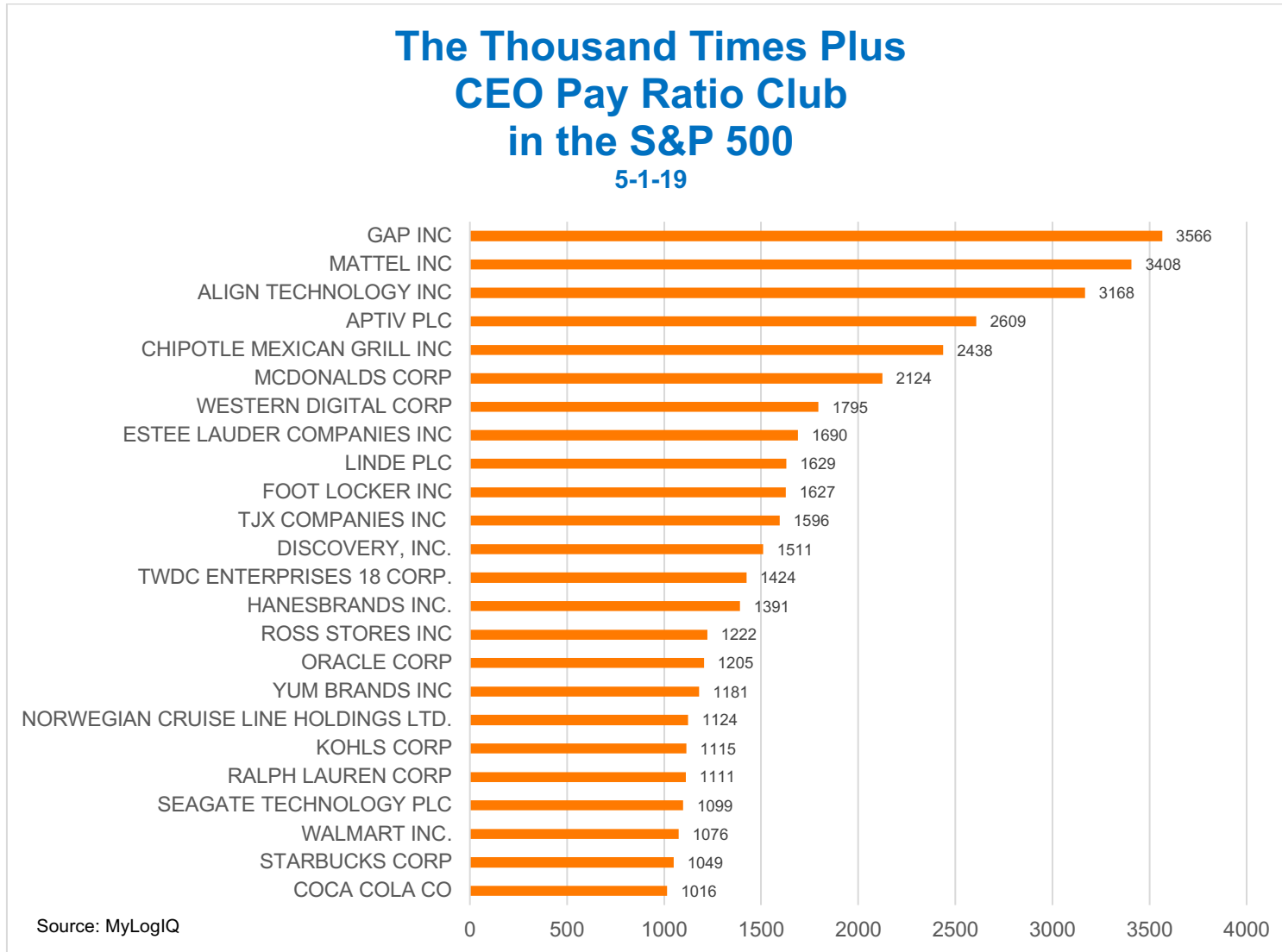


The Thousand Times Plus CEO Pay Ratio Club in the S&P 500 – Update #2

April 25, 2019

24 S&P 500 CEOs Belong to the Thousand Times Plus Club – Our review of the 491 proxy statements filed by S&P 500 companies as of April 30, 2019 indicates that 24 CEOs made more than 1,000 times their employees' median annual salary in 2018.



The Top 24 – The reasons these companies made it to the top of the list are:

- high CEO compensation, and/or
- low median employee wages.

The table below has the details, including revenues, gross profits, and net income/loss.

