

Compensation CHAMPS

The proxy statements of public corporations—which are filed with the Securities and Exchange Commission and are publicly available—describe the compensation packages of the five most highly paid executives. Sometimes that includes the CIO. Below are the **10 most highly paid CIOs** among those listed in 2011 proxy statements for Fortune 1000 companies.

● 2011 Salary ● 2011 Performance-Based Pay⁽¹⁾ ● 2011 Total Pay

KEITH HALBERT*

Former CIO, *United Continental*

\$191,667

\$4,803,050

\$4,994,717

HARVE DEMOVICK JR.

EVP of the Customer Services Organization & IT, *Coventry Health Care*

\$600,000

\$3,938,943

\$4,538,943

MARGARET MCCARTHY

EVP of Operations & Technology, *Aetna*

\$610,962

\$3,881,470

\$4,492,432

GLEN SALOW

EVP of Service Delivery & Technology, *Ameriprise Financial*

\$575,000

\$3,715,495

\$4,290,495

MARIA MORRIS**

Former EVP of Global Technology & Operations, *MetLife*

\$525,000

\$3,583,872

\$4,108,872

DEBORAH BUTLER

EVP of Planning & CIO, *Norfolk Southern*

\$500,000

\$3,462,718

\$3,962,718

ANNA EWING

EVP of Global Technology & Market Technology, & CIO, *The NASDAQ OMX Group*

\$500,000

\$2,736,291

\$3,236,291

MATT CAREY

EVP & CIO, *The Home Depot*

\$629,615

\$2,594,508

\$3,224,123

ROBERT CARTER

EVP & CIO, *FedEx*

\$735,955

\$2,475,238

\$3,211,193

MICHAEL BROWN***

Former EVP & CIO, *Lowe's*

\$615,000

\$2,551,106

\$3,166,106

SOURCE: SECURITIES AND EXCHANGE COMMISSION PROXY FILINGS FOR 2011

Footnotes:

(1) Includes awards of stock and options, other incentive pay, perks and cash bonuses, if any.

* Left April 2011, replaced by Robert Edwards.

** Held position until Nov. 2011, when she became EVP of Global Employee Benefits, a new business unit; replaced by Martin Lippert, who joined from Citigroup.

*** Retired in June 2012, replaced by Kevin Summers, who joined in July from Whirlpool.