

2012 Rank	2011 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		Elizabeth L. Axelrod	sr. v.p., HR	eBay Inc.	\$6,860,191	23%	\$532,211	\$-	\$668,591	\$423,360	\$5,236,029	\$13,797	31,500	\$14,072
2		J. Randall MacDonald	sr. v.p., HR	IBM	\$6,584,227	45%	\$582,000	\$-	\$827,400	\$-	\$5,174,827	\$221,515	434,246	\$104,507
3		Betsy B. Sutter	sr. v.p., HR	VMware Inc.	\$5,280,122	n/a	\$400,000	\$-	\$440,500	\$-	\$4,439,622	\$7,641	13,800	\$4,605
4		Angela S. Lalor *	sr. v.p., HR	Danaher Corp.	\$4,620,469	n/a	\$354,167	\$800,000	\$150,000	\$498,378	\$2,817,924	\$290,866	63,000	\$18,260
5		Keith M. Shull †	sr. v.p., HR	Visteon Corp.	\$4,541,022	n/a	\$406,000	\$-	\$225,000	\$146,783	\$3,763,239	\$249,783	22,000	\$6,857
6		Lori Sweere	exec. v.p., human capital	UnitedHealth Group	\$4,400,034	32%	\$600,000	\$-	\$1,800,000	\$-	\$2,000,034	\$73,338	133,000	\$110,618
7	6	Anthony G. Ambrosio	exec. v.p., HR & admin.	CBS Corp.	\$3,655,364	6%	\$752,885	\$1,402,500	\$-	\$599,999	\$899,980	\$96,255	25,930	\$14,089
8	26	Carol A. Surface	exec. v.p. & chief HR officer	Best Buy	\$3,423,950	n/a	\$452,308	\$500,000	\$-	\$204,207	\$2,267,435	\$13,301	165,000	\$45,085
9		Peter M. Fasolo	v.p., global HR	Johnson & Johnson	\$3,374,118	n/a	\$534,769	\$-	\$715,209	\$737,042	\$1,387,098	\$33,163	127,600	\$67,224
10		David R. Friedman	sr. v.p., HR & general counsel	Citrix Systems Inc.	\$3,284,575	31%	\$445,000	\$-	\$290,115	\$-	\$2,549,460	\$16,260	8,212	\$2,586
11	11	M. Jayne Parker	exec. v.p., HR & chief HR officer	The Walt Disney Co.	\$3,245,380	9%	\$643,750	\$-	\$1,105,000	\$560,005	\$936,625	\$38,680	166,000	\$42,278
12		Humam Sakhnini *	chief strategy & talent officer	Activision Blizzard Inc.	\$3,243,880	5%	\$595,115	\$100,000	\$429,216	\$360,049	\$1,759,500	\$13,747	6,700	\$4,856
13		Lori A. Johnston *	sr. v.p., HR	Celanese Corp.	\$3,100,203	n/a	\$99,231	\$301,000	\$-	\$849,996	\$1,849,976	\$52,488	7,550	\$6,418
14	14	Philippe Duranton	group exec. v.p. & global head, HR	NYSE Euronext	\$2,849,985	25%	\$750,000	\$450,000	\$-	\$-	\$1,649,985	\$252,975	3,079	\$3,749
15		Kenneth Di Pietro *	exec. v.p., HR	Biogen Idec	\$2,835,859	n/a	\$486,539	\$100,000	\$445,667	\$-	\$1,803,653	\$418,648	5,950	\$5,516
16	49	James R. Ellinghausen	exec. v.p., HR	PulteGroup Inc.	\$2,762,402	31%	\$525,000	\$-	\$837,400	\$-	\$1,400,002	\$3,827	3,634	\$4,820
17		Paul L. Bianchi *	sr. v.p., HR	Illumina Inc.	\$2,585,937	n/a	\$105,000	\$-	\$64,933	\$-	\$2,416,004	\$644	2,400	\$1,149
18		Maureen K. Ausura	chief HR officer	Lowe's	\$2,506,852	21%	\$497,000	\$-	\$348,730	\$669,472	\$991,650	\$51,458	245,000	\$50,521
