

HR's Elite

2016 Rank	2015 Rank	HR Executive	Title	Company Name	HR Total	HR Exec. Pay as a % of CEO Pay	Salary	Bonus	NEIP Payouts	Stock Awards	Option Awards	Other**	Total Employees	Revenue (\$MM)
1		Fiona Laird *	exec. v.p., chief HR & comm. officer	Newell Brands Inc.	\$7,945,685	n/a	\$410,764	\$750,000	\$589,857	\$6,195,064	\$-	\$58,567	53,400	\$13,264
2	2	Tracy Keogh	chief HR officer	HP Inc.	\$6,988,270	25%	\$600,023	\$-	\$710,182	\$4,180,454	\$1,497,611	\$38,920	49,000	\$48,238
3	6	Philippe Krakowsky	exec. v.p. & chief strategy & talent officer	Interpublic Group of Cos. Inc.	\$6,404,937	36%	\$1,000,000	n/a	\$2,867,488	\$2,537,449	\$-	\$86,737	49,800	\$7,847
4	25	Adam Kokas	exec. v.p., general counsel, secretary & chief HR officer	Atlas Air Worldwide Holdings Inc.	\$6,168,996	48%	\$537,021	\$-	\$4,363,036	\$1,268,939	\$-	\$158,273	2,646	\$1,840
5	13	Anthony Ambrosio	sr. exec. v.p., chief admin. officer & chief HR officer	CBS Corp.	\$4,914,386	7%	\$964,423	\$2,200,000	n/a	\$1,049,965	\$699,998	\$137,311	15,550	\$13,166
6		Steven Mizell	exec. v.p. & chief HR officer	Monsanto Co.	\$4,877,110	48%	\$580,791	\$96,000	\$-	\$3,760,082	\$440,237	\$94,102	20,800	\$13,502
7		Mary Parker	exec. v.p. & chief HR officer	Walt Disney Co.	\$4,841,559	12%	\$826,385	n/a	\$1,815,000	\$1,320,122	\$880,052	\$51,060	195,000	\$55,632
8	11	Jonathan Ferrando †	general counsel & exec. v.p., corp. development & HR	Autonation Inc.	\$3,963,810	36%	\$747,917	\$-	\$607,275	\$-	\$2,608,618	\$43,212	26,000	\$21,609
9	12	Jorge Figueredo	exec. v.p., HR	McKesson Corp.	\$3,900,196	20%	\$708,167	\$-	\$1,203,861	\$994,166	\$994,002	\$83,912	51,000	\$198,533
10	4	John Lucas	sr. v.p., global HR & chief HR officer	Goodyear Tire & Rubber Co.	\$3,857,656	24%	\$547,333	\$470,000	\$1,064,613	\$1,316,718	\$458,992	\$29,092	66,000	\$15,158
11	16	David Johst	corp. exec. v.p., HR, general counsel, chief admin. officer & corp. secretary	Charles River Laboratories International Inc.	\$3,765,277	36%	\$607,257	n/a	\$654,263	\$2,020,101	\$483,656	\$798,988	11,000	\$1,681
12	5	Michael Mack †	group pres., John Deere Financial Services, global HR & public affairs	Deere & Co.	\$3,695,772	24%	\$696,118	n/a	\$1,363,662	\$1,114,096	\$521,896	\$186,066	56,767	\$26,644
13		William Robinson	exec. v.p. & chief HR officer	Sabre Corp.	\$3,623,474	53%	\$472,154	\$-	\$226,332	\$2,615,070	\$309,918	\$23,991	10,000	\$3,373
14	23	Angela Lalor	sr. v.p., HR	Danaher Corp.	\$3,581,988	29%	\$603,986	\$300,000	\$1,013,851	\$867,250	\$796,901	\$91,318	62,000	\$16,882
15		Jennifer Weber *	chief HR officer	Lowes Cos. Inc.	\$3,263,093	n/a	\$500,930	\$-	\$364,231	\$1,653,963	\$743,969	\$26,384	190,000	\$65,017
16	27	Lynn McKee	exec. v.p., HR	Aramark	\$3,028,514	18%	\$679,804	\$-	\$748,700	\$960,008	\$640,002	\$74,888	168,000	\$14,416
