

2015 Rank	2014 Rank	HR Executive	Title	Company Name	HR Total	HR Exec. Pay as a % of CEO Pay	Salary	Bonus	NEIP Payouts	Stock Awards	Option Awards	Other**	Total Employees	Revenue (\$MM)
1	18	Shari Ballard	pres., U.S. retail & chief HR officer	Best Buy Co. Inc.	\$6,618,442	45%	\$790,385	\$-	\$1,927,311	\$2,672,270	\$1,228,476	\$24,641	125,000	\$39,528
2		Tracy Keogh	exec. v.p., HR	HP Inc.	\$6,381,300	38%	\$700,027	\$-	\$715,535	\$3,785,679	\$1,180,059	\$55,847	287,000	\$103,355
3		Clare Carmichael	exec. v.p. & chief HR officer	Alexion Pharmaceuticals Inc.	\$5,112,534	n/a	\$570,000	\$50,000	\$560,000	\$2,222,482	\$1,710,052	\$30,365	2,924	\$2,604
4		John Lucas *	sr. v.p., global HR	Goodyear Tire & Rubber Co.	\$4,764,878	n/a	\$495,000	\$600,000	\$1,305,768	\$1,914,118	\$449,992	\$43,633	66,000	\$16,443
5	6	Michael Mack	group pres., John Deere financial services, global HR & public affairs	Deere & Co.	\$4,693,299	31%	\$675,839	n/a	\$2,162,777	\$1,258,151	\$596,532	\$182,619	57,200	\$28,863
6	7	Philippe Krakowsky	exec. v.p. & chief strategy & talent officer	Interpublic Group of Cos. Inc.	\$4,682,425	33%	\$900,000	n/a	\$2,151,333	\$1,631,092	\$-	\$86,737	49,200	\$7,614
7		Tracy Layney *	sr. v.p. & chief HR officer	Shutterfly Inc.	\$4,671,781	n/a	\$185,096	n/a	\$80,750	\$4,405,935	\$-	\$50,610	2,016	\$1,059
8		Kristen Dimlow *	exec. v.p., HR	F5 Networks Inc.	\$4,592,154	n/a	\$150,000	\$-	\$88,180	\$4,353,974	\$-	\$4,200	4,178	\$1,920
9		Kathleen Wilson-Thompson	exec. v.p. & global chief HR officer	Walgreens Boots Alliance Inc.	\$4,528,076	n/a	\$627,000	\$-	\$907,206	\$2,335,907	\$657,963	\$192,591	245,000	\$103,444
10		D. Ellen Wilson	exec. v.p., human capital	UnitedHealth Group Inc.	\$4,509,505	31%	\$701,923	\$-	\$1,394,900	\$1,809,447	\$603,235	\$82,178	200,000	\$157,107
11	4	Jonathan Ferrando	general counsel & exec. v.p., corp. development & HR	Autonation Inc.	\$4,241,718	42%	\$700,000	\$-	\$570,969	\$-	\$2,970,749	\$33,921	26,000	\$20,862
12	11	Jorge Figueredo	exec. v.p., HR	McKesson Corp.	\$3,934,407	16%	\$610,000	\$-	\$1,444,320	\$1,111,910	\$768,177	\$85,172	70,400	\$179,045
13	10	Anthony Ambrosio	sr. exec. v.p., chief admin. officer & chief HR officer	CBS Corp.	\$3,884,927	7%	\$875,000	\$1,260,000	n/a	\$1,049,928	\$699,999	\$136,167	16,260	\$13,886
14	5	Jeanne Mason	v.p., HR	Baxter International Inc.	\$3,774,642	23%	\$540,192	\$-	\$1,443,749	\$1,025,888	\$764,813	\$10,675	50,000	\$9,968
15		Kenneth Dipietro	exec. v.p., HR	Biogen Inc.	\$3,690,195	23%	\$648,023	\$-	\$247,117	\$2,795,055	\$-	\$287,621	7,350	\$10,764
16	16	David Johst	corp. exec. v.p., HR, general counsel & chief admin. officer	Charles River Laboratories International Inc.	\$3,497,813	34%	\$592,112	n/a	\$649,194	\$1,827,176	\$429,331	\$620,752	8,600	\$1,363
