

TOP 100

HRE's annual ranking of the nation's largest employers

Editor's note: The Top 100 list features corporate employers only. Government agencies, temporary-staffing firms and nonprofit organizations are not included. Employment figures reflect the most current workforce numbers available. Information was supplied by each company. Supplemental information was obtained from D&B Hoovers.

Rank 2019	Rank 2018	Company	Employees 2019	Employees 2018	HR Officer	Title	Reports to	Oversees Labor	Primary Business
1	1	Walmart Inc.	2,300,000	2,300,000	Jacqui Canney	exec. v.p., global people	pres. & CEO	yes	retail
2	2	Amazon.com Inc.	610,000	541,900	Beth Galetti	sr. v.p., HR	chmn. & CEO	yes	online retail
3	3	Kroger Co.	460,000	450,000	Tim Massa	sr. v.p.	CEO	yes	supermarkets & food manufacturing
4	4	United Parcel Service Inc.	454,000	434,000	Teri Plummer McClure	chief HR officer & sr. v.p., labor	CEO	yes	global logistics
5	6	FedEx Corp.	425,000	400,000	Judy Edge	corp. v.p., HR	chmn. & CEO	yes	transportation, e-commerce & business services
6	8	Walgreens Boots Alliance Inc.	415,000	385,000	Kathleen Wilson-Thompson	exec. v.p. & global chief HR officer	exec. v. chmn. & CEO	yes	drugstore retail chain
7	7	The Home Depot Inc.	400,000	400,000	Tim Hourigan	exec. v.p., HR	chmn., CEO & pres.	yes	home-improvement retail
8	9	IBM Corp.	366,000	377,000	Diane Gherson	sr. v.p., HR	chmn., pres. & CEO	yes	cognitive computing & cloud services, consulting services & solutions
9	11	Starbucks Coffee Co.	350,000	330,000	Lucy Helm	chief partner officer	CEO	no	specialty retail
10	12	Target Corp.	350,000	323,000	Stephanie Lundquist	exec. v.p. & chief HR officer	CEO	n/a	retail
11	21	CVS Health	300,000	245,000	Lisa G. Bisaccia	exec. v.p. & chief HR officer	pres. & CEO	yes	healthcare services
12	13	General Electric Co.	300,000	300,000	Raghu Krishnamoorthy	chief HR officer	chmn. & CEO	yes	high-tech industrial company
13	14	Lowe's Cos. Inc.	290,000	290,000	Jennifer Weber	exec. v.p., HR	pres. & CEO	yes	home-improvement retail
14	26	UnitedHealth Group	285,000	225,000	Ellen Wilson	office of the chief exec. & exec. v.p., human capital	CEO	yes	health benefits, services, technology & information
15	15	Albertsons Cos.	275,900	275,900	Andrew Scoggin	exec. v.p., HR, labor relations, comm., public affairs & gov't affairs	CEO	yes	grocery retail
16	20	Cognizant	274,200	256,100	James Lennox	exec. v.p. & chief people officer	pres.	no	information technology, consulting & business-process-outsourcing services
17	17	Aramark Corp.	270,000	270,000	Lynn B. McKee	exec. v.p., HR	chmn., pres. & CEO	yes	food service, facilities management & uniforms
18	19	AT&T	269,300	256,800	William A. Blase Jr.	sr. exec. v.p., HR	chmn. & CEO	yes	telecommunications & entertainment
19	16	Wells Fargo & Co.	265,000	271,000	David Galloreese	HR dir.	pres. & CEO	n/a	financial services
20	18	PepsiCo Inc.	263,000	264,000	Ruth Fattori	exec. v.p., HR & chief HR officer	CEO	yes	food & beverage
21	23	JPMorgan Chase	250,000	240,000	Robin Leopold	exec. v.p. & head, HR	chmn. & CEO	yes	financial services
22	22	HCA	249,000	240,000	John M. Steele	sr. v.p. & chief HR officer	chmn. & CEO	yes	healthcare services
23	24	The TJX Cos. Inc.	249,000	235,000	Amy Fardella	exec. v.p. & chief HR officer	CEO & pres.	yes	off-price retail