17		Karen Keegans *	sr. v.p. & chief HR officer	Pentair Plc	\$2,852,985	n/a	\$262,500	\$390,000	\$200,550	\$1,700,055	\$299,880	\$269,885	26,000	\$4,890
18	46	Timothy Huval	sr. v.p. & chief HR officer	Humana Inc.	\$2,733,355	23%	\$573,453	\$-	\$610,727	\$774,923	\$774,252	\$87,704	50,000	\$54,379
19		Jolanta Bott	exec. v.p., operations & HR	Paramount Group Inc.	\$2,728,571	26%	\$475,000	\$203,571	\$550,000	\$1,500,000	\$-	\$39,933	334	\$683
20	49	Candace Krol †	sr. v.p. & chief HR officer	Public Storage	\$2,626,000	23%	\$475,000	\$-	\$750,000	\$1,401,000	\$-	\$10,600	5,500	\$2,561
21	33	James Ellinghausen	exec. v.p., HR	Pultegroup Inc.	\$2,488,845	n/a	\$546,154	\$-	\$542,685	\$1,400,006	\$-	\$13,568	4,623	\$7,668
22		Craig Pintoff	sr. v.p., general counsel & HR	United Rentals Inc.	\$2,472,531	21%	\$473,046	\$-	\$364,794	\$1,634,691	\$-	\$3,000	12,500	\$5,762
23		Lisa Pauley	sr. v.p., HR & admin.	Ball Corp.	\$2,447,581	23%	\$464,443	\$-	\$659,730	\$1,065,388	\$258,020	\$43,042	18,450	\$9,061
24		Paulette Alviti	sr. v.p. & chief HR officer	Foot Locker Inc.	\$2,432,633	31%	\$486,250	n/a	\$445,705	\$1,275,673	\$225,005	\$178,857	15,761	\$7,766
25		John Simon	exec. v.p., corp. services & HR	PG&E Corp.	\$2,432,340	23%	\$512,500	\$-	\$419,738	\$1,500,102	\$-	\$61,499	24,000	\$17,666
26	35	Marcia Avedon	sr. v.p., HR, comm. & corp. affairs	Ingersoll-Rand Plc	\$2,422,446	18%	\$593,750	\$-	\$600,158	\$940,470	\$288,068	\$101,691	45,000	\$13,509
27		Michael Allison	exec. v.p. & chief people officer	Office Depot Inc.	\$2,422,132	21%	\$539,423	\$-	\$416,704	\$1,466,005	\$-	\$36,850	38,000	\$11,021
28	21	Thomas Meek	sr. v.p., general counsel, HR, secretary, chief compliance officer & former interim co-chief exec. officer	Minerals Technologies Inc.	\$2,402,991	n/a	\$486,150	\$150,000	\$1,063,638	\$428,218	\$274,985	\$90,415	3,583	\$1,638
29		Jack Roddy *	chief HR & culture officer	Seaworld Entertainment Inc.	\$2,391,180	n/a	\$224,538	\$100,000	\$-	\$1,966,644	\$99,998	\$71,151	5,000	\$1,344
30	41	Samuel Walker	chief people & legal officer & secretary	Molson Coors Brewing Co.	\$2,363,317	33%	\$655,400	\$-	\$525,959	\$941,515	\$240,443	\$139,705	17,400	\$4,885
31		Jenny Brandemuehl	chief people officer	Chegg Inc.	\$2,337,833	36%	\$338,333	n/a	n/a	\$1,999,500	\$-	\$6,000	766	\$254
32	36	Mara Swan	exec. v.p., global strategy & talent	Manpowergroup Inc.	\$2,282,810	21%	\$560,000	\$-	\$522,648	\$960,145	\$240,017	\$83,271	28,000	\$19,654
33		Matthew Jagoda *†	chief people officer	Shutterstock Inc.	\$2,277,692	n/a	\$245,192	\$75,000	\$120,000	\$1,147,500	\$690,000	\$242	858	\$494
34		Dermot O'Brien	chief HR officer	Automatic Data Processing Inc.	\$2,274,291	27%	\$520,000	\$-	\$440,500	\$1,081,293	\$232,498	\$36,689	57,000	\$11,668