17		Joseph McDougall	sr. v.p. & chief HR officer	Axalta Coating Systems Ltd.	\$3,463,131	21%	\$410,769	\$-	\$302,400	\$2,374,970	\$374,992	\$36,475	12,800	\$4,113
18	20	Sara Wade	sr. v.p. & chief HR officer	Express Scripts Holding Co.	\$3,438,972	24%	\$583,031	\$-	\$705,941	\$1,433,333	\$716,667	\$79,762	25,900	\$101,752
19		Peter Warwick	exec. v.p. & chief people officer	Thomson Reuters Corp.	\$3,300,362	31%	\$817,054	n/a	\$1,074,222	\$704,680	\$704,406	\$28,386	52,000	\$12,209
20	1	Peter Stern	exec. v.p. & chief product, people & strategy officer	Time Warner Cable Inc.	\$3,218,604	18%	\$650,000	\$-	\$1,150,500	\$1,418,104	\$-	\$12,001	56,260	\$23,697
21	26	Thomas Meek	sr. v.p., HR, general counsel, secretary & chief compliance officer	Minerals Technologies Inc.	\$3,215,386	35%	\$478,308	\$-	\$1,160,190	\$1,307,820	\$269,068	\$32,054	3,868	\$1,798
22		Christine Deputy *	exec. v.p., HR	Nordstrom Inc.	\$3,206,565	n/a	\$319,206	\$200,000	\$-	\$2,293,615	\$393,744	\$306,537	72,500	\$14,437
23		Angela Lalor	sr. v.p., HR	Danaher Corp.	\$3,053,845	30%	\$575,300	\$300,000	\$823,945	\$794,576	\$560,024	\$99,240	81,000	\$20,563
24		Brynn Evanson	exec. v.p., HR	J C Penney Co. Inc.	\$2,957,295	n/a	\$515,937	\$-	\$661,356	\$1,230,003	\$549,999	\$18,072	100,000	\$12,625
25	24	Adam Kokas	exec. v.p., general counsel, secretary & chief HR officer	Atlas Air Worldwide Holdings Inc.	\$2,947,509	49%	\$537,021	\$-	\$894,642	\$1,515,846	\$-	\$113,411	1,998	\$1,823
26		Michael Bonds	exec. v.p., HR & labor relations	United Continental Holdings Inc.	\$2,923,394	n/a	\$650,000	\$-	\$1,350,158	\$923,236	\$-	\$213,139	84,000	\$37,864
27	9	Lynn McKee	exec. v.p., HR	Aramark	\$2,873,504	14%	\$666,475	\$-	\$607,000	\$960,024	\$640,005	\$77,779	167,500	\$14,329
28		Darren Hart	exec. v.p., HR	Fossil Group Inc.	\$2,764,095	n/a	\$623,654	\$-	\$181,500	\$1,694,243	\$264,698	\$14,034	15,100	\$3,229
29	22	Maureen Ausura †	chief HR officer	Lowe's Companies Inc.	\$2,725,786	21%	\$543,000	\$-	\$581,564	\$1,066,212	\$535,010	\$55,898	167,000	\$59,074
30		Kerry Chandler	chief HR officer	Under Armour Inc.	\$2,602,884	107%	\$552,884	\$250,000	\$200,000	\$1,600,000	\$-	\$128,481	5,800	\$3,963
31		Peter Leddy *	exec. v.p., corporate integrity & global HR	Nuvasive Inc.	\$2,561,231	n/a	\$203,076	\$-	\$362,250	\$1,995,905	\$-	\$31,912	1,600	\$811
32		Kimberly Martin *	chief HR officer	Vantiv Inc.	\$2,531,473	n/a	\$281,544	\$350,000	\$300,000	\$1,419,933	\$179,996	\$49,752	3,313	\$3,160
33		James Ellinghausen	exec. v.p., HR	PulteGroup Inc.	\$2,451,319	31%	\$525,000	\$-	\$526,313	\$1,400,006	\$-	\$252	4,542	\$5,982
34	40	Adria Alpert-Romm	chief HR & global diversity officer	Discovery Communications Inc.	\$2,437,716	8%	\$801,058	n/a	\$830,633	\$392,123	\$413,902	\$43,809	7,000	\$6,394