24	25	Costco Wholesale Corp.	242,900	226,700	Patrick Callans	sr. v.p.	exec. v.p.	yes	membership-warehouse retailer
25	10	McDonald's Corp.	235,000	375,000	David Fairhurst	exec. v.p. & chief people officer	CEO	no	restaurants
26	30	United Technologies Corp.	233,700	204,900	Elizabeth B. Amato	exec. v.p. & chief HR officer	chmn. & CEO	yes	aerospace, defense & commercial-building products
27	63	Synnex Corp.	225,000	105,500	Debra LaTourette	sr. v.p., HR North America	pres. & CEO	yes	business-process services
28	35	Dollar Tree Inc.	206,500	176,800	Betty Click	chief HR officer	CEO	yes	discount retail
29	28	Citigroup Inc.	206,000	211,000	Sara Wechter	head, HR	CEO	no	banking—financial services
30	29	Bank of America Corp.	200,000	209,000	Sheri Bronstein	global HR exec.	CEO	yes	financial services
31	31	Ford Motor Co.	200,000	203,000	Kiersten Robinson	group v.p. & chief HR officer	pres. & CEO	no	automotive
32	34	Jabil	200,000	180,000	Bruce A. Johnson	sr. v.p. & chief HR officer	CEO	yes	electronics design, production & product-management services
33	32	The Walt Disney Co.	199,000	195,000	Jayne Parker	sr. exec. v.p. & chief HR officer	chmn. & CEO	n/a	family entertainment
34	33	Publix Super Markets Inc.	197,000	188,000	Marcy Benton	v.p., HR	CEO	yes	grocery retail
35	27	General Motors Co.	180,000	220,000	Kim Brycz	sr. v.p., global HR	CEO	yes	automotive manufacturer
36	5	Marriott International Inc.	177,000	408,500	David A. Rodriguez	exec. v.p. & global chief HR officer	pres. & CEO	yes	hospitality
37	36	Darden Restaurants Inc.	175,000	175,000	Sarah King	chief HR officer	CEO	yes	restaurant
38	37	Hilton	168,000	163,200	Matthew W. Schuyler	chief HR officer & exec. v.p.	pres. & CEO	yes	hospitality
39	41	Lear Corp.	165,000	155,000	Thomas A. DiDonato	sr. v.p., HR	CEO & pres.	yes	automotive supply
40	39	Comcast Corp.	164,000	159,000	William Strahan	exec. v.p., HR	pres. & CEO	yes	entertainment, information & communications products & services
41	38	Verizon Communications Inc.	155,400	160,100	Marc Reed	exec. v.p. & chief admin. officer	chmn. & CEO	yes	wireline & wireless networks & communications services
42	42	Cargill	155,000	150,000	LeighAnne Baker	chief HR officer & corp. sr. v.p.	chmn. & CEO	yes	food, agricultural, financial & industrial products & services
43	44	Dell Technologies	145,000	140,000	Steve Price	chief HR officer	CEO	yes	information-technology-solutions provider
44	43	The Boeing Co.	142,000	142,000	Heidi B. Capozzi	sr. v.p., HR	chmn., pres. & CEO	yes	aerospace manufacturing & services
45	45	Kohl's	140,000	140,000	Marc Chini	sr. exec. v.p. & chief people officer	CEO	yes	retail
46	48	Oracle Corp.	137,000	138,000	Joyce Westerdahl	exec. v.p., HR	CEO	n/a	integrated-cloud applications & platform services
47	54	Johnson & Johnson	136,000	126,500	Peter Fasolo	exec. v.p. & chief HR officer	CEO	yes	healthcare products & manufacturing
48	49	Gap Inc.	135,000	135,000	Brent Hyder	exec. v.p. & chief people officer	pres. & CEO	yes	specialty apparel retail
49	53	Dollar General Corp.	134,000	127,000	Bob Ravener	exec. v.p. & chief people officer	CEO	n/a	discount retail
50	61	Microsoft Corp.	134,000	120,000	Kathleen Hogan	exec. v.p. & chief people officer	CEO	yes	technology