19		William D. Nash	exec. v.p., HR & admin. services	CarMax Business Services LLC	\$2,464,033	36%	\$471,154	\$-	\$251,655	\$1,310,220	\$431,004	\$76,355	18,111	\$10,963
20	35	Diane Adams †	exec. v.p., culture & talent	Allscripts	\$2,416,649	n/a	\$450,000	\$103,333	\$360,450	\$-	\$1,502,866	\$12,146	7,100	\$1,446
21	23	W. Keith Wilson †	exec. v.p. and chief HR & admin. officer	Constellation Brands Inc.	\$2,398,303	31%	\$531,600	\$-	\$427,194	\$619,045	\$820,464	\$31,205	4,500	\$3,171
22	34	Adam R. Kokas	sr. v.p., general counsel, secretary & chief HR officer	Atlas Air Worldwide Holdings Inc.	\$2,292,059	34%	\$480,800	\$-	\$511,006	\$-	\$1,300,253	\$100,205	1,744	\$1,646
23		William N. MacGowan	exec. v.p., HR & comm.	Newmont Mining Corp.	\$2,233,476	25%	\$450,000	\$281,358	\$134,864	\$-	\$1,367,254	\$38,632	38,600	\$9,868
24	22	John J. McDevitt	sr. v.p., HR & labor relations	United Parcel Service of America Inc.	\$2,232,833	21%	\$440,898	\$-	\$143,599	\$129,841	\$1,518,495	\$18,164	399,000	\$54,127
25	30	Mitchell A. Kosh	sr. v.p., HR	Ralph Lauren Corp.	\$2,195,616	6%	\$694,231	\$-	\$880,000	\$137,278	\$484,107	\$51,181	25,000	\$6,860
26	33	Michael P. Oates ◊	exec. v.p. & chief HR officer	FIS	\$2,175,112	17%	\$385,000	\$-	\$640,268	\$287,337	\$862,507	\$27,506	35,000	\$5,808
27		Barbara W. Schaefer †	sr. v.p., HR & secretary	Union Pacific Corp.	\$2,161,123	n/a	\$401,000	\$860,000	\$-	\$360,089	\$540,034	\$21,055	45,928	\$20,926
28		Ginger Gregory *	chief HR officer	Dunkin' Brands Inc.	\$2,149,835	n/a	\$270,385	\$-	\$212,750	\$1,406,600	\$260,100	\$5,291	1,104	\$658
29		Michael P. Bonds	exec. v.p., HR & labor relations	United Continental Holdings Inc.	\$2,128,191	28%	\$528,600	\$-	\$1,212,031	\$-	\$387,560	\$64,313	88,000	\$37,152
30		Samuel D. Walker	chief people & legal officer & corp. secretary	Molson Coors Brewing Co.	\$2,110,029	36%	\$617,598	\$-	\$342,396	\$200,004	\$950,031	\$121,973	18,700	\$5,615
31	31	S. Theis Rice	sr. v.p., HR & chief legal officer	Trinity Industries Inc.	\$2,084,939	30%	\$416,000	\$-	\$624,000	\$-	\$1,044,939	\$161,975	15,490	\$3,812
32		John L. Berisford	exec. v.p., HR	McGraw Hill Financial	\$2,045,000	25%	\$550,000	\$-	\$645,000	\$-	\$850,000	\$108,486	21,687	\$4,450
33		Richard J. Ranieri †	exec. v.p., HR	Dendreon Corp.	\$2,020,000	n/a	\$400,000	\$-	\$108,000	\$-	\$1,512,000	\$69,993	1,050	\$326
34		Gautam Srivastava	sr. v.p., corp. marketing & HR	LSI Corp.	\$1,996,702	30%	\$394,045	\$-	\$341,728	\$624,998	\$635,931	\$42,487	5,080	\$2,506
35		Ann L. McDaniel	sr. v.p., HR	The Washington Post Co.	\$1,958,879	490%	\$592,250	\$-	\$1,068,925	\$-	\$297,704	\$81,423	17,000	\$4,018
