Rank 2010	CEO Address	Company name Telephone Web	Salary Bonus Fiscal year end	Stock awards Option awards Non-equity incentive plan	Change in pension plan All other comp. Total comp.	Firm's revenue Net profit (loss)	Position
1	**Richard Adkerson** 333 N. Central Ave. Phoenix 85004	Freeport-McMoRan Copper & Gold Inc. 602-366-8100 www.fcx.com	$2,500,000 $0 12/31/2010	$5,818,492 $15,420,000 $10,000,000	$4,241,511 $1,555,531 $39,535,534	$19 B $4.2 B	president, CEO
1	**James Moffett** 333 N. Central Ave. Phoenix 85004	Freeport McMoRan Copper & Gold Inc. 602-366-8100 www.fcx.com	$2,500,000 $0 12/31/2010	$5,818,492 $15,420,000 $10,000,000	$1,241,372 $1,773,225 $36,752,989	$19 B $4.2 B	chairman
3	**Robert Sarver** 1 E. Washington St., Ste. 1400 Phoenix 85004	Western Alliance Bancorporation 602-389-3500 www.westernalliancebancorp.com	$1,163,700 $0 12/31/2010	$332,450 $0 $0	$0 $27,422 $1,523,660	$328.6 M (-$17.1 M)	chairman, CEO
4	**Jonah Shacknai** 7720 N. Dobson Road Scottsdale 85256	Medicis Pharmaceutical Corp. 602-808-8800 www.medicis.com	$1,135,000 $0 12/31/2010	$3,999,997 $0 $1,149,188	$0 $17,297 $6,301,482	$700 M $123.3 M	chairman, CEO
5	**James O'Connor**[1] 18500 N. Allied Way Phoenix 85054	Republic Services Inc. 480-627-2700 www.republicservices.com	$1,100,000 $0 12/31/2010	$2,500,007 $1,250,000 $1,727,440	$0 $2,424,312 $9,001,759	$8.1 B $506.5 M	chairman, CEO
6	**Roy Vallee** 2211 S. 47th St. Phoenix 85034	Avnet Inc. 480-643-2000 www.avnet.com	$1,050,000 $0 7/3/2010	$2,544,796 $1,335,036 $2,359,240	$2,166,115 $27,518 $9,386,976	$19.1 B $410.4 M	CEO
7	**Robert Moran** 19601 N. 27th Ave. Phoenix 85027	PetSmart Inc. 623-580-6100 www.petsmart.com	$1,038,363 $0 1/30/2011	$1,050,004 $1,289,988 $2,363,314	$630,698 $147,653 $6,520,020	$5.7 B $239.9 M	president, CEO
8	**Steven Hilton** 17851 N. 85th St., Ste. 300 Scottsdale 85255	Meritage Homes Corp. 480-515-8100 www.meritagehomes.com	$1,017,500 $0 12/31/2010	$831,750 $0 $1,377,147	$0 $57,991 $3,284,388	$94.2 M $7.2 M	chairman, CEO
9	**Philip Francis** 19601 N. 27th Ave. Phoenix 85027	PetSmart Inc. 623-580-6100 www.petsmart.com	$998,942 $0 1/30/2011	$1,050,004 $1,289,988 $2,273,392	$514,107 $119,324 $6,245,957	$5.7 B $239.9 M	executive chairman
10	**Donald Brandt** 400 N. Fifth St. Phoenix 85004	Pinnacle West Capital Corp. 602-250-1000 www.pinnaclewest.com	$900,000 $0 12/31/2010	$2,350,004 $0 $1,440,000	$884,618 $21,473 $5,656,095	$3.2 B $350.1 M	chairman, president, CEO
11	**Donald Slager**[2] 18500 N. Allied Way Phoenix 85054	Republic Services Inc. 480-627-2700 www.republicservices.com	$875,000 $0 12/31/2010	$3,633,338 $649,998 $1,268,400	$0 $163,266 $6,590,002	$8.1 B $506.5 M	president, COO
12	**Robert Gillette** 350 W. Washington St., Ste. 600 Tempe 85281	First Solar Inc. 602-414-9300 www.firstsolar.com	$850,000 $2,500,000 12/31/2010	$8,764,538 $0 $1,190,000	$0 $10,352 $13,314,890	$2.6 B $664.2 M	CEO
12	**John Sperling** 4615 E. Elwood St. Phoenix 85040	Apollo Group Inc. 480-966-5394 www.apollogrp.edu	$850,000 $0 8/31/2010	$2,458,846 $1,823,399 $1,462,000	$356,510 $12,484 $6,963,239	$4.9 B $553 M	founder, executive chairman