TOP 100

Rank 2019	Rank 2018	Company	Employees 2019	Employees 2018	HR Officer	Title	Reports to	Oversees Labor	Primary Business
51	56	Apple Inc.	132,000	123,000	Deirdre O'Brien	v.p., people	CEO	yes	computer technology
52	50	ABM Industries Inc.	130,000	130,000	Andrew Block	chief HR officer	CEO	yes	facility services
53	40	DXC Technology Co.	130,000	155,000	Jo Mason	chief HR officer	chmn., pres. & CEO	yes	IT services
54	46	Macy's Inc.	130,000	140,000	Danielle Kirgan	chief HR officer	CEO	yes	retail
55	55	Best Buy Co. Inc.	125,000	125,000	Kamy Scarlett	chief HR officer	CEO	yes	retail—consumer technology & services
56	57	Tyson Foods Inc.	121,000	122,000	Mary Oleksiuk	exec. v.p. & chief HR officer	pres. & CEO	yes	food
57	-	Carnival Corp.	120,000	-	Jerry Montgomery	chief HR officer	CEO	no	leisure & travel
58	59	Johnson Controls Inc.	120,000	120,000	Lynn Minella	exec. v.p. & chief HR officer	chmn. & CEO	yes	manufacturing
59	60	Koch Industries Inc.	120,000	120,000	Walt Malone	corp. dir., HR	pres. & COO	yes	refining, chemicals, biofuels & ingredients; forest & consumer products; fertilizers; polymers & fibers; process & pollution-control equipment & technologies; electronic components; commodity trading; minerals; energy; ranching; glass; & investments
60	52	Tenet Healthcare	115,000	130,000	Sandi Karmann	sr. v.p. & chief HR officer	chmn. & CEO	yes	healthcare services
61	70	H-E-B	110,000	100,000	Tina James	chief people officer	COO	no	retail
62	51	Honeywell	110,000	130,000	Mark James	sr. v.p., HR, security & comm.	chmn. & CEO	yes	aerospace products & services; control technologies for buildings & industry; & performance materials globally
63	64	Intel Corp.	106,600	104,600	Matthew M. Smith	sr. v.p. & chief HR officer	CEO	no	technology
64	72	General Dynamics Corp.	105,600	99,500	Kimberly A. Kuryea	sr. v.p., HR & admin.	CEO	no	business aviation; combat vehicles, weapons systems & munitions; IT services; C4ISR (command, control, communications, computers, intelligence, surveillance & reconnaissance) solutions; & shipbuilding & ship repair
65	65	Alorica Inc.	100,000	100,000	Tania King	chief employee exp. & legal officer	chmn. & CEO	yes	customer-experience-solutions provider
66	66	American Airlines Group Inc.	100,000	100,000	Elise Eberwein	exec. v.p., people & comm.	CEO	no	air transportation
67	67	Brinker International Inc.	100,000	100,000	Rick Badgley	chief admin. officer	CEO & pres.	no	owns, operates & franchises restaurants
68	69	Enterprise Holdings	100,000	100,000	Shelley Roither	v.p., HR	exec. v.p. & COO	yes	total mobility provider offering transportation solutions, including car rental, carsharing, vanpooling, car sales, truck rental, online ride-matching & affiliated fleet-management services
69	85	H&R Block	100,000	90,000	Tiffany Scalzitti Monroe	chief people officer	CEO	no	tax preparation
70	73	Lockheed Martin Corp.	100,000	97,000	Patricia L. Lewis	sr. v.p., HR	chmn., pres. & CEO	yes	global security & aerospace
71	71	Mars Inc.	100,000	100,000	Eric Minvielle	v.p., people & organization	CEO & office of the pres.	no	global pet care, confectionery & food business
72	76	Abbott	99,000	94,000	Stephen Fussell	exec. v.p., HR	chmn. & CEO	yes	healthcare
