







30 HIGHEST-PAID HR LEADERS







AMONG PUBLICLY TRADED U.S. COMPANIES

RANK	NAME Title during 2008 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.	 MICHAEL H. CAMPBELL Executive VP human resources and labor relations Delta Air Lines Inc. \$22.7 billion/84,306	\$5,004,133	\$387,500	None	None	\$1,508,309	\$2,994,271	\$114,053	None
2.	 ELIZABETH L. AXELROD Senior VP human resources eBay Inc. \$8.54 billion/16,200	\$4,342,825	\$480,135	None	None	\$2,700,060	\$1,152,472	\$10,158	None
3.	MARINA ARMSTRONG Senior VP human resources, play and music; secretary - Gymboree Corp. \$1 billion/11,500	\$4,048,592	\$464,886	None	\$644,144	\$86,441	\$2,828,401	\$24,720	None
4.	JON D. WALTON Executive VP human resources; chief legal and compliance officer; general counsel; corporate secretary Allegheny Technologies Inc. \$5.31 billion/9,600	\$4,013,770	\$427,000	None	\$2,160,733	None	\$1,190,760	\$172,474	\$62,803
5.	 DWAYNE H. TUCKER Executive VP human resources Alliance Data Systems Corp. \$2.02 billion/7,400	\$3,259,217	\$390,000	\$24,114	\$482,274	\$250,919	\$1,940,144	\$126,585	\$45,181
6.	 LARRY D. HUNTER Executive VP legal, human resources and administration; general counsel; secretary DirecTV Group Inc. \$19.69 billion/19,600	\$3,138,646	\$774,753	None	\$511,000	None	\$1,183,491	\$92,455	\$576,947
7.	DAVID B. EDMONDS Senior executive VP; human resources group head - Regions Financial Corp. \$9.64 billion/30,784	\$2,785,602	\$475,000	None	\$241,110	\$523,709	\$579,557	\$102,769	\$863,457
8.	 MICHAEL HOLMES Executive VP strategy, human capital and emerging markets Express Scripts Inc. \$21.98 billion/10,820	\$2,682,745	\$426,346	None	\$598,500	\$581,148	\$1,011,026	\$65,725	None
9.	H. STEVEN GILBERT (left Fluor in July 2008) Senior VP human resources and administration - Fluor Corp. \$22.33 billion/42,119	\$2,601,058	\$486,019	None	\$1,316,300	\$300,767	\$391,389	\$85,368	\$21,215
10.	 PETER M. PEREZ Executive VP human resources ConAgra Foods Inc. \$11.61 billion/25,000	\$2,557,925	\$410,000	None	\$295,200	\$459,502	\$1,357,884	\$20,877	\$14,462

* 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

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11.	MICHAEL T. THEILMANN Executive VP; chief human resources and administration officer J.C. Penney Co. \$18.49 billion/155,000	\$2,412,439	\$587,500	None	\$337,500	\$848,564	\$585,424	\$24,032	\$29,419
12.	MARK D. DAILEY Senior VP human resources; chief compliance officer - Flowserve Corp. \$4.47 billion/15,000	\$2,369,879	\$400,824	None	\$849,431	\$53,475	\$887,877	\$55,521	\$122,751
13.	 DAVID P. JOHST Corporate executive VP human resources; general counsel; chief administrative officer - Charles River Laboratories International Inc. \$1.34 billion/9,000	\$2,272,299	\$454,480	None	\$352,733	\$373,426	\$622,015	\$361,063	\$108,582
14.	 TIMOTHY A. SOMPOLSKI Executive VP; chief human resources officer - Interpublic Group of Companies Inc. \$6.96 billion/45,000	\$2,231,678	\$570,000	None	\$520,000	\$316,701	\$722,389	\$102,588	None
15.	 ANN E. WEISER Chief human resources officer Activision Blizzard Inc. \$2.9 billion/7,000	\$2,133,564	\$378,846	\$297,000	\$304,594	\$981,128	\$133,537	\$38,459	None
16.	 LYNN C. MINELLA Senior VP human resources and administration Air Products & Chemicals Inc. \$10.42 billion/21,100	\$2,088,508	\$415,000	None	\$459,000	\$645,841	\$504,257	\$13,328	\$51,082
17.	 THOMAS G. MUSIAL Senior VP human resources and administration Manitowoc Co. \$4.5 billion/18,400	\$2,048,144	\$350,000	None	\$525,000	\$456,498	\$132,965	\$54,941	\$528,740
18.	MARK J. MATHIEU VP human resources The Stanley Works \$4.43 billion/18,225	\$1,995,008	\$340,000	None	\$247,494	\$216,199	\$563,718	\$86,451	\$541,146
19.	STEPHEN J. CERRONE Executive VP human resources Sara Lee Corp. \$13.21 billion/44,000	\$1,977,543	\$472,750	None	\$600,257	\$139,396	\$685,670	\$79,470	None
20.	 JOHN M. MURABITO Executive VP human resources and services Cigna Corp. \$19.1 billion/30,300	\$1,951,088	\$587,606	None	\$763,450	\$399,824	\$110,006	\$7,411	\$82,791

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JEFFREY S. SHUMAN VP human resources and corporate relations Harris Corp. \$5.31 billion/16,500	\$1,946,921	\$364,327	None	\$337,154	\$359,035	\$782,459	\$103,946	None
BRAD A. WAITE Executive VP human resources, loss prevention and risk management Big Lots Inc. \$4.65 billion/37,000	\$1,935,754	\$547,760	None	\$809,050	\$251,832	\$284,060	\$35,914	\$7,138
 JEAN HALLORAN Senior VP human resources Agilent Technologies Inc. \$5.77 billion/19,600	\$1,924,977	\$399,996	None	\$295,400	\$515,507	\$631,708	\$23,235	\$59,131
 DAVID FRIEDMAN General counsel; senior VP human resources Citrix Systems Inc. \$1.58 billion/5,040	\$1,904,423	\$390,000	None	\$115,786	\$932,859	\$451,395	\$14,383	None
 LONNIE D. BANE Senior VP human resources and administration Pride International Inc. \$2.31 billion/6,400	\$1,864,454	\$343,626	None	\$237,300	\$336,951	\$591,335	\$25,941	\$329,301
ROBERT K. KRETZMAN Executive VP human resources; chief legal officer; general counsel; secretary - Revlon Inc. \$1.35 billion/5,600	\$1,816,995	\$711,889	\$420,000	None	\$12,705	\$289,092	\$71,972	\$311,337
 DENISE WHITE Executive VP human resources and administration Viacom Inc. \$14.63 billion/11,500	\$1,804,694	\$768,173	\$410,900	None	\$54,367	\$478,221	\$74,106	\$18,927
KEVIN W. OLIVER Executive VP human resources Hanesbrands Inc. \$4.25 billion/45,200	\$1,790,383	\$375,000	None	\$319,125	\$467,645	\$492,244	\$119,506	\$16,863
 JANE A. LEIPOLD Senior VP global human resources Tyco Electronics Ltd. \$14.4 billion/75,000	\$1,781,586	\$394,551	None	\$394,144	\$543,383	\$336,426	\$113,082	None
MIGNON CABRERA (left MEMC in May 2008) Senior VP human resources MEMC Electronic Materials Inc. \$2.01 billion/4,900	\$1,739,056	\$244,000	None	\$121,187	\$1,249,691	\$101,469	\$22,709	None

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