







# THE 30 HIGHEST-PAID HR LEADERS

AMONG PUBLICLY TRADED U.S. COMPANIES





RANK	NAME Title (during 2006) 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.	 <b>DENNIS M. DONOVAN</b> Executive VP human resources Home Depot Inc. \$90.8 billion/364,000	\$19.166 million	\$729,231	\$222,000	\$714,375	\$1,287,027	\$3,193,447	\$12,987,242	\$32,811
2.	<b>JON D. WALTON</b> Executive VP human resources/chief legal and compliance officer/general counsel/ corporate secretary Allegheny Technologies Inc. \$4.9 billion/9,500	\$6.181 million	\$400,000	\$130,912	\$4,702,421	\$1,788	\$514,560	\$131,808	\$300,000
3.	<b>RICHARD W. HALLOCK</b> Executive VP human resources Occidental Petroleum Corp. \$17.7 billion/9,000	\$5.921 million	\$416,000	\$120,000	\$180,000	\$2,228,365	\$2,684,328	\$171,570	\$120,539
4.	<b>JOHN D. BUTLER</b> Executive VP administration/ chief human resources officer Textron Inc. \$11.49 billion/40,000	\$5.159 million	\$560,000	None	\$685,860	\$439,383	\$1,412,624	\$103,570	\$1,957,297
5.	 <b>ROBERT B. FOREMAN</b> Executive VP human resources and Asia Pacific SPX Corp. \$4.31 billion/14,000	\$4.243 million	\$575,000	None	\$1,107,623	None	\$1,813,083	\$246,262	\$501,346
6.	 <b>RICHARD D. STEPHENS</b> Senior VP human resources and administration Boeing Corp. \$61.53 billion/150,000	\$4.135 million	\$486,308	None	\$438,100	\$182,467	\$2,541,132	\$173,154	\$313,541
7.	<b>ROY J. WILSON</b> Executive VP human resources and information technology Allergan Inc. \$3.1 billion/6,772	\$3.606 million	\$356,539	None	\$279,900	\$2,495,069	-\$95,245	\$569,818	None
8.	 <b>CRAIG ERIC SCHNEIER</b> Executive VP human resources, public affairs and communications Biogen Idec Inc. \$2.7 billion/3,900	\$3.598 million	\$421,351	None	\$235,876	\$1,093,762	\$1,778,383	\$51,507	\$16,958
9.	<b>DAVID L. MURPHY</b> Executive VP human resources McGraw-Hill Cos. \$6.3 billion/20,214	\$3.038 million	\$593,000	\$790,000	None	\$698,562	\$706,696	\$127,609	\$121,854
10.	<b>SHARI L. BALLARD</b> Executive VP human resources and legal Best Buy Co. \$35.9 billion/140,000	\$2.746 million	\$498,268	None	\$565,000	\$545,418	\$1,125,053	\$12,689	None

\* Non-equity incentive plan compensation includes all incentive awards not included in the stock awards and options awards columns. This could include a long-term bonus program. \*\* Option awards and stock awards are valued according to FAS 123R, which requires options 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 2007