14	**Erik Olsson** 6929 E. Greenway Pkwy. Scottsdale 85254	RSC Holdings Inc. 480-905-3300 www.rscrental.com	$750,659 $30,000 12/31/2010	$1,276,730 $732,255 $708,247	$0 $22,480 $3,520,371	$1.2 B (-$73.5 M)	president, CEO
15	**Keith Jackson** 5005 E. McDowell Road Phoenix 85008	ON Semiconductor Corp. 602-244-6600 www.onsemi.com	$726,394 $0 12/31/2010	$0 $0 $1,068,127	$0 $30,172 $1,824,693	$2.3 B $290.5 M	president, CEO
16	**Fletcher Jay McCusker** 5524 E. Fourth St. Tucson 85711	Providence Service Corp. 520-747-6600 www.provcorp.com	$700,000 $0 12/31/2010	$361,609 $767,951 $1,050,000	$0 $64,359 $2,943,919	$879.7 M $23.6 M	chairman, CEO
17	**Richard Federico** 7676 E. Pinnacle Peak Road Scottsdale 85255	P.F. Chang's China Bistro Inc. 480-888-3000 www.pfchangs.com	$696,280 $682,354 1/2/2011	$0 $0 $0	$3,675 $34,312 $1,416,621	$1.2 B M $46.6 M	chairman, co-CEO
18	**Jack Brucker**[3] 9221 E. Via de Ventura Scottsdale 85258	Rural/Metro Corp. 480-606-3886 www.ruralmetro.com	$688,793 $0 6/30/2010	$0 $0 $1,587,643	$0 $4,600 $2,281,036	$530.8 M $3.5 M	president, CEO
19	**Joe Schoen** 2727 N. Central Ave. Phoenix 85012	Amerco 602-263-6645 www.uhaul.com	$675,004 $0 3/31/2011	$3,337 $0 $0	$0 $90,000 $768,341	$2.2 B $171 M	chairman, president
20	**Kenneth Joyce** 1900 S. Price Road Chandler 85286	Amkor Technology Inc. 480-821-5000 www.amkor.com	$675,000 $0 12/31/2010	$338,400 $0 $810,000	$0 $6,000 $1,729,400	$2.9 B $232 M	president, CEO
21	**Kimberly McWaters** 20410 N. 19th Ave., Ste. 200 Phoenix 85027	Universal Technical Institute Inc. 623-445-9500 www.uti.edu	$629,758 $0 9/30/2010	$999,992 $0 $563,300	$0 $55,670 $2,248,720	$435.9 M $28.8 M	president, CEO
22	**Paul Dykstra** 1850 N. Central Ave., Ste. 800 Phoenix 85004	Viad Corp. 602-207-4000 www.viad.com	$625,000 $0 12/31/2010	$539,520 $540,040 $500,000	$417,625 $218,956 $2,841,141	$844.8 M $443,000	chairman, president, CEO
23	**Paul Bonavia** 1 S. Church Ave., Ste. 100 Tucson 85701	UniSource Energy Corp. 520-571-4000 www.unisourceenergy.com	$611,815 $0 12/31/2010	$928,578 $0 $546,400	$176,806 $16,500 $2,280,099	$1.5 B $111.5 M	chairman, president, CEO
24	**Gregory Cappelli** 4615 E. Elwood St. Phoenix 85040	Apollo Group Inc. 480-966-5394 www.apollogrp.edu	$600,000 $0 8/31/2010	$0 $0 $1,032,000	$0 $27,712 $1,659,712	$4.9 B $553 M	co-CEO
24	**Kenneth Lamneck** 6820 S. Harl Ave. Tempe 85283	Insight Enterprises Inc. 800-467-4448 www.insight.com	$600,000 $500,000 12/31/2010	$3,240,375 $0 $1,200,000	$0 $114,217 $5,654,592	$4.8 B $75.5 M	president, CEO
24	**Charles Edelstein** 4615 E. Elwood St. Phoenix 85040	Apollo Group Inc. 480-966-5394 www.apollogrp.edu	$600,000 $0 8/31/2010	$0 $0 $1,032,000	$0 $4,950 $1,636,950	$4.9 B $553 M	co-CEO
24	**Robert Vivian** 7676 E. Pinnacle Peak Road Scottsdale 85255	P.F. Chang's China Bistro Inc. 480-888-3000 www.pfchangs.com	$600,000 $588,000 1/2/2011	$0 $0 $0	$0 $25,216 $1,213,216	$1.2 B $46.6 M	co-CEO

