








THE 30 HIGHEST-PAID HR LEADERS

AMONG PUBLICLY TRADED U.S. COMPANIES




RANK	NAME Title during 2007 Company Company revenue/ total employees	Total compensation	Total salary	Bonus	Non-equity incentive plan com- pensation*	Option awards value**	Stock awards value**	All other compensation [†]	Change in pension/de- ferred com- pensation value ^{††}
1.	 C.J. DUVAL Executive VP human resources Alltel Corp. \$8.8 billion/16,104	\$9.579 million	\$325,177	\$1 million	\$1,011,613	\$1,035,384	\$1,035,481	\$4,999,280	\$171,887
2.	JON D. WALTON Executive VP human resources/chief legal and compliance officer/general counsel/ corporate secretary Allegheny Technologies Inc. \$5.5 billion/9,700	\$9.258 million	\$413,733	\$12,582	\$7,707,418	None	\$917,316	\$145,086	\$61,616
3.	 MARTHA A. BURGER Senior VP human and corporate resources Chesapeake Energy Corp. \$7.8 billion/6,200	\$7.155 million	\$637,500	\$776,000	None	\$18,769	\$5,300,516	\$422,736	None
4.	STEPHEN R. FUSSELL Senior VP human resources Abbott Laboratories \$25.9 billion/68,000	\$5.75 million	\$454,689	None	\$480,000	\$2,230,564	\$2,120,508	\$125,799	\$338,903
5.	 ROBERT B. FOREMAN Executive VP human resources/ president Asia Pacific SPX Corp. \$4.8 billion/17,800	\$5.521 million	\$595,000	None	\$1,190,000	None	\$2,395,974	\$691,148	\$649,376
6.	JOHN D. BUTLER Executive VP administration/chief human resources officer - Textron Inc. \$13.2 billion/44,000	\$5.410 million	\$560,000	None	\$728,000	\$495,814	\$1,358,462	\$148,613	\$2,120,024
7.	 JEAN HALLORAN Senior VP human resources Agilent Technologies Inc. \$5.4 billion/19,400	\$3.381 million	\$399,996	None	\$141,139	\$669,785	\$2,073,532	\$34,865	\$61,280
8.	MARINA ARMSTRONG Senior VP stores, human resources, play and music/secretary Gymboree Corp. \$921 million/10,400	\$3.349 million	\$384,327	None	\$449,356	\$199,946	\$2,288,153	\$26,958	None
9.	 LAWRENCE B. COSTELLO Senior VP human resources Trane Inc. \$7.5 billion/29,600	\$3.262 million	\$425,000	\$722,500	\$938,200	\$853,490	None	\$47,461	\$275,068
10.	 JOHN M. MURABITO Executive VP human resources and services Cigna Corp. \$17.6 billion/26,600	\$3.051 million	\$552,692	None	\$1,980,000	\$409,849	\$27,501	\$1,426	\$79,074

* Non-equity incentive plan compensation includes all incentive awards not included in the stock awards and option awards columns. This could include a long-term bonus program. ** Option awards and stock awards are valued according to FAS 123R, which requires option grants to be expensed as they vest. † Includes perquisites, personal benefits, severance and insurance benefits. †† Change in pension value and nonqualified deferred compensation earnings. Source: Salary.com, Comp Analyst Executive Survey 2008