73	75	Eaton	98,000	96,000	Ernest W. Marshall Jr.	exec. v.p. & chief HR officer	CEO	yes	power management
74	62	J. C. Penney Co. Inc.	98,000	106,000	Brynn Evanson	exec. v.p., HR	CEO	no	department-store retail
75	83	XPO Logistics Inc.	98,000	91,000	Meghan Henson	chief HR officer	CEO	yes	global logistics
76	74	Caterpillar Inc.	96,700	96,700	Cheryl Johnson	chief HR officer	CEO	yes	construction & mining equipment, diesel & natural gas engines, industrial gas turbines & diesel-electric locomotives; financial, remanufacturing & rail services
77	68	Community Health Systems Inc.	95,000	100,000	James M. (Matt) Hayes	sr. v.p. & chief HR officer	chmn. & CEO	yes	operator of acute-care hospitals
78	81	Charter Communications	94,000	91,000	Paul Marchand	exec. v.p. & chief HR officer	sr. exec. v.p.	yes	telecommunications services
79	78	L Brands Inc.	93,200	93,600	Shelley Milano	chief HR officer	CEO	yes	specialty retail
80	77	The Procter & Gamble Co.	93,000	94,000	Tracey Grabowski	chief HR officer	chmn., pres. & CEO	yes	consumer products
81	80	Whirlpool Corp.	92,000	93,000	David Binkley	sr. v.p., global HR	CEO	yes	manufacturer of home appliances
82	84	3M Co.	91,000	90,000	Kristen Ludgate	sr. v.p., HR	CEO	yes	manufacturing
83	90	AutoZone Inc.	90,000	87,000	Rick Smith	sr. v.p., HR	pres., chmn. & CEO	no	auto-parts retailer
84	82	Pfizer Inc.	90,000	91,000	Dawn Rogers	exec. v.p.	CEO	no	healthcare, pharmaceuticals & consumer healthcare
85	88	United Airlines	89,800	88,500	Kate Gebo	exec. v.p., HR & labor relations	CEO	yes	air transportation
86	47	Sears Holdings Corp.	89,000	140,000	Julie Ainsworth	chief people officer	n/a	n/a	retail
87	89	AECOM	87,000	87,000	Mary E. Finch	exec. v.p. & chief HR officer	chmn. & CEO	yes	fully integrated global-infrastructure firm
88	92	Hy-Vee Inc.	85,000	85,000	Sheila Laing	exec. v.p. & chief admin. officer	n/a	n/a	grocery retail
89	-	Northrop Grumman Corp.	85,000	-	Denise Peppard	corp. v.p. & chief HR officer	n/a	yes	global security
90	-	Tenneco Inc.	85,000	-	Kaled Awada	sr. v.p. & chief HR officer	CEO	n/a	automotive-parts provider for the OE market & aftermarket
91	79	Conduent Inc.	84,000	93,000	Jeffrey Friedel	chief people officer	CEO	n/a	business-process-services provider
92	98	Emerson	84,000	76,500	James E. Jones	v.p., HR & chief ethics officer	COO	yes	technology, engineering & manufacturing
93	93	Universal Health Services Inc.	83,000	81,000	Geraldine Johnson Geckle	sr. v.p., HR	pres.	yes	hospital management
94	96	Philip Morris International	81,000	80,000	Charles Bendotti	sr. v.p., people & culture	CEO	n/a	tobacco company
95	95	Delta Air Lines Inc.	80,000	80,000	Joanne Smith	exec. v.p. & chief HR officer	CEO	yes	air transportation
96	86	Mondeléz International Inc.	80,000	90,000	Paulette Alviti	exec. v.p. & chief HR officer	chmn. & CEO	n/a	food industry
97	-	McKesson Corp.	78,000	-	Jorge L. Figueredo	exec. v.p. & chief HR officer	CEO	yes	healthcare services & IT
98	94	Brookdale Senior Living	75,600	80,000	Cedric Coco	exec. v.p. & chief people officer	CEO	yes	senior care
99	-	O'Reilly Automotive Inc.	75,300	-	Jonathan Andrews	v.p., HR & training	n/a	n/a	auto-parts retailer
100	100	Cisco Systems Inc.	74,200	73,700	Francine Katsoudas	exec. v.p. & chief people officer	CEO	no	IT—networking & telecommunications