Another look...

Rank by total compensation

Rank	Name	Total compensation
1.	Richard Adkerson	$39,535,534
2.	James Moffett	$36,752,989
3.	Robert Gillette	$13,314,890
4.	Roy Vallee	$9,386,976
5.	James O'Connor	$9,001,759
6.	John Sperling	$6,963,239
7.	Donald Stager	$6,590,002
8.	Robert Moran	$6,520,020
9.	Jonah Shacknai	$6,301,482
10.	Philip Francis	$6,245,957
11.	Donald Brandt	$5,656,095
12.	Kenneth Lamneck	$5,654,592
13.	Erik Olsson	$3,520,371
14.	Steven Hilton	$3,284,388
15.	Fletcher Jay McCusker	$2,943,919
16.	Paul Dykstra	$2,841,141
17.	Jack Brucker	$2,281,036
18.	Paul Bonavia	$2,280,099
19.	Kimberly McWaters	$2,248,720
20.	Keith Jackson	$1,824,693
21.	Kenneth Joyce	$1,729,400
22.	Gregory Cappelli	$1,659,712
23.	Charles Edelstein	$1,636,950
24.	Robert Sarver	$1,523,660
25.	Richard Federico	$1,416,621
26.	Robert Vivian	$1,213,216
27.	Joe Schoen	$768,341

Historical perspective

10 years ago

Rank	Name	Salary & bonus
1.	Tom Van Weelden, Allied Waste Industries	$3 M
2.	LeRoy Hanneman Jr., Del Webb Corp.	$2 M
3.	Steven Hilton, Meritage Corp.	$1.4 M
3.	John Landon, Meritage Corp.	$1.4 M
5.	Paul Rubell, Aztar Corp.	$1.3 M
5.	Roy Valley, Avnet Inc.	$1.3 M
7.	Jonathan Ornstein, Mesa Air Group	$1 M
7.	Jonah Shacknai, Medicis Corp.	$1 M
7.	William Post, Pinnacle West Capital Corp.	$1 M
10.	James Acridge, Giant Industries	$990 K
11.	James Pignatelli, Unisource Energy Corp.	$970 K
12.	Morton Fleischer, Franchise Finance Corp.	$950 K
12.	J. Steven Whistler, Phelps Dodge Corp.	$950 K

About this list

SOURCE: Proxy statements and annual reports filed by the companies with the U.S. Securities and Exchange Commission.

NOTES: In case of ties, CEOs are listed alphabetically. M – million B – billion

1 James O'Connor retired as CEO of Republic Services on Jan. 1, 2011 **2** Donald Slager was named CEO of Republic Services on Jan. 1, 2011 **3** Jack Brucker resigned from Rural/Metro on Jan.7, 2010

All stock and option awards values are companies' grant date fair value calculations and may not reflect the actual cash value to the executive.

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