

TOP 100 Cover Story Terms of Engagement

Ranked by numbers of employees

Editor's note: The Top 100 list and accompanying article feature 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 Hoover's Online.

Rank 2008	Rank 2007	Company	Employees 2008	Employees 2007	HR Officer	Title	Reports to	Oversees Labor	Primary Business
1	1	Wal-Mart Stores Inc.	1,800,000	1,800,000	Susan Chambers	exec. v.p., global people div.	pres. & CEO	yes	retail
2	2	McDonald's Corp.	465,000	470,000	Richard Floersch	chief HR officer	CEO	yes	restaurants
3	3	United Parcel Service Inc.	427,000	407,200	Allen E. Hill	sr. v.p., HR	CEO	no	global commerce—package distributions & supply-chain solutions
4	8	IBM Corp.	375,000	329,000	Randy MacDonald	sr. v.p., HR	chmn. & CEO	yes	information-technology solutions
5	5	The Home Depot Inc.	364,000	355,000	Tim Crow	exec. v.p., HR	chmn., pres. & CEO	yes	home-improvement retail
6	4	Sears Holdings Corp.	352,000	355,000	Bob Luse	sr. v.p., HR	pres. & CEO	yes	retail
7	6	Target Corp.	352,000	338,000	Jodee Kozlak	exec. v.p., HR	chmn. & CEO	yes	discount retail
8	11	Citigroup Inc.	327,000	300,000	John Donnelly	head, HR	chief admin. officer	yes	banking/financial services
9	9	General Electric Co.	320,000	320,000	John Lynch	sr. v.p., HR	chmn. & CEO	yes	diversified—technology, media & financial services
10	12	Kroger Co.	315,000	289,000	Della Wall	group v.p., HR	chmn. & CEO	no	retail grocery & food manufacturing
11	25	AT&T	301,800	182,000	William A. Blase Jr.	sr. exec. v.p., HR	chmn. & CEO	yes	telecommunications & entertainment
12	7	General Motors Corp.	280,000	335,000	Kathleen S. Barclay	v.p., global HR	chmn. & CEO	no	automotive manufacturer
13	13	Yum! Brands Inc.	280,000	272,000	Anne P. Byerlein	chief people officer	chmn. & CEO	yes	quick-service restaurants
14	10	Ford Motor Co.	260,000	300,000	Joe W. Laymon	group v.p., HR & labor affairs	pres. & CEO	yes	automotive products & services
15	15	Aramark Corp.	240,000	240,000	Lynn B. McKee	exec. v.p., HR	chmn. & CEO	yes	professional services
16	14	Verizon Communications Inc.	238,000	252,000	Marc Reed	exec. v.p., corp. HR	CEO	yes	broadband, wireline & wireless communications
17	17	United Technologies Corp.	212,000	215,000	William L. Bucknall	sr. v.p., HR & organization	chmn. & CEO	yes	aerospace & building
18	19	Lowe's Co. Inc.	210,000	200,000	Maureen K. Ausura	sr. v.p.	chmn. & CEO	yes	retail
19	18	Safeway Inc.	203,000	203,000	Russell M. Jackson	sr. v.p., HR	exec. v.p.	no	supermarkets
20	23	Bank of America Corp.	198,000	190,000	Steele Alphin	chief admin. officer	chmn. & CEO	yes	financial services
21	22	Walgreens Co.	193,000	193,000	Kenneth R. Weigand	sr. v.p., HR	CEO	yes	drugstore retail chain
22	20	Supervalu Inc.	190,000	200,000	David E. Pylipow	exec. v.p.	chmn. & CEO	yes	grocery retail & distribution
23	26	CVS Caremark	190,000	172,000	V. Michael Ferdinandi	sr. v.p., HR, corp. comm. & community relations	pres. & CEO	yes	pharmacy services
24	24	HCA Inc.	186,000	186,700	John M. Steele	sr. v.p., HR	chmn. & CEO	yes	integrated healthcare delivery
