

Rank 2006	Rank 2005	HR Executive	Title	Company Name	Total Compensation	HR Executive Comp as a % of CEO Comp	Salary	Bonus	Option Awards	Stock Awards	Target Long-Term Cash Awards	Other Compensation	No. of Employees	Annual Revenues (\$000)
1	1	Dennis M. Donovan	exec. v.p., HR	Home Depot Inc.	\$5,804,081	84.5%	\$729,231	\$222,000	-	\$4,327,850	\$525,000	\$12,987,242	247,520	\$90,837,000
2		Shari L. Ballard	exec. v.p., HR & legal	Best Buy Co. Inc.	\$5,700,869	68.3%	\$498,268	\$565,000	\$1,469,640	\$3,167,961	-	\$12,689	140,000	\$35,934,000
3	14	Thomas G. Cody	v. chair, legal, HR, internal audit & external affairs	Federated Department Stores Inc.	\$4,414,057	27.5%	\$792,500	\$997,800	\$529,213	\$2,094,544	-	\$211,405	188,000	\$26,970,000
4		Sharon D. Fiehler	exec. v.p., HR & admin.	Peabody Energy Corp.	\$4,214,914	46.1%	\$408,000	\$500,000	\$978,988	\$2,327,926	-	\$59,171	9,200	\$5,256,315
5		Richard W. Hallock	exec. v.p., HR	Occidental Petroleum Corp.	\$4,205,597	8.5%	\$416,000	\$300,000	\$1,772,400	\$1,717,197	-	\$171,570	8,886	\$18,160,000
6		Peg Wynn	sr. v.p., worldwide HR	Adobe Systems Inc.	\$3,206,558	31.3%	\$310,000	\$115,264	\$1,954,104	\$827,190	-	\$7,740	6,082	\$2,575,300
7	5	John D. Butler	exec. v.p., admin. & chief HR officer	Textron Inc.	\$2,984,576	25.7%	\$560,000	\$685,860	\$406,867	\$1,331,849	-	\$103,570	40,000	\$11,490,000
8	27	Timothy Sompolski	exec. v.p., chief HR officer	Interpublic Group of Cos. Inc.	\$2,977,000	34.9%	\$550,000	\$535,000	\$358,636	\$1,533,364	-	\$121,549	42,000	\$6,190,800
9	8	Robert B. Foreman	exec. v.p., HR & Asia	SPX Corp.	\$2,928,502	46.6%	\$575,000	\$1,107,623	-	\$1,245,879	-	\$246,262	15,400	\$4,313,300
10	6	David L. Murphy	exec. v.p., HR	McGraw-Hill Cos. Inc.	\$2,918,399	19.8%	\$593,000	\$790,000	\$662,352	\$873,047	-	\$127,609	20,214	\$6,255,138
11		Stephen E. Bear	sr. v.p., HR	Bristol Myers Squibb Co.	\$2,818,189	90.2%	\$466,101	\$292,524	\$1,605,010	\$454,554	-	\$38,038	43,000	\$17,914,000
12		Richard D. Stephens	sr. v.p., HR & admin.	Boeing Co.	\$2,768,296	15.9%	\$486,308	\$438,100	\$644,000	\$588,888	\$611,000	\$173,154	154,000	\$61,530,000
13		Marina Armstrong	sr. v.p., stores, HR & loss prevention & secretary	Gymboree Corp.	\$2,736,331	46.2%	\$356,731	\$610,000	-	\$1,769,600	-	\$20,130	4,300	\$791,638
14	3	Craig E. Schneier	exec. v.p., HR	Biogen Idec Inc.	\$2,711,387	17.9%	\$421,351	\$235,876	\$992,400	\$1,061,760	-	\$51,507	3,750	\$2,683,049
15	32	Jeffrey S. Shuman	v.p., HR & corp. relations	Harris Corp.	\$2,272,142	38.0%	\$330,000	\$385,000	\$284,217	\$1,272,925	-	\$208,497	13,900	\$3,474,800
16	7	Jon D. Walton	exec. v.p., HR, chief legal & compliance officer, general counsel & corp. secretary	Allegheny Technologies Inc.	\$2,172,640	31.3%	\$400,000	\$700,000	-	\$672,640	\$400,000	\$131,808	9,500	\$4,936,600
