

2018 Rank	2017 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	3	Philippe Krakowsky	exec. v.p. & chief strategy & talent officer; chmn. & CEO, IPG Mediabrands	The Interpublic Group of Cos. Inc.	\$7,800,456	47%	\$1,250,000	n/a	\$3,528,125	\$3,022,331	\$-	\$187,193	54,000	\$9,714
2		Stephen Fussell	exec. v.p., HR	Abbott Laboratories	\$6,685,518	31%	\$620,000	n/a	\$682,000	\$2,691,621	\$2,691,897	\$97,779	103,000	\$30,578
3		Mark James	sr. v.p., HR, security & comm.	Honeywell International Inc.	\$6,546,808	36%	\$774,231	\$-	\$1,080,000	\$3,519,537	\$1,173,040	\$53,150	114,000	\$41,802
4	8	Mary Parker	sr. exec. v.p. & chief HR officer	The Walt Disney Co.	\$6,347,065	10%	\$996,938	n/a	\$2,100,000	\$1,950,105	\$1,300,022	\$80,456	201,000	\$59,434
5	7	Donna Kimmel	exec. v.p. & chief people officer	Citrix Systems Inc.	\$6,213,952	33%	\$446,250	n/a	\$572,181	\$5,195,521	\$-	\$62,193	8,200	\$2,974
6		InaMarie Johnson *	chief people officer	Zendesk Inc.	\$5,292,145	169%	\$192,404	\$50,000	\$103,613	\$3,192,750	\$1,753,378	\$102,522	2,700	\$599
7		Tracy Keogh	chief HR officer	HP Inc.	\$5,148,187	27%	\$630,000	\$-	\$1,421,536	\$3,096,651	\$-	\$39,800	55,000	\$58,472
8		Alan May	exec. v.p., HR	Hewlett Packard Enterprise Co.	\$4,954,029	39%	\$590,000	\$-	\$1,296,525	\$3,067,504	\$-	\$506,363	60,000	\$30,852
9	12	David Johst	corp. exec. v.p., HR, general counsel, chief admin. officer & corp. secretary	Charles River Laboratories International Inc.	\$4,857,518	36%	\$650,509	n/a	\$867,101	\$2,682,666	\$657,242	\$411,881	14,700	\$2,266
10	11	Steven Pelch	COO & exec. v.p., organization planning & development	Emerson Electric Co.	\$4,590,560	31%	\$550,000	\$700,000	n/a	\$3,340,560	\$-	\$80,130	87,500	\$17,408
11		Brent Hyder	exec. v.p. & chief people officer	The Gap Inc.	\$4,586,669	22%	\$686,539	\$-	\$115,396	\$3,354,430	\$430,304	\$170,141	135,000	\$16,580
12		Patricia Wadors	chief talent officer	ServiceNow Inc.	\$4,508,129	27%	\$375,000	n/a	\$271,560	\$3,861,569	\$-	\$10,195	8,154	\$2,609
13		Anne-Marie Law	exec. v.p. & chief HR officer	Alexion Pharmaceuticals Inc.	\$4,449,885	27%	\$650,000	\$-	\$910,000	\$2,889,885	\$-	\$846,604	2,656	\$4,131
14		Paulette Alviti *	exec. v.p. & chief HR officer	Mondelez International Inc.	\$4,367,929	30%	\$335,342	\$500,000	\$357,340	\$2,837,324	\$337,923	\$48,673	80,000	\$25,938
15	27	Adam Kokas	exec. v.p., general counsel, secretary & chief HR officer	Atlas Air Worldwide Holdings Inc.	\$4,343,622	65%	\$614,024	\$-	\$2,037,347	\$1,692,251	\$-	\$171,375	3,275	\$2,678
16	40	Nancy Phillips	chief HR officer	Nielsen Holdings Plc	\$4,290,209	22%	\$500,000	\$-	\$-	\$2,490,207	\$1,300,002	\$27,885	46,000	\$6,515
17		Kathleen Scarlett	chief HR officer & pres., U.S. retail stores	Best Buy Co. Inc.	\$4,037,465	24%	\$684,615	n/a	\$1,444,451	\$899,283	\$1,009,116	\$165,029	125,000	\$42,879
