

2013 Rank	2012 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		Abilio Gonzalez	sr. v.p., global HR	Solera Holdings Inc.	\$5,045,298	17%	\$347,731	\$-	\$327,395	\$3,914,030	\$456,142	\$63,517	2767	\$838
2		Timothy S. Huval	sr. v.p. & chief HR officer	Humana Inc.	\$4,508,184	55%	\$504,807	\$400,000	\$757,210	\$333,599	\$2,512,568	\$358,721	54400	\$41,313
3		Richard D. Schepp	sr. exec. v.p., HR, general counsel & secretary	Kohl's	\$4,407,714	56%	\$826,500	\$-	\$165,300	\$1,165,870	\$2,250,044	\$106,098	137000	\$19,031
4	16	James R. Ellinghausen	exec. v.p., HR	PulteGroup Inc.	\$4,025,001	29%	\$525,000	\$-	\$2,100,000	\$-	\$1,400,001	\$933,257	3843	\$5,680
5		Diane Adams *	chief people officer	Qlik	\$3,955,136	n/a	\$196,314	\$-	\$79,280	\$2,847,042	\$832,500	\$725	1721	\$470
6	7	Anthony G. Ambrosio	sr. exec. v.p., chief admin. officer & chief HR officer	CBS Corp.	\$3,924,005	6%	\$824,038	\$1,600,000	\$-	\$599,989	\$899,978	\$126,282	24700	\$15,284
7	18	Maureen K. Ausura	chief HR officer	Lowe's	\$3,793,418	21%	\$512,000	\$-	\$815,498	\$743,430	\$1,722,490	\$72,340	262000	\$53,417
8	25	Mitchell A. Kosh	exec. v.p., HR	Ralph Lauren	\$3,546,705	15%	\$803,846	\$-	\$495,000	\$245,219	\$2,002,640	\$46,012	23000	\$7,450
9	37	Kathleen S. Barclay	sr. v.p., HR	The Kroger Co.	\$3,458,090	n/a	\$686,702	\$-	\$1,026,620	\$307,838	\$1,436,930	\$144,953	375000	\$98,375
10		Timothy J. Richmond	sr. v.p., HR	AbbVie	\$3,196,812	18%	\$545,000	\$-	\$525,000	\$597,965	\$1,528,847	\$51,841	25000	\$18,790
11	11	M. Jayne Parker	exec. v.p., HR and chief HR officer	The Walt Disney Co.	\$3,093,490	9%	\$687,308	\$-	\$990,000	\$560,005	\$856,177	\$40,425	175000	\$45,041
12		Shari L. Ballard	pres., int'l & chief HR officer	Best Buy Co. Inc.	\$3,021,297	22%	\$700,000	\$-	\$936,250	\$457,228	\$927,819	\$17,131	140000	\$42,410
13		Jonathan P. Ferrando	exec. v.p., HR & corp. development & general counsel	AutoNation	\$3,010,992	49%	\$561,000	\$-	\$451,507	\$1,998,485	\$-	\$27,876	22000	\$17,518
14		William G. Robinson Jr. *	exec. v.p. & chief HR officer	Sabre	\$2,839,869	n/a	\$16,154	\$50,000	\$-	\$1,389,821	\$1,383,894	\$1,140	10000	\$3,050
15	19	William D. Nash	exec. v.p., HR & admin. services	CarMax	\$2,684,455	31%	\$492,806	\$-	\$450,460	\$1,310,212	\$430,977	\$87,155	20171	\$12,574
16		Michael Allison	exec. v.p. & chief people officer	Office Depot Inc.	\$2,554,367	n/a	\$450,000	\$-	\$360,167	\$-	\$1,744,200	\$62,122	64000	\$11,242
17		Michael I. Mortimer †	exec. v.p., HR & corp. admin.	Quintiles	\$2,492,670	98%	\$526,250	\$-	\$550,000	\$1,416,420	\$-	\$787,593	28200	\$5,100
18		Lynn B. McKee	exec. v.p., HR	Aramark	\$2,430,489	15%	\$639,063	\$620,000	\$-	\$671,412	\$500,014	\$41,163	272200	\$13,946
19	42	David P. Johst	exec. v.p., HR, general counsel & chief admin. officer	Charles River	\$2,416,798	35%	\$567,496	\$-	\$328,273	\$276,063	\$1,244,966	\$48,049	7700	\$1,166
20		Mara E. Swan	exec. v.p., global strategy & talent	ManpowerGroup	\$2,305,426	22%	\$525,000	\$-	\$680,348	\$330,010	\$770,068	\$51,187	25000	\$20,251
21		Paulette R. Alviti *	sr. v.p. & chief HR officer	Foot Locker	\$2,305,321	17%	\$300,000	\$-	\$262,041	\$231,939	\$1,511,341	\$149,389	43518	\$6,505
22		Peter A. Navin †	sr. v.p., HR	Shutterfly Inc.	\$2,277,440	17%	\$290,000	\$-	\$123,540	\$-	\$1,863,900	\$-	1573	\$784
23		Jay L. Kloosterboer	sr. v.p., HR	Dover	\$2,232,640	19%	\$475,000	\$520,000	\$598,230	\$505,025	\$134,385	\$11,620	37000	\$8,730
24	36	Neil E. Marchuk	exec. v.p., HR	TRW Automotive	\$2,222,037	13%	\$487,308	\$-	\$675,000	\$516,432	\$543,297	\$261,095	78200	\$17,435
25		Darren E. Hart	exec. v.p., HR	Fossil Group	\$2,188,065	n/a	\$530,769	\$240,000	\$540,000	\$232,223	\$645,073	\$91	14600	\$3,260
