

2017 Rank	2016 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		Lawrence Pope	exec. v.p., admin. & chief HR officer	Halliburton Co.	\$8,378,148	n/a	\$675,000	\$-	\$3,901,040	\$3,400,112	\$401,996	\$424,352	55,000	\$20,620
2		Neil Marchuk	exec. v.p. & chief HR officer	Adient Plc	\$6,614,390	28%	\$625,000	\$400,000	\$1,189,377	\$4,400,013	\$-	\$242,188	85,000	\$16,213
3	5	Anthony Ambrosio	sr. exec. v.p., chief admin. officer & chief HR officer	CBS Corp.	\$5,322,468	8%	\$1,250,000	\$1,760,000	n/a	\$1,387,470	\$924,998	\$132,842	12,700	\$13,692
4		Matthew Schuyler	exec. v.p. & chief HR officer	Hilton Worldwide Holdings Inc.	\$5,110,391	n/a	\$652,699	\$-	\$818,702	\$3,229,219	\$409,771	\$-	163,000	\$9,140
5		Mary Oleksiuk	exec. v.p. & chief HR officer	Tyson Foods Inc.	\$4,816,508	58%	\$583,803	\$-	\$825,266	\$2,984,414	\$423,025	\$141,015	122,000	\$38,260
6	7	Jayne Parker	sr. exec. v.p. & chief HR officer	The Walt Disney Co.	\$4,621,345	13%	\$851,154	n/a	\$1,570,000	\$1,320,171	\$880,020	\$77,112	199,000	\$55,137
7	11	David Johst	corp. exec. v.p., HR, general counsel, chief admin. officer & corp. secretary	Charles River Laboratories International Inc.	\$3,986,986	36%	\$628,511	n/a	\$456,183	\$2,338,717	\$563,575	\$484,315	11,800	\$1,858
8	9	Jorge Figueredo	exec. v.p., HR	McKesson Corp.	\$3,867,067	22%	\$750,000	\$-	\$1,129,900	\$1,242,149	\$745,018	\$95,821	78,000	\$208,357
9	14	Angela Lalor	sr. v.p., HR	Danaher Corp.	\$3,778,794	26%	\$634,185	\$-	\$1,050,000	\$1,167,663	\$926,946	\$120,285	67,000	\$18,330
10	18	Timothy Huval	sr. v.p. & chief HR officer	Humana Inc.	\$3,737,645	26%	\$590,590	\$-	\$826,826	\$1,162,301	\$1,157,928	\$134,783	45,900	\$53,767
11		Denise Stump	exec. v.p., global HR & chief ethics officer	The Scotts Miracle-Gro Co.	\$3,416,744	16%	\$550,000	\$-	\$386,595	\$2,480,149	\$-	\$191,205	4,700	\$2,642
12		Lisa Shorb	v.p., HR, IT & admin.	Kinder Morgan Inc.	\$3,396,171	n/a	\$396,154	\$-	\$500,000	\$2,500,017	n/a	\$97,286	10,897	\$13,705
13		Stuart Hockridge	v.p., global HR	Align Technology Inc.	\$3,337,852	28%	\$375,308	\$-	\$542,880	\$2,419,664	n/a	\$13,502	8,715	\$1,473
14	19	Jolanta Bott	exec. v.p., operations & HR	Paramount Group Inc.	\$3,292,071	32%	\$475,000	\$991,071	\$650,000	\$1,176,000	\$-	\$36,203	327	\$719
15	16	Lynn McKee	exec. v.p., HR	Aramark Corp.	\$3,006,772	19%	\$695,831	\$-	\$710,900	\$960,034	\$640,007	\$58,382	169,500	\$14,604
16		Darren Hart	exec. v.p., HR	Fossil Group Inc.	\$2,945,286	n/a	\$630,000	\$307,125	\$433,125	\$1,575,036	\$-	\$20,566	12,300	\$2,788
17	26	Marcia Avedon	sr. v.p., HR, comm. & corp. affairs	Ingersoll-Rand Plc	\$2,944,422	20%	\$618,750	\$-	\$656,768	\$1,283,512	\$385,392	\$114,669	46,000	\$14,198