25	16	Macy's Inc.	184,000	223,000	Thomas G. Cody	v. chmn., legal & HR	chmn. & CEO	yes	retail
26	28	JPMorgan Chase	174,000	170,000	John Bradley	dir., HR	chmn. & CEO	yes	financial services
27	27	Delphi Corp.	170,900	171,900	Kevin M. Butler	v.p., HRM	exec. v.p.	yes	global systems & components
28	30	PepsiCo Inc.	168,000	157,000	Cynthia M. Trudell	sr. v.p. & chief personnel officer	chmn. & CEO	yes	beverages, snacks, foods & juices
29	29	Wells Fargo & Co.	167,000	163,000	Julie White	exec. v.p., HR	CEO	n/a	financial services
30	31	The Boeing Co.	158,500	156,000	Richard Stephens	sr. v.p., HR & admin.	chmn., pres. & CEO	yes	defense products, commercial airplanes & space
31	38	Cargill Inc.	158,000	149,000	Peter Vrijzen	corp. v.p., HR	pres. & COO	no	food, agricultural & risk-management products & services
32	32	Darden Restaurants Inc.	156,800	156,000	Daniel M. Lyons	sr. v.p., HR	CEO	yes	restaurant
33	35	Hewlett-Packard Co.	156,000	150,000	Marcela Perez de Alonso	exec. v.p.	CEO	yes	information technology products & services
34	34	JCPenney Co. Inc.	151,000	151,000	Michael T. Theilmann	exec. v.p., chief HR & admin. officer	chmn. & CEO	yes	multi-channel retail
35	40	Marriott International Inc.	151,000	143,000	David A. Rodriguez	exec. v.p., HR	pres. & COO	yes	lodging & hospitality
36	36	Gap Inc.	150,000	150,000	Eva Sage-Gavin	exec. v.p., HR	pres. & CEO	yes	specialty apparel retail
37	57	Starbucks Corp.	150,000	117,000	David Pace	exec. v.p., partner resources	CEO	no	specialty retail
38	41	PricewaterhouseCoopers	146,800	142,000	Richard Baird	global managing partner, people	global CEO	no	professional services
39	39	Starwood Hotels & Resorts Worldwide Inc.	145,000	145,000	Michelle M. Crosby	sr. v.p., HR	n/a	n/a	hotels & resorts
40	33	FedEx Express	143,000	152,200	R. Larry Brown	sr. v.p., chief HR officer	pres. & CEO	yes	transportation
41	42	Publix Super Markets Inc.	143,000	138,500	John Hrabusa	sr. v.p.	CEO	yes	supermarkets
42	43	Lockheed Martin Corp.	140,000	135,000	Kenneth Disken	sr. v.p., HR	chmn., pres. & CEO	yes	aeronautics, space & missile systems, information & technology services
43	52	Best Buy Co. Inc.	140,000	120,000	John Pershing	v.p., HR	CEO	yes	retail—consumer electronics & appliances
44	53	Kohl's Corp.	140,000	120,000	Telvin Jeffries	exec. v.p., HR	chmn. & CEO	n/a	retail
45	45	H&R Block	136,600	134,500	Tammy Serati	sr. v.p., HR	CEO	no	tax, accounting & related financial services & products
46	46	Johnson Controls Inc.	136,000	130,500	Susan F. Davis	exec. v.p., HR	CEO	yes	manufacturing
47	51	EDS Corp.	136,000	122,000	Tina Sivinski	sr. exec. v.p.	pres. & CEO	yes	information-technology services
48	60	Emerson Electric Co.	136,000	115,000	Philip A. Hutchison	sr. v.p., HR	chmn., pres. & CEO	yes	electronic, technology & engineering manufacturing
49	49	Costco Wholesale Corp.	135,400	125,000	John Matthews	sr. v.p., HR & risk mgmt.	CFO	yes	membership warehouse retailer
50	44	The Procter & Gamble Co.	135,000	135,000	Richard L. Antoine	global HR officer	COO	yes	consumer products