26	24	John J. McDevitt	sr. v.p., HR & labor relations	UPS	\$2,185,154	21%	\$453,594	\$-	\$156,864	\$133,089	\$1,441,607	\$21,676	395000	\$55,438
27	45	Thomas J. Meek	sr. v.p., HR, general counsel, secretary & chief compliance officer	Minerals Technologies Inc.	\$2,181,577	105%	\$406,731	\$-	\$1,145,927	\$264,906	\$364,013	\$29,692	1978	\$1,018
28		Vicente C. Teixeira	chief personnel officer	Bunge	\$2,177,166	35%	\$460,000	\$-	\$420,000	\$539,000	\$758,166	\$18,600	35000	\$61,347
29		Kathleen McDaniel *	exec. v.p., global HR	Haemonetics	\$2,126,956	36%	\$340,000	\$-	\$76,500	\$542,495	\$1,167,961	\$6,600	3782	\$939
30	30	Samuel D. Walker	chief people & legal officer & corp. secretary	Molson Coors	\$2,107,336	31%	\$617,598	\$-	\$333,503	\$200,001	\$956,234	\$116,335	17650	\$6,000
31	32	John L. Berisford	exec. v.p., HR	McGraw Hill Financial	\$2,080,000	56%	\$550,000	\$-	\$680,000	\$255,000	\$595,000	\$145,368	17000	\$4,875
32	22	Adam R. Kokas	sr. v.p., general counsel, secretary & chief HR officer	Atlas Air Worldwide Holdings	\$2,033,877	36%	\$488,769	\$-	\$532,012	\$-	\$1,013,096	\$75,094	1792	\$1,657
33	41	Daniel M. Sessa	exec. v.p. & chief HR officer	Lennox International Inc.	\$1,965,858	27%	\$431,250	\$-	\$562,507	\$199,044	\$773,057	\$46,863	9700	\$3,199
34		Robert L. Duffy	sr. v.p., HR & admin.	Harris	\$1,952,974	33%	\$376,923	\$205,000	\$276,000	\$506,049	\$589,002	\$197,246	14000	\$5,112
35		Gary Retelny †	pres., ISS & CAO, corp. secretary & global head, HR	MSCI	\$1,943,696	34%	\$500,000	\$600,000	\$-	\$-	\$843,696	\$19,740	3261	\$1,036
36		Brad D. Scott	sr. v.p. & chief HR officer	Epiq Systems	\$1,931,387	64%	\$500,000	\$-	\$-	\$-	\$1,431,387	\$14,790	1000	\$482
37		Kevin R. Holland	exec. v.p. & chief people officer	Chiquita	\$1,899,093	119%	\$460,001	\$-	\$230,500	\$-	\$1,208,592	\$103,460	20000	\$3,057
38		Michael L. Thompson	exec. v.p., HR	PacWest Bancorp	\$1,846,098	24%	\$245,833	\$-	\$185,465	\$-	\$1,414,800	\$104,743	1110	\$310
39	13	Lori A. Johnston	sr. v.p., HR	Celanese	\$1,766,982	20%	\$430,000	\$-	\$637,000	\$-	\$699,982	\$16,432	7430	\$6,510
40		Michele A. Carlin †	sr. v.p., HR & comm.	Motorola Solutions	\$1,757,668	14%	\$430,000	\$-	\$704,900	\$423,209	\$199,559	\$19,700	21000	\$8,696
41	50	Daniel T. Smith	sr. v.p., IT & HR	Owens Corning	\$1,718,032	20%	\$458,333	\$-	\$457,459	\$231,068	\$571,172	\$20,400	15000	\$5,295
42		Heitor Goncalves	exec. v.p., chief information & performance officer & chief people officer	Burger King Worldwide	\$1,684,457	n/a	\$433,846	\$-	\$570,000	\$680,611	\$-	\$12,200	2420	\$1,146
43		Steven Piano	exec. v.p., HR	Moneygram	\$1,681,797	22%	\$357,738	\$-	\$251,600	\$284,501	\$787,958	\$10,200	2590	\$1,474
44		Kenneth M. Smith †	sr. v.p., chief information & HR officer	PolyOne	\$1,669,912	15%	\$370,769	\$-	\$629,618	\$148,371	\$521,154	\$79,723	7000	\$3,771
45		Lias J. Steen	sr. v.p., HR & legal	Oil States International Inc.	\$1,563,728	32%	\$344,231	\$-	\$343,882	\$113,240	\$762,375	\$4,458	9167	\$2,670
46		James P. Williams	v.p., HR	Polaris	\$1,558,720	19%	\$351,250	\$-	\$330,175	\$605,280	\$272,015	\$78,065	5400	\$3,777
47		Andrew F. Kaminsky	sr. v.p., corp. development, investor relations & HR	Aeroflex	\$1,553,198	38%	\$349,428	\$-	\$168,482	\$-	\$1,035,288	\$11,250	2700	\$647
48		Thomas N. Zanetich	exec. v.p., HR	The WhiteWave Foods Co.	\$1,546,589	21%	\$450,000	\$-	\$394,740	\$350,925	\$350,924	\$54,015	3900	\$2,542
49		Dermot J. O'Brien	chief HR officer	ADP	\$1,517,388	26%	\$475,000	\$50,000	\$351,453	\$155,160	\$485,775	\$30,887	60000	\$11,310
50		Jeffrey A. Hughes	exec. v.p., HR	Republic Services Inc.	\$1,516,900	23%	\$428,400	\$-	\$598,284	\$250,187	\$240,029	\$105,255	31000	\$8,417

** 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)