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11.	MICHAEL H. CAMPBELL Executive VP human resources, labor and communications Delta Air Lines Inc. \$19 billion/21,171	\$3.035 million	\$346,813	None	\$361,950	\$238,484	\$1,879,498	\$207,798	None
12.	RUTH A. FATTORI Executive VP human resources (former) Motorola Inc. \$36.6 billion/66,000	\$2.921 million	\$505,000	\$110,000	\$287,480	\$1,345,198	\$632,644	\$30,024	\$11,108
13.	DAVID L. MURPHY Executive VP human resources McGraw-Hill Cos. \$6.8 billion/21,171	\$2.89 million	\$619,700	None	\$821,600	\$428,911	\$756,324	\$134,588	\$128,633
14.	FLAVIO SÁ CARVALHO Chief personnel officer (retired) Bunge Ltd. \$37.8 billion/23,889	\$2.849 million	\$400,000	None	\$600,000	\$513,512	\$625,006	\$15,200	\$694,796
15.	 WESLEY A. COLEMAN Executive VP and chief human resources officer Walt Disney Co. \$35.5 billion/137,000	\$2.736 million	\$600,000	\$300,000	\$774,000	\$350,129	\$300,766	\$332,579	\$78,885
16.	 LARRY D. HUNTER Executive VP legal, human resources and administration/ general counsel/secretary DirecTV Group Inc. \$17.2 billion/12,300	\$2.558 million	\$744,276	None	\$625,000	None	\$784,827	\$84,720	\$319,052
17.	 DWAYNE H. TUCKER Executive VP human resources/president transaction services Alliance Data Systems Corp. \$2.3 billion/9,800	\$2.539 million	\$375,000	\$45,140	\$451,406	\$360,234	\$1,152,332	\$143,222	\$11,502
18.	H. STEVEN GILBERT Senior VP human resources and administration Fluor Corp. \$16.7 billion/41,260	\$2.499 million	\$455,361	None	\$1,203,300	\$260,784	\$488,813	\$70,273	\$20,270
19.	DANIEL R. FOLEY VP human resources (retired) Masco Corp. \$11.8 billion/52,000	\$2.482 million	\$247,500	\$133,052	\$133,000	\$1,011,485	\$934,777	\$22,074	None
20.	RICHARD C. BERKE VP human resources Broadridge Financial Solutions \$2.2 billion/4,241	\$2.462 million	\$423,834	\$75,000	\$394,400	\$234,109	\$506,936	\$27,940	\$799,836

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21.	 TIMOTHY A. SOMPOLSKI Executive VP/chief human resources officer Interpublic Group of Cos. \$6.6 billion/43,000	\$2.42 million	\$570,000	None	\$620,000	\$234,821	\$893,618	\$101,960	None
22.	MICHAEL T. THEILMANN Executive VP/chief human resources and administration officer J.C. Penney Co. \$19.9 billion/155,000	\$2.268 million	\$542,500	None	None	\$660,206	\$996,049	\$31,837	\$37,224
23.	 DAVID P. JOHST Corporate executive VP human resources/chief administration officer Charles River Labs Intl. Inc. \$1.3 billion/8,500	\$2.22 million	\$437,000	None	\$418,917	\$457,523	\$758,812	\$147,644	None
24.	 PETER M. LEDDY Senior VP human resources Invitrogen Corp. \$1.2 billion/4,300	\$2.173 million	\$358,846	None	\$293,895	\$695,051	\$768,772	\$56,352	None
25.	 EDWARD A. EVANS Executive VP/chief personnel officer Allied Waste Industries Inc. \$6 billion/23,300	\$2.163 million	\$443,784	None	\$1,093,380	\$341,610	\$100,173	\$46,770	\$137,184
26.	DAVID W. WESSLING VP human resources (former) Mosaic Co. \$5.8 billion/7,000	\$2.15 million	\$231,250	None	None	\$530,861	\$553,016	\$816,716	\$18,000
27.	 DAVID FRIEDMAN Senior VP human resources/ general counsel Citrix Systems Inc. \$1.4 billion/4,620	\$2.062 million	\$375,000	\$563,985	\$186,612	\$361,267	\$238,149	\$336,852	None
28.	 JAY A. LENTZ Senior VP human resources Collective Brands Inc. \$3 billion/31,000	\$1.99 million	\$393,908	\$135,000	\$105,206	\$182,899	\$116,013	\$12,905	\$1,052,386
29.	J.R. ARRINGTON Senior VP human resources Barnes Group Inc. \$1.4 billion/6,523	\$1.989 million	\$335,000	None	\$428,030	\$122,820	\$526,351	\$126,551	\$451,176
30.	STEVEN W. MUCK Senior VP global human resources Exterran Holdings Inc. \$2.5 billion/10,700	\$1.957 million	\$264,636	\$140,000	\$285,000	\$57,557	\$1,201,268	\$8,618	None

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