18	15	Jennifer Weber	chief HR officer	Lowe's Cos. Inc.	\$2,795,202	26%	\$561,000	\$-	\$456,087	\$1,567,511	\$210,604	\$34,884	200,000	\$68,619
19		Tonit Calaway	exec. v.p. & chief HR officer	BorgWarner Inc.	\$2,731,332	20%	\$477,500	\$440,986	\$816,000	\$996,846	n/a	\$127,061	29,000	\$9,799
20	4	Adam Kokas	exec. v.p., general counsel, secretary & chief HR officer	Atlas Air Worldwide Holdings Inc.	\$2,729,211	47%	\$537,021	\$-	\$803,369	\$1,388,821	\$-	\$164,280	2,870	\$2,156
21	23	Lisa Pauley	sr. v.p., HR & admin.	Ball Corp.	\$2,662,376	21%	\$475,131	\$-	\$781,637	\$1,065,614	\$339,994	\$41,814	18,300	\$10,983
22	21	James Ellinghausen †	exec. v.p., HR	PulteGroup Inc.	\$2,604,515	45%	\$550,000	\$-	\$654,500	\$1,400,015	n/a	\$12,006	4,810	\$8,573
23		Michael Valente	sr. v.p., law & HR, general counsel & secretary	Versum Materials Inc.	\$2,553,973	34%	\$400,000	n/a	\$516,000	\$1,637,973	\$-	\$251,359	2,200	\$1,127
24	50	MaryAnn Miller	sr. v.p., chief HR officer & corp. marketing & comm.	Avnet Inc.	\$2,524,815	n/a	\$540,000	n/a	\$307,511	\$701,783	\$975,521	\$20,216	15,700	\$17,440
25		Fernando Esquivel	v.p., HR	Ansys Inc.	\$2,395,670	24%	\$266,000	\$60,300	\$145,564	\$1,923,806	\$-	\$6,472	2,900	\$1,095
26		Elizabeth Ardoin	sr. exec. v.p. & dir., comm., corp. real estate & HR	IBERIABANK Corp.	\$2,293,271	31%	\$432,308	\$-	\$289,609	\$1,539,746	\$31,608	\$27,994	3,505	\$969
27		Pascale Meyran	sr. v.p. & chief HR officer	Michael Kors Holdings Ltd.	\$2,250,002	30%	\$500,000	\$-	\$250,000	\$1,199,997	\$300,005	\$11,574	8,166	\$4,719
28		Nancy Phillips	chief HR officer	Nielsen Holdings Plc	\$2,225,139	22%	\$480,769	\$-	\$450,000	\$1,294,370	\$-	\$285,091	46,000	\$6,572
29		Christopher Holzshu	exec. v.p. & chief HR officer	Lithia Motors Inc.	\$2,185,125	40%	\$510,000	n/a	\$698,700	\$976,425	n/a	\$148,137	12,899	\$10,087
30	44	Anup Banerjee	sr. v.p., HR & chief development officer	Snap-on Inc.	\$2,153,601	23%	\$436,824	\$-	\$143,671	\$636,506	\$936,600	\$50,339	12,600	\$4,000
31		Kenneth Julian	sr. v.p., admin. & HR	Thor Industries Inc.	\$2,141,339	16%	\$500,000	\$-	\$558,696	\$1,082,643	\$-	\$-	17,800	\$7,247
32		Pamela Tondreau	exec. v.p., chief HR officer, chief legal officer & corp. secretary	Cypress Semiconductor Corp.	\$2,122,721	33%	\$359,154	\$-	\$323,882	\$1,439,685	\$-	\$-	6,099	\$2,328
33		Lias Steen	exec. v.p., HR & legal	Oil States International Inc.	\$2,059,437	40%	\$421,154	n/a	\$438,284	\$1,199,999	\$-	\$36,636	3,077	\$671
34	28	Thomas Meek	sr. v.p., general counsel, HR, secretary & chief compliance officer	Minerals Technologies Inc.	\$2,049,836	54%	\$510,445	\$-	\$790,211	\$449,502	\$299,678	\$34,715	3,657	\$1,676