36		Neil E. Marchuk	exec. v.p., HR	TRW Automotive Holdings Corp.	\$1,954,951	12%	\$467,692	\$-	\$571,050	\$406,466	\$509,743	\$250,135	75,200	\$16,444
37		Kathleen S. Barclay	sr. v.p., HR	The Kroger Co.	\$1,946,857	26%	\$675,972	\$-	\$630,375	\$148,512	\$491,998	\$71,753	343,000	\$96,751
38	28	Kevin W. Oliver	chief HR officer	Hanesbrands Inc.	\$1,934,264	22%	\$435,000	\$-	\$803,271	\$-	\$695,993	\$109,241	51,500	\$4,526
39		Coretha M. Rushing	v.p. & chief HR officer	Equifax Inc.	\$1,903,451	16%	\$478,400	\$-	\$545,376	\$-	\$879,675	\$20,355	7,000	\$2,161
40		Gregg A. Bolt †	exec. v.p., HR & admin.	Quad/Graphics Inc.	\$1,874,111	30%	\$450,000	\$-	\$1,147,410	\$53,840	\$222,861	\$30,149	21,400	\$4,094
41		Daniel M. Sessa	exec. v.p. & chief HR officer	Lennox International Inc.	\$1,871,215	27%	\$416,250	\$-	\$495,337	\$196,966	\$762,662	\$45,444	12,000	\$2,949
42	38	David P. Johst	exec. v.p., HR, general counsel & chief admin. officer	Charles River Laboratories International Inc.	\$1,858,235	31%	\$542,507	\$-	\$226,104	\$244,093	\$845,531	\$194,712	7,200	\$1,130
43	21	Peter M. Leddy	sr. v.p., global HR & internal comm.	Life Technologies Corp.	\$1,840,281	18%	\$512,308	\$-	\$427,996	\$299,998	\$599,979	\$47,653	10,000	\$3,799
44		Donald N. Holmes	exec. v.p., HR	Delek US Holdings Inc.	\$1,792,882	24%	\$219,231	\$200,000	\$-	\$52,126	\$1,321,525	\$4,991	4,033	\$8,727
45		Thomas J. Meek	sr. v.p., HR, general counsel, secretary & chief compliance officer	Minerals Technologies Inc.	\$1,721,101	28%	\$382,539	\$-	\$793,900	\$183,713	\$360,949	\$28,617	1,992	\$1,006
46	46	James S. Welch Jr. ◊	v. chmn., exec. dir., corp. affairs, strategy, diversity & HR	Brown-Forman Corp.	\$1,705,967	27%	\$569,167	\$-	\$646,800	\$210,000	\$280,000	\$29,161	4,000	\$3,614
47		James M. Sweet	exec. v.p., HR & corp. comm.	Newell Rubbermaid	\$1,667,087	19%	\$487,595	\$-	\$329,517	\$-	\$849,975	\$106,994	18,300	\$5,903
48		John M. Holtrust	sr. v.p., HR	Microsemi Corp.	\$1,620,215	29%	\$300,300	\$-	\$212,939	\$-	\$1,106,976	\$45,625	3,200	\$1,012
49		Alice A. Cobb *	sr. v.p., HR & IT & telecom	NV Energy	\$1,618,631	n/a	\$336,539	\$125,000	\$214,700	\$-	\$942,392	\$225,790	2,699	\$2,979
50	50	Daniel T. Smith	sr. v.p., HR	Owens Corning	\$1,609,749	21%	\$423,335	\$-	\$232,044	\$273,333	\$681,037	\$20,000	15,000	\$5,172

** This value is excluded from HR total.

Symbols on executive names: new executive *, former executive as of the most recently filed proxy statement †, no longer has HR in title ◊.

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