



## Highest-paid HR Leaders

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**Paul McBride** joined Black & Decker in 1999 and has held current office since March 2004. His past portfolios include executive vice president and president of the power tools and accessories group. McBride has prior experience with General Electric Co., where he was employed in 1978 as vice president and general manager of the global silicones business. He is based at the corporate headquarters in Towson, Maryland. And has a bachelor's degree in economics from Trinity College.

**Earned \$6.2 million in total compensation**

**Dennis Donovan** joined Home Depot in April 2001, and is responsible for human resources, learning, corporate communication and diversity. His resume includes stint as senior vice president of human resources at Raytheon Co., and chief of human resources for the power systems business at General Electric Co. Donovan is a Fellow of the National Academy of Human Resources. He earned his bachelors degree in industrial relations and an MBA from the University of Massachusetts, and a law degree from Western New England College School of Law.

**Earned \$5.4 million in total compensation**

**Leo J. Taylor** joined Pulte in 1994 as vice president of human resources for one of their divisions. Taylor is responsible for long-term strategic objectives as well as compensation, training and development and staffing associated with the day-to-day operations. Previously served as vice president of employee relations for Aetna Life and Casualty, was group manager of corporate human resources for Frito-Lay and has held other offices within Frito-Lay. Based at headquarters in Bloomfield Hills, Michigan. Taylor has a master's in industrial and labor relations from West Virginia University.

**Earned \$4.2 million in total compensation**

**William Roskin's** responsibilities include Viacom's worldwide human resources policies and programs, the development and management of the company's labor policies and overall administration. He is also responsible for managing Viacom's facilities and real estate throughout the world. Before joining Viacom in 1988, Roskin held senior executive positions at Coleco Industries, Inc. and Warner Communications. He has a business administration degree from City College of New York and law degrees from St. John's University and New York University.

**Earned \$3.9 million in total compensation**

**Brent Stanley** served as senior vice president of human resource until his retirement in April shortly before the company's annual meeting. Appointed in 1997, Stanley was responsible for the corporation's human resources strategic direction in the areas of compensation, benefits, and management development. He has worked for nearly 30 years in a variety of senior human resources positions, including senior vice president of human resources for The Gap Inc., headquartered in San Francisco. Stanley earned bachelor's degree in political science from the University of Iowa.

**Earned \$3.4 million in total compensation**

**Bruce Johnson** took this position in June 2003. He comes in with 25 years of experience in the human resources field and is responsible for developing and implementing all human resources strategies and programs into company's worldwide operations. This is Johnson's second go round with Timberland. He left the company in 2002 to take a position as vice president-human resources with DuPont Textile and Interiors. The company is headquartered in Stratham, New Hampshire. Johnson has a bachelor's in history from Middlebury College.

**Earned \$3.0 million in total compensation**

**Robert Foreman** joined the company in 1999. Prior to that, Foreman spent 14 years at PepsiCo, part of which he served as vice president, human resources for Frito-Lay International. Foreman has a bachelor's in political science from State University of New York.

**Earned \$2.9 million in total compensation**

**Brian Brooks** was a employee benefits and compensation consultant at Hewitt Associates, 1980-83, and spent the rest of the 1980s with Towers Perrin, where he became a partner and specialized in executive compensation. He earned his economics degree at the University of Wisconsin Madison and law degree at Vanderbilt University School of Law.

**Earned \$2.6 million in total compensation**

**Jeffery Smith** recently retired from his post as chief human resources officer, general counsel and secretary. He came to the telephone company from Broadwing Inc, and left after completing the merger agreement between Cincinnati Bell and Broadwing at the end of 2003. He has been replaced by Brian G. Keating, vice president of human resources and administration, and a 25-year veteran of Cincinnati Bell. The company is headquartered in Cincinnati.

**Earned \$2.2 million in total compensation**

**John W. Holleran** is holding this position since 1996. From 1991-1996, he served as vice president and general counsel. He began at Boise in 1979. The firm is headquartered in Boise, Idaho.

**Earned \$2.19 million in total compensation**

Sources: Compensation: [Aon Consulting eComp](#) Database. Biography: Workforce Management