35		Michael Schlonsky	exec. v.p., HR & store operations	Big Lots Inc.	\$2,266,672	24%	\$481,931	\$-	\$504,790	\$1,279,951	\$-	\$116,861	11,200	\$5,200
36		Ryan Stafford	exec. v.p., chief legal & HR officer & corp. secretary	Littelfuse Inc.	\$2,183,957	53%	\$421,034	\$150	\$472,500	\$1,010,128	\$280,145	\$58,252	10,000	\$1,056
37		Gregory Giangrande	exec. v.p., chief HR & comm. officer	Time Inc.	\$2,174,505	n/a	\$677,404	\$180,000	\$574,206	\$542,897	\$199,998	\$25,000	7,450	\$3,076
38		Daniel Sessa	exec. v.p. & chief HR officer	Lennox International Inc.	\$2,127,352	25%	\$476,250	n/a	\$644,614	\$807,550	\$198,938	\$46,186	10,600	\$3,642
39		Gretchen Zech	sr. v.p., global HR	Arrow Electronics Inc.	\$2,112,351	25%	\$455,000	\$-	\$467,422	\$1,017,433	\$172,496	\$14,481	18,700	\$23,825
40		Daniel Smith	sr. v.p., organization & admin.	Owens Corning	\$2,095,763	24%	\$527,500	\$-	\$531,458	\$1,036,805	\$-	\$53,256	16,000	\$5,677
41		John Fletcher	exec. v.p., chief HR officer & general counsel	Windstream Holdings Inc.	\$2,074,643	48%	\$515,000	n/a	\$364,620	\$1,195,023	\$-	\$40,691	11,870	\$5,387
42		Christabel Lo	chief people officer	Yum China Holdings Inc.	\$1,975,550	21%	\$368,425	\$-	\$459,200	\$649,489	\$498,436	\$1,882,335	420,000	\$6,752
43		Bradley Thomas	exec. v.p., HR & organizational development	Insulet Corp.	\$1,958,000	33%	\$340,000	n/a	\$408,000	\$500,000	\$710,000	\$46,172	640	\$367
44		Anup Banerjee	sr. v.p., HR & chief development officer	Snap-On Inc.	\$1,950,055	22%	\$424,101	\$-	\$400,000	\$511,954	\$614,000	\$52,285	12,100	\$3,430
45	45	Anne Hill	sr. v.p. & chief HR officer	Avery Dennison Corp.	\$1,931,533	20%	\$512,787	\$-	\$455,596	\$963,150	\$-	\$131,318	25,000	\$6,087
46		Holly Paul	chief HR officer	FTI Consulting Inc.	\$1,922,273	32%	\$465,769	\$-	\$618,422	\$713,085	\$124,997	\$10,690	4,718	\$1,810
47		John Donnan	exec. v.p., legal, compliance & HR	Kaiser Aluminum Corp.	\$1,898,012	33%	\$415,950	n/a	\$604,841	\$877,221	\$-	\$125,188	2,760	\$1,331
48		Peter Alonso	chief talent officer	Kforce Inc.	\$1,877,501	44%	\$375,000	\$-	\$75,000	\$1,427,501	\$-	\$48,420	2,800	\$1,320
49		Piyush Mehta	sr. v.p. & chief HR officer	Genpact Ltd.	\$1,862,589	67%	\$285,672	\$-	\$153,440	\$802,157	\$621,320	\$393	75,000	\$2,571
50		MaryAnn Miller	sr. v.p., chief HR officer & corp. marketing & comm	Avnet Inc.	\$1,860,701	27%	\$540,000	\$-	\$332,759	\$752,719	\$235,223	\$26,871	17,700	\$26,219

**THIS VALUE IS EXCLUDED FROM HR TOTAL
 SYMBOLS ASSOCIATED WITH THE EXECUTIVE NAMES: * - NEW EXECUTIVE;
 † - FORMER EXECUTIVE AS OF THE MOST RECENTLY FILED PROXY STATEMENT.

SOURCE: COMPENSATION DATA PROVIDED BY EQUILAR INC. (WWW.EQUILAR.COM)