17	4	Michael T. Theilmann	exec. v.p., chief HR & admin. officer	JC Penney Co. Inc.	\$2,065,894	20.3%	\$515,000	\$550,924	\$499,998	\$499,972	-	\$23,547	155,000	\$19,903,000
18	13	John M. Murabito	exec. v.p., HR & services	Cigna Corp.	\$1,982,287	14.1%	\$530,962	\$500,000	\$401,200	-	\$550,125	\$10,600	27,100	\$16,547,000
19	18	Larry D. Hunter	exec. v.p., legal & HR, general counsel & corp. secretary	DirecTV Group Inc.	\$1,945,887	31.6%	\$699,537	\$500,000	-	\$746,350	-	\$103,386	9,900	\$14,755,500
20		Eva Sage-Gavin	exec. v.p., HR	Gap Inc.	\$1,944,409	N/A	\$522,211	-	\$494,490	\$927,708	-	\$127,085	154,000	\$15,943,000
21	12	Lawrence B. Costello	sr. v.p., HR	American Standard Cos. Inc.	\$1,932,644	49.6%	\$414,658	\$241,000	\$729,000	-	\$547,986	\$24,817	62,200	\$11,208,200
22	26	Lynn B. McKee	exec. v.p., HR	Aramark Corp.	\$1,819,025	45.0%	\$492,800	\$425,000	\$422,443	\$478,782	-	\$9,000	160,000	\$11,621,173
23		Luis E. Lewin	sr. v.p., HR	Tribune Co.	\$1,800,843	29.5%	\$358,750	\$219,390	\$298,000	\$924,703	-	\$38,608	21,000	\$5,517,708
24	33	H. Steven Gilbert	sr. v.p., HR & admin.	Fluor Corp.	\$1,723,360	20.6%	\$420,198	\$374,000	\$133,744	\$480,418	\$315,000	\$236,180	37,560	\$14,078,506
25		Paul S. Davit	exec. v.p., HR	Enzon Pharmaceuticals Inc.	\$1,701,713	17.9%	\$321,269	\$130,000	\$993,968	\$256,476	-	\$11,888	359	\$185,653
26	31	Mitchell A. Kosh	sr. v.p., HR & legal	Polo Ralph Lauren Corp.	\$1,613,712	7.2%	\$600,000	\$630,000	\$133,500	\$250,212	-	\$37,284	12,800	\$3,501,100
27		Daisy L. Vanderlinde	exec. v.p., HR	Office Depot Inc.	\$1,603,388	17.4%	\$416,000	\$387,429	\$799,959	-	-	\$109,240	52,000	\$15,010,781
28		Michael L. Thompson	exec. v.p., HR	First Community Bancorp	\$1,517,750	20.5%	\$162,500	-	-	\$1,355,250	-	\$66,675	1,010	\$301,597
29	36	Eugene H. Seashore Jr.	v.p., HR	Bemis Co. Inc.	\$1,468,620	23.5%	\$372,000	\$372,000	-	\$724,620	-	\$9,894	15,700	\$3,639,363
30		Jay A. Lentz	sr. v.p., HR	Payless Shoesource Inc.	\$1,448,166	36.9%	\$383,177	\$574,472	\$322,933	\$74,184	\$93,400	\$13,166	13,200	\$2,796,700
31	45	Thomas G. Musial	sr. v.p., HR & admin.	Manitowoc Co. Inc.	\$1,408,748	23.9%	\$315,000	\$401,183	\$525,525	\$167,040	-	\$52,629	9,500	\$2,933,300
32		Paul F. McBride	sr. v.p., HR & corp. initiatives	Black & Decker Corp.	\$1,400,951	12.2%	\$427,865	-	\$359,240	\$613,846	-	\$77,106	25,500	\$6,447,300
33		William N. MacGowan	exec. v.p., people & places, & chief HR officer	Sun Microsystems Inc.	\$1,397,269	6.6%	\$422,692	\$91,422	\$396,375	\$486,780	-	\$56,836	38,000	\$13,068,000
34		Lonnie D. Bane	sr. v.p., HR	Pride International Inc.	\$1,395,343	22.1%	\$300,000	\$175,000	\$386,794	\$533,549	-	\$27,357	14,300	\$2,495,400
35	11	David P. Johst	corp. exec. v.p., HR & chief admin. officer	Charles River Laboratories International Inc.	\$1,395,218	27.3%	\$400,000	\$213,920	\$357,263	\$424,035	-	\$890,174	8,000	\$1,058,385