35	38	Marcia Avedon	sr. v.p., HR, comm. & corp. affairs	Ingersoll-Rand Plc	\$2,377,877	18%	\$570,000	\$-	\$497,357	\$1,019,759	\$290,761	\$100,193	45,000	\$13,301
36	21	Mara Swan	exec. v.p., global strategy & talent	ManpowerGroup Inc.	\$2,340,137	26%	\$560,000	\$-	\$580,000	\$960,123	\$240,014	\$71,432	27,000	\$19,330
37		Paula Larson †	exec. v.p. & chief HR officer	Newell Rubbermaid Inc.	\$2,335,390	17%	\$536,250	\$-	\$663,609	\$1,135,531	\$-	\$126,845	17,200	\$5,916
38	49	Robert Duffy	sr. v.p., HR & admin.	Harris Corp.	\$2,326,158	37%	\$459,885	\$-	\$451,368	\$845,574	\$569,331	\$105,874	23,000	\$5,083
39		Daniel Serbin	exec. v.p., HR & external affairs	Parker Hannifin Corp.	\$2,240,965	n/a	\$560,000	n/a	\$548,551	\$736,993	\$395,421	\$95,006	54,754	\$12,712
40		Lisa Buckingham	exec. v.p., chief HR officer & head, brand & enterprise comm	Lincoln National Corp.	\$2,227,982	20%	\$578,448	\$-	\$509,034	\$820,152	\$320,348	\$211,967	9,312	\$13,572
41		Samuel Walker	chief people & legal officer & secretary	Molson Coors Brewing Co.	\$2,224,380	37%	\$638,349	n/a	\$608,027	\$777,992	\$200,012	\$145,906	17,500	\$5,127
42		Mary Finn	chief HR officer	Nielsen Holdings Plc	\$2,188,868	24%	\$550,000	\$-	\$322,500	\$1,002,698	\$313,670	\$27,197	43,000	\$6,172
43		Steven Piano	exec. v.p., HR International Inc.	MoneyGram	\$2,178,668	20%	\$384,615	\$150,000	\$766,550	\$877,503	\$-	\$10,600	2,820	\$1,435
44		Christopher Hadley	exec. v.p. & chief talent officer	OM Asset Management Plc	\$2,140,974	20%	\$250,000	n/a	\$432,000	\$1,458,974	\$-	\$50,000	90	\$699
45		Anne Hill	sr. v.p. & chief HR officer	Avery Dennison Corp.	\$2,139,696	26%	\$499,045	\$-	\$425,626	\$1,215,025	\$-	\$141,937	25,000	\$5,967
46	23	Timothy Huval	sr. v.p. & chief HR officer	Humana Inc.	\$2,130,757	21%	\$578,098	\$-	\$-	\$774,984	\$777,675	\$126,541	50,100	\$54,289
47	39	Mitchell Kosh †	exec. v.p., HR	Ralph Lauren Corp.	\$2,088,447	9%	\$850,000	\$-	\$541,875	\$468,833	\$227,739	\$48,036	15,000	\$7,620
48		Robert Ravener	exec. v.p. & chief people officer	Dollar General Corp.	\$2,086,477	n/a	\$521,999	n/a	\$372,291	\$592,530	\$599,657	\$50,700	113,400	\$20,369
49	30	Candace Krol	sr. v.p. & chief HR officer	Public Storage	\$2,075,210	20%	\$381,250	\$-	\$475,000	\$1,218,960	\$-	\$15,600	5,300	\$2,382
50		Paul Jones	chief financial officer & chief leadership development officer	Usana Health Sciences Inc.	\$2,054,283	55%	\$348,042	\$-	\$188,403	\$-	\$1,517,838	\$9,100	1,664	\$918

\*\* This value is excluded from HR total.

Symbols on executive names: \* - new executive, † - former executive as of the most recently filed proxy statement,

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