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51	48	The Walt Disney Co.	130,000	125,000	Wesley Coleman	exec. v.p., chief HR officer	pres. & CEO	yes	family entertainment—media, parks & resorts & consumer products
52	64	Ernst & Young Global	130,000	108,000	Pierre Hurstel	global managing partner, people	global COO	n/a	audit, tax & transaction advisory services
53	54	TJX Cos. Inc.	125,000	119,000	Greg Flores	chief HR officer	v. chmn.	n/a	off-price retail
54	50	Northrop Grumman Corp.	122,000	123,000	Ian Ziskin	corp. v.p., chief HR & admin. officer	chmn., CEO & pres.	yes	defense contractor
55	59	Johnson & Johnson	120,500	115,000	Kaye I. Foster-Cheek	v.p., HR	—	n/a	healthcare products manufacturing
56	62	Brinker International Inc.	120,000	110,800	Valerie Davisson	exec. v.p., people works	CEO & pres.	n/a	owns, operates & franchises restaurants
57	55	Honeywell International	118,000	118,000	Mark James	sr. v.p., HR & comm.	chmn. & CEO	yes	aerospace, automation & control solutions, specialty materials & transportation systems
58	47	Alcoa Inc.	116,000	129,000	Regina Hitchery	v.p., HR	pres. & COO	yes	production & fabrication of aluminum products
59	67	OSI Restaurant Partners Inc.	116,000	100,000	—	—	—	—	restaurants
60	90	Rite Aid Corp.	115,000	71,000	Todd C. McCarty	sr. v.p., HR	chmn., pres. & CEO	yes	retail drugstores & pharmacy
61	63	Wachovia Corp.	112,300	110,000	Shannon McFayden	sr. exec. v.p., HR & corp. relations dir.	CEO	n/a	financial services
62	61	Tyson Foods Inc.	110,000	114,000	Kenneth J. Kimbro	sr. v.p., HR	pres. & CEO	yes	food
63	—	Tyco International	110,000	—	Laurie Siegel	sr. v.p., HR	chmn. & CEO	n/a	security products & services, fire protection & detection products & services, valves, controls & other industrial products
64	68	American International Group	106,000	97,000	Andrew J. Kaslow	sr. v.p. & chief HR officer	pres. & CEO	yes	insurance & financial services
65	37	Hilton Hotels Corp.	105,000	150,000	Molly McKenzie-Swartz	exec. v.p., HR & admin.	pres. & COO	yes	hotels
66	58	Limited Brands Inc.	100,000	115,000	Jane Ramsey	exec. v.p., HR	chmn. & CEO	yes	specialty retail
67	56	Lear Corp.	97,000	118,000	Roger Jackson	sr. v.p., HR	v. chmn.	yes	automotive supply
68	69	AMR Corp.	95,000	95,200	Jeff Brundage	sr. v.p., HR	chmn., CEO & pres.	yes	air transportation
69	75	Harrah's Entertainment	95,000	85,000	Mary Thomas	sr. v.p., HR	CEO	yes	gaming & entertainment
70	70	Caterpillar Inc.	94,600	93,200	Sid C. Banwart	v.p., human services div.	group pres.	yes	construction & mining equipment, diesel & natural gas engines, gas turbines & logistics services
71	73	Abercrombie & Fitch Co.	92,000	88,000	Ron Grzymkowski	sr. v.p., HR	CEO	yes	retail
72	85	Dell Inc.	90,400	75,100	Andrew Esparza	sr. v.p., HR	CFO	yes	information-technology manufacturer
73	71	Intel Corp.	90,000	91,000	Patricia Murray	sr. v.p. & dir., HR	exec. v.p., CFO & enterprise services officer	no	semiconductors
74	79	Comcast Corp.	90,000	80,000	Charisse Lillie	v.p., HR	exec. v.p.	yes	cable, broadband & telephone communications provider
75	—	Kraft Foods Inc.	90,000	—	Karen May	exec. v.p., global HR	chmn. & CEO	yes	food & beverage