35	45	Anne Hill	sr. v.p. & chief HR officer	Avery Dennison Corp.	\$2,038,337	24%	\$528,171	\$-	\$542,686	\$967,480	\$-	\$141,413	30,000	\$6,614
36		Irina Konstantinovskiy *	exec. v.p. & chief HR officer	Horizon Pharma Public Limited Co.	\$2,017,990	n/a	\$147,538	\$-	\$70,471	\$899,987	\$899,994	\$1,449	1,010	\$1,056
37	34	Dermot O'Brien	chief HR officer	Automatic Data Processing Inc.	\$1,996,156	20%	\$540,000	\$-	\$362,900	\$718,259	\$374,997	\$52,749	58,000	\$12,380
38	41	John Fletcher †	exec. v.p., chief HR & legal officer	Windstream Holdings Inc.	\$1,946,727	37%	\$515,000	\$-	\$393,048	\$1,038,679	n/a	\$42,028	12,979	\$5,853
39	39	Gretchen Zech	sr. v.p. & chief HR officer	Arrow Electronics Inc.	\$1,929,618	21%	\$455,000	\$-	\$534,625	\$704,994	\$234,999	\$15,135	18,800	\$26,813
40	38	Daniel Sessa	exec. v.p. & chief HR officer	Lennox International Inc.	\$1,919,431	25%	\$491,250	n/a	\$357,630	\$858,092	\$212,459	\$46,476	11,450	\$3,840
41		David Ford *	chief HR officer	Intercept Pharmaceuticals Inc.	\$1,892,637	31%	\$246,269	\$-	\$168,625	\$689,400	\$788,343	\$20,010	507	\$131
42		John Mistretta	exec. v.p., HR	Blackbaud Inc.	\$1,875,455	24%	\$312,552	\$-	\$144,237	\$1,418,666	\$-	\$26,894	3,182	\$788
43		John Reing †	exec. v.p. & chief HR officer	CSRA Inc.	\$1,852,854	22%	\$375,000	\$-	\$391,875	\$868,783	\$217,196	\$23,975	18,500	\$4,993
44		Barbara Hollkamp	exec. v.p. & chief HR officer	Hilton Grand Vacations Inc.	\$1,847,093	29%	\$441,387	\$125,000	\$305,300	\$700,001	\$275,405	\$16,709	8,000	\$1,711
45	35	Michael Schlonsky	exec. v.p., HR & store operations	Big Lots Inc.	\$1,832,518	n/a	\$496,390	\$-	\$246,909	\$1,089,219	\$-	\$156,370	11,000	\$5,271
46	36	Ryan Stafford	exec. v.p., chief legal & HR officer & corp. secretary	Littelfuse Inc.	\$1,815,460	39%	\$462,375	\$250	\$632,353	\$409,613	\$310,869	\$52,696	10,700	\$1,222
47		Teresa Carroll	exec. v.p., pres., global talent solutions & general manager, sales, marketing & HR	Kelly Services Inc.	\$1,770,400	46%	\$548,011	n/a	\$437,723	\$784,666	n/a	\$35,542	7,800	\$5,374
48		Joseph McDougall	sr. v.p., global branding, corp. affairs, chief HR officer & pres. global refinish	Axalta Coating Systems Ltd.	\$1,760,255	21%	\$445,962	\$-	\$282,594	\$806,702	\$224,997	\$43,541	13,300	\$4,377
49	47	John Donnan	exec. v.p., legal, compliance & HR	Kaiser Aluminum Corp.	\$1,700,661	33%	\$424,000	n/a	\$430,350	\$846,311	n/a	\$183,213	2,770	\$1,398
50		Joanne Hamilton	exec. v.p., HR	Host Hotels & Resorts Inc.	\$1,694,313	28%	\$400,000	\$-	\$559,200	\$735,113	\$-	\$109,444	205	\$5,387

\*\*THIS VALUE IS EXCLUDED FROM HRTOTAL  
SYMBOLS ON EXECUTIVE NAMES:  
\* NEW EXECUTIVE, † FORMER EXECUTIVE

SOURCE: EQUILAR INC. (WWW.EQUILAR.COM)