18		Jill Larsen *	exec. v.p., HR & chief HR officer	Medidata Solutions Inc.	\$3,991,071	39%	\$275,897	n/a	\$247,750	\$2,967,424	\$500,000	\$167,111	1,998	\$636
19		Ana White *	exec. v.p. & chief HR officer	F5 Networks Inc.	\$3,847,404	56%	\$280,380	\$400,000	\$166,933	\$3,000,091	\$-	\$4,400	4,409	\$2,161
20	25	Tracy Skeans	chief transformation & people officer	YUM! Brands Inc.	\$3,739,022	28%	\$664,231	\$-	\$824,766	\$625,015	\$1,625,010	\$8,665	34,000	\$5,688
21		Aimee Hoyt	sr. v.p. & chief people officer	llumina Inc.	\$3,707,979	34%	\$435,348	\$-	\$371,910	\$2,900,721	\$-	\$149,192	7,300	\$3,333
22		Christine Deputy	chief HR officer	Nordstrom Inc.	\$3,588,827	82%	\$604,587	\$-	\$432,819	\$2,551,421	\$-	\$86,153	74,000	\$15,860
23		Brian Stolz	chief people officer	Activision Blizzard Inc.	\$3,480,091	11%	\$685,936	\$-	\$445,341	\$2,348,814	\$-	\$53,472	9,760	\$7,500
24		Shelley Milano	chief HR officer	L Brands Inc.	\$3,319,090	93%	\$849,846	\$-	\$996,408	\$1,357,942	\$114,894	\$133,123	25,500	\$13,237
25		Thomas DiDonato ◊	sr. v.p., HR	Lear Corp.	\$3,253,425	34%	\$671,875	\$-	\$467,625	\$2,113,925	\$-	\$220,244	169,000	\$21,149
26	23	Marcia Avedon	sr. v.p., HR, comm. & corp. affairs	Ingersoll-Rand Plc	\$3,236,761	22%	\$643,750	n/a	\$736,527	\$1,409,821	\$446,663	\$102,458	49,000	\$15,668
27	15	Timothy Huval	sr. v.p. & chief HR officer	Humana Inc.	\$3,150,985	20%	\$590,921	\$-	\$857,427	\$1,291,525	\$411,112	\$162,451	41,600	\$56,912
28		Lisa Buckingham	exec. v.p. & chief people, place & brand officer	Lincoln National Corp.	\$3,030,920	22%	\$667,812	n/a	\$1,022,036	\$961,292	\$379,780	\$187,329	11,034	\$16,424
29		Danielle Kirgan	exec. v.p. & chief HR officer	Macy's Inc.	\$2,945,512	23%	\$750,000	\$-	\$938,500	\$777,018	\$479,994	\$199,471	130,000	\$24,837
30	21	Linda Bradley-McKee	exec. v.p., HR	Aramark	\$2,841,759	18%	\$700,227	\$-	\$541,500	\$1,120,024	\$480,008	\$55,634	180,000	\$15,790
31	24	Jennifer Weber	exec. v.p. & chief HR officer	Lowe's Cos. Inc.	\$2,783,812	20%	\$615,000	\$200,000	\$166,850	\$1,342,653	\$459,309	\$60,567	190,000	\$71,309
32		Carmel Galvin *	sr. v.p., people & places, & chief HR officer	Autodesk Inc.	\$2,726,803	30%	\$361,539	\$50,000	\$289,026	\$2,026,238	\$-	\$7,326	9,600	\$2,570
33		Ernie Meyer	exec. v.p. & chief HR officer	Portola Pharmaceuticals Inc.	\$2,709,863	47%	\$156,153	\$75,000	\$48,600	\$895,500	\$1,534,610	\$127,499	324	\$40
34	2	Neil Marchuk †	exec. v.p. & chief HR officer	Adient Plc	\$2,586,743	304%	\$655,000	\$400,000	\$-	\$1,531,743	\$-	\$348,010	85,000	\$17,439
35		Elizabeth Whited	exec. v.p. & chief HR officer	Union Pacific Corp.	\$2,547,371	20%	\$438,958	\$-	\$608,000	\$900,365	\$600,048	\$19,007	41,967	\$22,832