76	65	Pfizer Inc.	89,400	105,000	Mary S. McLeod	sr. v.p., worldwide talent development & HR	CEO	no	research-based healthcare, pharmaceuticals & animal health
77	74	Time Warner Inc.	87,000	87,000	Patricia Fili-Krushel	exec. v.p., admin.	chmn. & CEO	no	media & entertainment
78	83	Computer Sciences Corp.	87,000	78,000	Gus Siekierka	v.p., HR	chmn. & CEO	n/a	information technology
79	21	Altria Group Inc.	85,000	199,000	Howard Greene & Michael Wright	v.p., comp. & benefits & v.p., HR & technology	chmn. & CEO	yes	consumer products
80	76	Exxon Mobil Corp.	84,000	84,000	Lucille J. Cavanaugh	v.p., HR	chmn. & CEO	yes	oil, gas, chemicals & power
81	77	General Dynamics Corp.	83,000	81,100	Walter M. Oliver	sr. v.p., HR & admin.	chmn. & CEO	yes	information systems, land & expeditionary combat systems, armaments & munitions, shipbuilding & aviation
82	80	Koch Industries Inc.	80,000	80,000	Dale W. Gibbens	v.p., HR	pres. & COO	yes	refining & chemicals; process equipment & technologies, minerals, fibers & polymers, commodity & financial trading & services, forest & consumer products
83	81	Cox Enterprises Inc.	80,000	80,000	Marybeth Leamer	v.p., HR	exec. v.p., admin.	n/a	media & automotive services
84	82	State Farm Insurance Cos.	80,000	79,200	Mary Schmidt	v.p., HR	exec. v.p.	no	insurance
85	87	Microsoft Corp.	80,000	74,000	Lisa Brummel	sr. v.p., HR	CEO	yes	software & services
86	97	Convergys Corp.	76,500	68,000	Clark D. Handy	sr. v.p., HR	pres. & CEO	yes	outsourced customer care, HR services & billing services
87	92	3M Co.	75,300	69,300	Angela S. Lalor	sr. v.p., HR	chmn., pres. & CEO	yes	manufacturing
88	88	ABM Industries Inc.	75,000	73,000	Erin M. Andre	sr. v.p., HR	pres. & CEO	no	building services
89	—	Jabil Circuit Inc.	75,000	—	William Peters	sr. v.p., HR/human development	COO	yes	electronics manufacturing services
90	84	Coca-Cola Enterprises Inc.	74,000	77,000	Greg A. Lee	sr. v.p., HR	pres. & CEO	yes	bottling & distribution
91	93	Staples Inc.	74,000	69,000	Susan Hoyt	exec. v.p., HR	CEO	n/a	office supplies
92	78	Raytheon Co.	73,000	80,000	Keith J. Peden	sr. v.p., HR	chmn. & CEO	yes	aerospace & defense
93	—	The Coca-Cola Co.	71,000	—	Cynthia McCague	sr. v.p., HR	chmn. & CEO	yes	nonalcoholic beverages/fast-moving consumer goods
94	98	The Pepsi Bottling Group	70,400	66,900	John L. Berisford	sr. v.p., HR	pres. & CEO	yes	soft-drink production, sales & distribution
95	86	Goodyear Tire & Rubber Co.	70,000	75,000	Kathleen T. Geier	sr. v.p., HR	chmn.	yes	transportation-related products
96	—	Dollar General Corp.	69,500	—	Challis M. Lowe	exec. v.p., HR	n/a	n/a	discount retail
97	72	Whirlpool Corp.	68,000	90,000	David A. Binkley	sr. v.p., global HR	chmn. & CEO	yes	home-appliance maker
98	91	MGM Mirage	68,000	70,000	Cynthia Kiser Murphey	sr. v.p., corp. HR	exec. v.p./chief admin. officer	yes	development companies with significant holdings in gaming, hospitality & entertainment
99	96	Motorola Inc.	68,000	68,000	Ruth Fattori	exec. v.p., HR	CEO	yes	electronics manufacturer
100	—	Blockbuster Inc.	67,300	—	Currently open	open	—	—	media entertainment