36	38	Daniel R. Foley	v.p., HR	Masco Corp.	\$1,315,634	15.8%	\$421,212	\$189,000	\$506,030	\$199,392	-	\$59,958	57,000	\$12,778,000
37		Cynthia A. Hartley	sr. v.p., HR	Sonoco Products Co.	\$1,279,257	25.8%	\$311,129	\$419,153	\$131,850	\$417,125	-	\$53,449	17,700	\$3,656,839
38	42	Jennifer Elliott	v.p. & chief HR officer	Moody's Corp.	\$1,246,474	17.0%	\$333,387	\$315,000	\$299,040	\$299,047	-	\$192,501	3,400	\$2,037,100
39		Diana De Walt	v.p., HR	Gen Probe Inc.	\$1,244,789	27.1%	\$276,000	\$68,000	\$531,114	\$369,675	-	\$7,224	925	\$354,764
40		George Rose	exec. v.p., HR & comm.	Alpharma Inc.	\$1,239,511	36.5%	\$294,231	\$700,978	\$130,470	\$113,832	-	\$384,848	1,400	\$653,828
41	37	Lawrence D. McClure	sr. v.p., HR	Liz Claiborne Inc.	\$1,225,383	12.0%	\$464,583	-	\$151,050	\$609,750	-	\$61,838	17,000	\$4,994,318
42		Jeffrey M. Cava	exec. v.p., HR	Wendy's International Inc.	\$1,187,786	18.1%	\$388,600	\$598,000	-	\$201,186	-	\$95,929	7,000	\$2,439,277
43	24	John R. Arrington	sr. v.p., HR	Barnes Group Inc.	\$1,116,297	30.3%	\$322,250	\$417,380	\$100,980	\$275,687	-	\$183,169	6,666	\$1,259,656
44		John B. Corness	v.p., HR	Polaris Industries Inc.	\$1,104,280	100.4%	\$260,000	\$75,400	-	\$768,880	-	\$56,635	3,400	\$1,656,518
45		Leonard C. Stephens	sr. v.p., HR	Leap Wireless International Inc.	\$1,098,596	20.1%	\$282,500	\$227,229	\$407,007	\$181,860	-	\$16,931	2,034	\$1,136,700
46		Steven W. Muck	v.p., HR	Hanover Compressor Co.	\$1,091,169	32.6%	\$237,019	\$170,000	-	\$684,150	-	\$8,368	8,300	\$1,670,663
47		Allan Richards	sr. v.p., HR, labor relations & legal services & secretary	Great Atlantic & Pacific Tea Co. Inc.	\$1,057,367	33.9%	\$385,000	\$191,104	\$120,313	\$360,950	-	\$47,642	12,920	\$6,850,268
48		Susan W. Cummiskey	sr. v.p., HR	Bowne & Co. Inc.	\$1,042,800	39.7%	\$295,000	\$203,100	\$131,750	\$412,950	-	\$38,332	3,200	\$832,215
49		Candace N. Krol	sr. v.p., HR	Public Storage Inc.	\$985,820	18.4%	\$200,000	\$525,000	-	\$260,820	-	\$13,097	6,000	\$1,381,655
50		Marlene F. Perry	sr. v.p., HR	Renovis Inc.	\$970,267	21.4%	\$223,789	\$67,500	\$678,978	-	-	\$5,591	111	\$10,428

Editors notes: Total compensation is defined as the sum of base salary, annual discretionary bonuses and performance-based bonuses; the grant-date values of new stock and stock-option awards; and the target value of long-term cash awards. Bonuses are calculated as the sum of discretionary payments and short-term cash incentive plan payouts. Other compensation, which typically includes benefits and perquisites, has been excluded from the calculation of total compensation. Because the CEO of Gap Inc. is an interim officer, the HR executive's pay as a percentage of CEO compensation was not included.