36		Robin Kranich	exec. v.p., HR	Gartner Inc.	\$2,544,614	22%	\$475,405	n/a	\$449,775	\$1,133,573	\$485,861	\$39,967	15,173	\$3,975
37		Jenny Brandemuehl	chief people officer	Chegg Inc.	\$2,523,313	28%	\$398,333	n/a	n/a	\$2,124,980	\$-	\$6,125	1,087	\$321
38		Anthony Webster	exec. v.p. & chief HR officer	Evoqua Water Technologies Corp.	\$2,465,320	20%	\$365,304	\$635,000	\$-	\$1,200,015	\$265,001	\$31,428	4,000	\$1,340
39		Kenneth Sawyer	sr. v.p., HR & comm.	Verso Corp.	\$2,459,911	34%	\$353,500	\$124,950	\$446,205	\$1,535,256	\$-	\$102,581	4,400	\$2,682
40	38	Daniel Smith	sr. v.p., organization & admin.	Owens Corning	\$2,438,974	29%	\$562,500	\$-	\$189,841	\$1,686,633	\$-	\$95,648	20,000	\$7,057
41	35	Robert Ravener †	exec. v.p. & chief people officer	Dollar General Corp.	\$2,420,220	23%	\$578,875	n/a	\$416,595	\$713,436	\$711,314	\$57,157	135,000	\$25,625
42		Dennis Berger †	exec. v.p. & chief HR officer	AutoNation Inc.	\$2,391,110	19%	\$376,894	\$-	\$264,250	\$1,749,966	\$-	\$286,398	26,000	\$21,413
43	43	Kenneth Julian	sr. v.p., admin. & HR	Thor Industries Inc.	\$2,367,472	16%	\$500,000	\$-	\$633,065	\$1,234,407	\$-	\$-	17,500	\$8,329
44	44	Pamela Tondreau	exec. v.p., chief HR officer, chief legal officer & corp. secretary	Cypress Semiconductor Corp.	\$2,329,746	33%	\$373,461	n/a	\$267,133	\$1,689,152	\$-	\$3,770	5,846	\$2,484
45		Maurice Harapiak	exec. v.p., HR & chief admin. officer	Cleveland-Cliffs Inc.	\$2,329,288	16%	\$426,000	\$-	\$1,243,866	\$659,422	\$-	\$40,680	2,926	\$2,332
46	31	Scott Milsten	sr. v.p., general counsel, corp. secretary & chief people officer	e.l.f. Beauty Inc.	\$2,324,096	31%	\$325,000	n/a	\$-	\$1,499,096	\$500,000	\$5,500	277	\$267
47		Sharon Brunecz *	chief HR officer	Amedisys Inc.	\$2,303,247	48%	\$215,385	\$60,770	\$63,583	\$1,179,407	\$784,102	\$137,492	21,000	\$1,663
48	34	Mara Swan	exec. v.p., global strategy & talent	ManpowerGroup Inc.	\$2,290,171	20%	\$610,000	\$-	\$330,000	\$1,080,150	\$270,021	\$67,788	30,000	\$21,991
49	39	Pascale Meyran	sr. v.p. & chief HR officer	Capri Holdings Limited	\$2,249,973	16%	\$500,000	\$-	\$250,000	\$1,299,963	\$200,010	\$12,213	11,096	\$5,238
50	42	Anup Banerjee	sr. v.p., HR & chief development officer	Snap-on Inc.	\$2,221,180	27%	\$449,003	\$-	\$198,864	\$841,521	\$731,792	\$48,508	12,600	\$4,070

**THIS VALUE IS EXCLUDED FROM HR TOTAL
 SYMBOLS ON EXECUTIVE NAMES: * NEW EXECUTIVE, † FORMER EXECUTIVE, ◊ NO LONGER HAS HR IN TITLE, BUT STILL WITH COMPANY

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

The 2017 rankings noted on this list differ from those published in *HRE* in September 2018 because a new, broader methodology was used to determine this year's list. To show accurate comparisons, the 2017 rankings were reconfigured using this same methodology.