



THE 30 HIGHEST-PAID HR LEADERS

among publicly traded U.S. companies

RANK

1.



DENNIS M. DONOVAN
Executive VP
human resources
Home Depot Inc.

Total compensation*
\$6.606 million

Total salary
\$690,577

Bonus
\$780,000

Total value of stock options granted**
\$1,163,799

Restricted stock
\$2,939,800

LTIP payouts
\$540,240

Other compensation†
\$491,669

Company revenue
\$81.5 billion
Total employees
355,000

2.



JAMES R. ELLINGHAUSEN
Senior VP
human resources
Pulte Homes

Total compensation*
\$5.268 million

Total salary
\$300,000

Bonus
\$1,223,374

Total value of stock options granted**
\$1,759,508

Restricted stock
\$1,892,800

LTIP payouts
None

Other compensation†
\$92,306

Company revenue
\$14.7 billion
Total employees
13,400

3.



CRAIG ERIC SCHNEIER
Executive VP
human resources
Biogen Idec

Total compensation*
\$4.48 million

Total salary
\$397,229

Bonus
\$212,000

Total value of stock options granted**
\$1,986,558

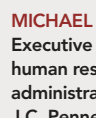
Restricted stock
\$1,830,150

LTIP payouts
None

Other compensation†
\$54,527

Company revenue
\$2.4 billion
Total employees
3,340

4.



MICHAEL T. THEILMANN
Executive VP/chief
human resources and
administration officer
J.C. Penney Co.

Total compensation*
\$4.297 million

Total salary
\$333,333

Bonus
\$443,750

Total value of stock options granted**
\$1,122,752

Restricted stock
\$2,392,316

LTIP payouts
None

Other compensation†
\$4,790

Company revenue
\$18.7 billion
Total employees
151,000

5.



J.D. BUTLER
Executive VP
administration/chief
human resources officer
Textron Inc.

Total compensation*
\$3.865 million

Total salary
\$560,000

Bonus
\$728,000

Total value of stock options granted**
\$370,615

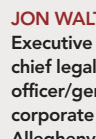
Restricted stock
\$366,150

LTIP payouts
\$1,704,957

Other compensation†
\$135,537

Company revenue
\$10 billion
Total employees
37,000

6.



JON WALTON
Executive VP human resources/
chief legal and compliance
officer/general counsel/
corporate secretary
Allegheny Technologies

Total compensation*
\$3.646 million

Total salary
\$393,333

Bonus
\$600,000

Total value of stock options granted**
None

Restricted stock
\$203,625

LTIP payouts
\$2,197,339

Other compensation†
\$252,172

Company revenue
\$3.5 billion
Total employees
9,300

7.



JONATHAN WHEELER
Senior VP organizational
development
Centex

Total compensation*
\$3.453 million

Total salary
\$340,000

Bonus
\$1,480,000

Total value of stock options granted**
\$859,610

Restricted stock
\$295,990

LTIP payouts
None

Other compensation†
\$477,639

Company revenue
\$14.4 billion
Total employees
16,344

8.



ROBERT B. FOREMAN
Executive VP human
resources and Asia-Pacific
SPX Corp.

Total compensation*
\$3.434 million

Total salary
\$500,000

Bonus
\$550,000

Total value of stock options granted**
None

Restricted stock
\$2,173,077

LTIP payouts
None

Other compensation†
\$211,162

Company revenue
\$4.2 billion
Total employees
15,100

9.



DAVID L. MURPHY
Executive VP
human resources
The McGraw-Hill Cos.

Total compensation*
\$3.181 million

Total salary
\$565,000

Bonus
\$775,000

Total value of stock options granted**
\$618,063

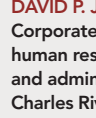
Restricted stock
None

LTIP payouts
\$1,081,515

Other compensation†
\$141,784

Company revenue
\$6 billion
Total employees
19,600

10.



DAVID P. JOHST
Corporate executive VP
human resources
and administration
Charles River Laboratories

Total compensation*
\$2.457 million

Total salary
\$360,000

Bonus
\$211,680

Total value of stock options granted**
\$833,948

Restricted stock
\$1,002,750

LTIP payouts
None

Other compensation†
\$48,195

Company revenue
\$1.1 billion
Total employees
7,500

* Total compensation is calculated as the sum of salary, bonus, total value of stock options granted, restricted stock, LTIP payouts and other compensation. ** Valued according to the Black-Scholes method.

† Other compensation includes such items as perquisites, retirement benefits, deferred compensation or the value of insurance benefits.

Source: ExecPay

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11.

NAME Title (during 2005) Company	Total compensation*	Total salary	Bonus	Total value of stock options granted**	Restricted stock	LTIP payouts	Other compensation †	Company revenue — Total employees
JON R. NICHOLSON Senior VP human resources Weatherford International	\$2.454 million	\$379,427	\$461,230	None	\$1,472,100	None	\$141,577	\$4.3 billion 30,000


12.

