256	12,900	\$3,652
46	34	James S. Welch Jr.	v. chmn, exec. dir., corp. affairs, strategy, diversity & HR	Brown-Forman Corp.	\$1,727,292	30%	\$554,792	\$-	\$735,000	\$250,000	\$187,500	\$28,979	3,900	\$3,404
47		Kim B. Clarke	sr. v.p., admin. & chief people officer	Key Energy Services	\$1,715,886	27%	\$325,817	\$-	\$532,950	\$-	\$857,119	\$25,732	10,400	\$1,847
48		Thomas A. DiDonato †	exec. v.p., HR	American Eagle Outfitters Inc.	\$1,703,531	23%	\$520,981	\$-	\$182,548	\$-	\$1,000,002	\$18,846	39,600	\$3,160
49	17	James R. Ellinghausen	exec. v.p., HR	PulteGroup Inc.	\$1,691,823	35%	\$517,309	\$-	\$426,258	\$165,881	\$582,375	\$1,735	3,579	\$4,137
50		Daniel T. Smith	sr. v.p., HR	Owens Corning	\$1,682,797	18%	\$412,500	\$-	\$340,696	\$271,206	\$658,395	\$19,600	15,000	\$5,335

** This value is excluded from HR total.

Symbols on executive names: new executive * and former executive †.

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