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11.	 <b>JOHN M. MURABITO</b> Executive VP human resources and services Cigna Corp. \$16.5 billion/27,000	\$2.69 million	\$530,962	None	\$1,448,700	\$501,900	\$123,800	\$10,600	\$74,100
12.	<b>MICHAEL T. THEILMANN</b> Executive VP/chief human resources and administration officer J.C. Penney Co. \$19.9 billion/155,000	\$2.647 million	\$515,000	None	\$550,924	\$477,339	\$1,077,103	\$23,547	\$3,159
13.	 <b>LARRY D. HUNTER</b> Executive VP legal and human resources/general counsel/secretary DirecTV Group Inc. \$14.8 billion/8,000	\$2.392 million	\$699,537	None	\$500,000	None	\$733,283	\$103,386	\$356,067
14.	<b>SHARON D. FIEHLER</b> Executive VP human resources and administration Peabody Energy Corp. \$5.3 billion/9,200	\$2.387 million	\$408,000	None	\$500,000	\$515,915	\$877,306	\$59,171	\$27,160
15.	 <b>LAWRENCE B. COSTELLO</b> Senior VP human resources American Standard Cos. \$11.2 billion/62,000	\$2.307 million	\$414,658	None	\$796,000	\$835,575	None	\$24,817	\$236,235
16.	<b>PAUL F. McBRIDE</b> Senior VP human resources and corporate initiatives Black & Decker Corp. \$6.4 billion/25,500	\$2.268 million	\$427,865	None	None	\$659,033	\$462,656	\$77,106	\$641,659
17.	<b>NEAL C. HOCKLANDER</b> Vice chairman human services Bank of Hawaii Corp. \$788.8 million/2,695	\$2.243 million	\$270,577	None	\$175,000	None	\$543,902	\$1,253,595	None
18.	<b>DANIEL R. FOLEY</b> VP human resources Masco Corp. \$12.7 billion/62,000	\$2.235 million	\$421,212	None	\$189,000	\$865,420	\$559,327	\$59,958	\$140,066
19.	<b>STEPHEN E. BEAR</b> Senior VP human resources Bristol-Myers Squibb Co. \$17.9 billion/43,000	\$2.148 million	\$466,101	None	\$292,524	\$369,314	\$512,932	\$38,038	\$469,411
20.	 <b>DAISY VANDERLINDE</b> Executive VP human resources Office Depot Inc. \$15.1 billion/52,000	\$1.882 million	\$416,000	None	\$387,429	\$798,214	\$171,665	\$109,240	None

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21.	<b>J.R. ARRINGTON</b> Senior VP human resources Barnes Group Inc. \$1.3 billion/6,666	\$1.866 million	\$322,250	None	\$417,380	\$60,711	\$454,633	\$183,169	\$428,058
22.	<b>LUIS E. LEWIN</b> Senior VP human resources Tribune Co. \$5.5 billion/21,000	\$1.864 million	\$358,750	None	\$219,390	\$338,224	\$903,640	\$38,608	\$5,352
23.	 <b>CYNTHIA A. HARTLEY</b> Senior VP human resources Sonoco Products Co. \$3.7 billion/17,700	\$1.852 million	\$311,129	None	\$419,153	\$131,850	\$494,183	\$53,449	\$441,986
24.	 <b>H. STEVEN GILBERT</b> Senior VP human resources and administration Fluor Corp. \$14.1 billion/46,000	\$1.848 million	\$420,198	None	\$374,000	\$122,599	\$678,099	\$236,180	\$17,047
25.	 <b>JAY A. LENTZ</b> Senior VP human resources Payless ShoeSource Inc. \$2.8 billion/27,100	\$1.737 million	\$383,177	\$100,000	\$634,729	\$179,213	\$31,097	\$13,166	\$395,738
26.	<b>DAVID P. JOHST</b> Corporate executive VP human resources/chief administrative officer Charles River Labs International Inc. \$1.1 billion/7,500	\$1.716 million	\$400,000	None	\$213,920	\$385,461	\$465,240	\$1,494,522	-\$1,242,729
27.	 <b>TIMOTHY A. SOMPOLSKI</b> Executive VP/chief human resources officer Interpublic Group of Cos. \$6.2 billion/43,000	\$1.694 million	\$550,000	None	\$535,000	\$135,548	\$352,042	\$121,549	None
28.	<b>MARINA ARMSTRONG</b> Senior VP stores, human resources and play & music/secretary Gymboree Corp. \$791 million/9,500	\$1.657 million	\$356,731	\$15,000	\$595,000	\$261,475	\$408,362	\$20,130	None
29.	<b>BRAD A. WAITE</b> Executive VP human resources, loss prevention, real estate and risk management Big Lots Inc. \$4.7 billion/38,738	\$1.631 million	\$516,978	None	\$780,000	\$57,473	\$225,350	\$35,018	\$16,489
30.	 <b>EDWARD A. EVANS</b> Executive VP/chief personnel officer Allied Waste Industries Inc. \$6 billion/24,200	\$1.595 million	\$429,450	None	\$570,900	\$269,494	\$70,716	\$113,775	\$140,759

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