

# Paycom Software's Richison, AMD's Su among highest paid CEOs

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This photo combination shows from left, Activision Blizzard CEO Robert Kotick, Lisa Su, president and CEO of Advanced Micro Devices, Regeneron CEO Dr. Leonard Schleifer. Pay packages rose yet again in 2020 for the CEOs of the biggest U.S. companies, even though the pandemic sent the economy to its worst quarter on record and slashed corporate profits around the world. Credit: AP Photo/FILE

Here are the highest paid male and female CEOs in the S&P 500 index for 2020, as calculated by The Associated Press and Equilar, an executive data firm.

The AP's compensation study covered 342 executives at S&P 500 companies who have served at least two full consecutive fiscal years at their respective companies, which filed proxy statements between Jan. 1 and April 30. Some companies with highly paid CEOs do not fit these criteria.

Pay for chief executives rose to a median of \$12.7 million last year, including salary, stock and other compensation. Median means half the CEOs in the survey made more, and half made less.

Compensation often includes stock and option grants that the CEO may not receive for years unless certain performance measures are met. For some companies, big raises occur when CEOs get a stock or option grant in one year as part of a multi-year grant.

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Top Male CEOs:

1. Chad Richison

Paycom Software

\$211.1 million

Change from last year: 899%

His pay vs typical [company](#) worker: 2,963 times, up from 328

Overall ranking: No. 1

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## 2. Robert Kotick

Activision Blizzard

\$154.6 million.

Change from last year: 413%

His pay vs typical company worker: 1,560 times, up from 319

Overall ranking: 2



In this July 7, 2020 file photo, Activision Blizzard CEO Robert Kotick arrives at the morning session of the annual Allen & Co. Media Summit in Sun Valley, Idaho. Pay packages rose yet again in 2020 for the CEOs of the biggest U.S. companies, even though the pandemic sent the economy to its worst quarter on record and slashed corporate profits around the world. Credit: AP Photo/Nati Harnik, File

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### 3. Leonard S. Schleifer

Regeneron Pharmaceuticals

\$135.4 million.

Change from last year: 531%

His pay vs typical company worker: 933 times, up from 154

Overall ranking: 3

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### 4. Larry Culp

General Electric

\$72.7 million.

Change from last year: 208%

His pay vs typical company worker: 1,357 times, up from 486

Overall ranking: No. 4

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## 5. Shantanu Narayen

Adobe

\$45.9 million.

Change from last year: 17%

His pay vs typical company worker: 298 times, up from 266

Overall ranking: No. 5

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Top female CEOs:

## 1. Lisa T. Su

Advanced Micro Devices

\$27.1 million.

Change from last year: -54%

Her pay vs typical company worker: 228 times, down from 604

Overall ranking: No. 15



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2. Mary T. Barra

General Motors

\$23.2 million.

Change from last year: 9%

Her pay vs typical company worker: 201 times, down from 203

Overall ranking: No. 27



In this June 19, 2017 file photo, Adobe CEO Shantanu Narayen, pauses before an American Technology Council roundtable in the State Dining Room of the White House in Washington. Pay packages rose yet again in 2020 for the CEOs of the biggest U.S. companies, even though the pandemic sent the economy to its worst quarter on record and slashed corporate profits around the world. Credit: AP Photo/Alex Brandon, File



In this May 1, 2019, file photo Lisa Su, president and CEO of Advanced Micro Devices, attends the opening bell at Nasdaq in New York. Most of the women running the biggest U.S. companies saw their pay increase last year, 2020, even as the pandemic hammered the economy and many of their businesses. Su, topped the list with a compensation package worth \$27.1 million. Credit: AP Photo/Mark Lennihan, File





In this July 19, 2018 file photo, Northrop Grumman's CEO Kathy Warden speaks with President Donald Trump during a signing ceremony for an Executive Order that establishes a National Council for the American Worker in the East Room of the White House in Washington. Most of the women running the biggest U.S. companies saw their pay increase last year, 2020, even as the pandemic hammered the economy and many of their businesses. Credit: AP Photo/Andrew Harnik, File





In this Feb. 23, 2017, file photo, General Dynamics CEO Phebe Novakovic listens as President Donald Trump speaks during a meeting with manufacturing executives at the White House in Washington. Most of the women running the biggest U.S. companies saw their pay increase last year, 2020, even as the pandemic hammered the economy and many of their businesses. Credit: AP Photo/Evan Vucci, File



In this July 16, 2019, file photo General Motors CEO Mary Barra speaks during the opening of their contract talks with the United Auto Workers in Detroit. Most of the women running the biggest U.S. companies saw their pay increase last year, 2020, even as the pandemic hammered the economy and many of their businesses. Credit: AP Photo/Paul Sancya, File



In this March 2, 2020 file photo, Regeneron CEO Dr. Leonard Schleifer speaks at a meeting with President Donald Trump, members of the Coronavirus Task Force, and pharmaceutical executives in the Cabinet Room of the White House, in Washington. Pay packages rose yet again in 2020 for the CEOs of the biggest U.S. companies, even though the pandemic sent the economy to its worst quarter on record and slashed corporate profits around the world. Credit: AP Photo/Andrew Harnik, File

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3. Kathy J. Warden

Northrop Grumman



\$19.7 million.

Change from last year: 0%

Her pay vs typical company worker: 205 times, up from 177

Overall ranking: No. 53

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4. Phebe N. Novakovic

General Dynamics

\$18.9 million.

Change from last year: 6%

Her pay vs typical company worker: 174 times, up from 157

Overall ranking: No. 60

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5. Gail K. Boudreaux

Anthem

\$17.1 million.

Change from last year: 11%

Her pay vs typical company [worker](#): 278 times, up from 247



Overall ranking: No. 81

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