WILLIAM L. BUCKNALL JR. Senior VP human resources and organization United Technologies	\$2.384 million	\$511,667	\$575,000	\$1,200,568	None	None	\$96,395	\$42.7 billion 222,800
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13.

 JOHN M. MURABITO Executive VP human resources and services Cigna Corp.	\$2.32 million	\$510,000	\$503,000	\$473,239	None	\$824,900	\$8,400	\$16.7 billion 28,000
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14.

 PAUL D. THOMAS Executive VP people, culture and Alcoa Business Systems Alcoa	\$2.196 million	\$530,000	\$450,000	\$812,687	\$360,195	None	\$43,578	\$26.1 billion 129,000
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15.

 LAWRENCE B. COSTELLO Senior VP human resources, American Standard Cos.	\$2.091 million	\$400,000	\$192,000	\$910,140	None	\$574,800	\$13,987	\$10.2 billion 61,200
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16.

 LARRY D. HUNTER Executive VP legal and human resources/general counsel/secretary DirecTV Group	\$2.089 million	\$674,225	\$420,000	None	\$735,500	\$152,928	\$106,816	\$13.1 billion 9,200
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17.

 MARTHA A. BURGER Treasurer/senior VP human resources Chesapeake Energy Corp.	\$2.08 million	\$452,500	\$526,000	None	\$960,560	None	\$141,165	\$4.66 billion 4,403
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18.

CHARLENE PETRELLI VP human resources Equitable Resources	\$1.937 million	\$194,600	\$180,000	None	None	1,545,356	\$17,468	\$1.25 billion 1,313
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19.

 JOSEPH C. HIGH Senior VP human resources Owens Corning	\$1.897 million	\$325,000	\$976,918	None	None	\$585,000	\$10,500	\$6.32 billion 20,000
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20.

JOHN R. ARRINGTON Senior VP human resources Barnes Group	\$1.889 million	\$308,250	\$386,993	\$795,775	\$302,760	None	\$94,844	\$1.1 billion 6,205
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Source: ExecuPay

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21.

NAME Title (during 2005) Company	Total compensation*	Total salary	Bonus	Total value of stock options granted**	Restricted stock	LTIP payouts	Other compensation†	Company revenue Total employees
S. LANETTE ZIMMERMAN Executive VP human resources and communications NiSource	\$1.841 million	\$325,000	\$431,620	\$797,219	None	\$167,343	\$119,862	\$7.9 billion 7,822

22.

FLAVIO SA CARVALHO Chief personnel officer Bunge Ltd.	\$1.728 million	\$375,000	\$370,000	\$198,107	\$214,040	548,199	\$23,028	\$24.3 billion 23,495
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23.

MITCHELL A. KOSH Senior VP human resources Polo Ralph Lauren	\$1.659 million	\$600,000	\$630,000	\$141,612	\$250,212	None	\$37,284	\$3.7 billion 12,800
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24.

EDWARD A. EVANS Executive VP/chief, personnel officer Allied Waste Industries	\$1.653 million	\$121,154 ^{††}	\$55,000	\$1,102,270	None	None	\$374,123	\$5.7 billion 26,000
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25.

 TIMOTHY A. SOMPOLSKI Executive VP/chief human resources officer Interpublic	\$1.625 million	\$550,000	\$375,000	\$367,196	\$200,000	None	\$132,524	\$6.3 billion 43,000
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26.

 CRAWFORD W. BEVERIDGE Executive VP people, places/chief human resources officer Sun Microsystems	\$1.589 million	\$532,915	\$160,650	\$888,376	None	None	\$7,482	\$11 billion 31,000
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27.

 LYNN B. MCKEE Executive VP human resources Aramark Corp.	\$1.583 million	\$462,500	\$355,000	\$348,384	\$408,557	None	\$8,400	\$11 billion 240,000
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28.

 H. STEVEN GILBERT Senior VP human resources and administration Fluor Corp.	\$1.506 million	\$389,710	\$608,575	None	\$358,267	\$102,500	\$47,387	\$13.2 billion 36,000
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29.

ROY J. WILSON Executive VP human resources and IT Allergan	\$1.427 million	\$373,861	\$289,900	\$734,857	None	None	\$28,783	\$2.3 billion 6,500
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30.

RICHARD P. RANDAZZO Senior VP human resources Federal Mogul	\$1.393 million	\$422,180	\$966,898	None	None	None	\$4,200	\$6.2 billion 41,700
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† Other compensation includes such items as perquisites, retirement benefits, deferred compensation or the value of insurance benefits. †† Partial-year salary.

Source: ExecPay

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