	Company	CEO	CEO Annual Pay	CEO Hourly Pay*	Median Employee Annual Salary	# of Hours It Takes the CEO to Earn Annual Median Employee Salary*	CEO Pay Ratio	Revenues	Gross Profits	Net Income/Loss
1)	GAP INC	ARTHUR L PECK	\$20,793,939	\$9,997	\$5,831	0.6	3566	\$16,580,000,000	\$6,322,000,000	\$1,003,000,000
2)	MATTEL INC	YNON KREIZ	\$18,707,283	\$8,994	\$5,489	0.6	3408	\$4,511,000,000	\$1,795,000,000	(\$531,000,000)
3)	ALIGN TECHNOLOGY INC	JOSEPH M HOGAN	\$41,758,338	\$20,076	\$13,180	0.7	3168	\$1,966,000,000	\$1,448,000,000	\$400,000,000
4)	APTIV PLC	KEVIN P CLARK	\$14,123,103	\$6,790	\$5,414	0.8	2609	\$14,435,000,000	\$2,729,000,000	\$1,067,000,000
5)	CHIPOTLE MEXICAN GRILL INC	BRIAN R. NICCOL	\$33,600,000	\$16,154	\$13,779	0.9	2438	\$4,865,000,000	\$911,000,000	\$177,000,000
6)	MCDONALDS	STEPHEN EASTERBROOK	\$15,876,116	\$7,633	\$7,473	1.0	2124	\$21,025,000,000	\$10,786,000,000	\$5,924,000,000
7)	WESTERN DIGITAL CORP	STEPHEN D MILLIGAN	\$19,738,381	\$9,490	\$10,999	1.2	1795	\$20,647,000,000	\$7,714,000,000	\$675,000,000
8)	ESTEE LAUDER COMPANIES INCE	FABRIZIO FREDA	\$48,753,819	\$23,439	\$28,845	1.2	1690	\$13,683,000,000	\$10,857,000,000	\$1,108,000,000
9)	LINDE PLC	STEPHEN F ANGEL	\$66,149,326	\$31,803	\$40,601	1.3	1629	\$14,900,000,000	\$6,184,000,000	\$4,381,000,000
10)	FOOTLOCKER	RICHARD A JOHNSON	\$13,411,422	\$6,448	\$8,241	1.3	1627	\$7,939,000,000	\$2,528,000,000	\$541,000,000
11)	TJX COMPANIES INC	ERNIE HERRMAN	\$18,822,700	\$9,111	\$11,791	1.3	1596	\$18,972,700,000	\$11,142,000,000	\$2,000,000,000

	Company	CEO	CEO Annual Pay	CEO Hourly Pay*	Median Employee Annual Salary	# of Hours It Takes the CEO to Earn Annual Median Employee Salary*	CEO Pay Ratio	Revenues	Gross Profits	Net Income/Loss
12)	DISCOVERY, INC.	DAVID M ZASLAV	\$129,499,005	\$62,259	\$85,704	1.4	1511	\$10,553,000,000	\$6,618,000,000	\$594,000,000
13)	TWDC ENTERPRISES 18 CORP.	ROBERT A IGER	\$65,662,806	\$31,569	\$46,127	1.5	1424	\$59,434,000,000	\$26,708,000,000	\$12,598,000,000
14)	HANESBRANDS INC.	GERALD W EVANS JR	\$8,832,708	\$4,246	\$6,348	1.5	1391	\$6,804,000,000	\$2,657,000,000	\$553,000,000
15)	ROSS STORES INC	BARBARA RENTLER	\$12,248,994	\$5,889	\$10,027	1.7	1222	\$14,984,000,000	\$4,257,000,000	\$1,587,000,000
16)	ORACLE CORP+	SAFRA CATZ / MARK HURD	\$108,282,333	\$52,059	\$89,887	1.7	1205	\$39,831,000,000	\$31,750,000,000	\$3,825,000,000
17)	YUM BRANDS INC	GREG CREED	\$14,007,038	\$6,734	\$11,865	1.8	1181	\$5,688,000,000	\$4,054,000,000	\$1,542,000,000
18)	WALMART	DOUGLAS MCMILLON	\$23,618,233	\$11,355	\$21,952	1.9	1076	\$514,405,000,000	\$129,104,000,000	\$6,670,000,000
19)	NORWEGIAN CRUISE LINE HOLDINGS LTD.	FRANK J DEL RIO	\$22,593,061	\$10,862	\$20,101	1.9	1124	\$6,055,000,000	\$2,678,000,000	\$955,000,000
20)	KOHL'S CORP	MICHELLE GASS	\$12,340,445	\$5,933	\$11,070	1.9	1115	\$20,229,000,000	\$8,030,000,000	\$80,100,0000
21)	RALPH LAUREN CORP	PATRICE LOUVET	\$25,449,216	\$12,235	\$22,913	1.9	1111	\$6,182,000,000	\$3,759,000,000	\$162,800,000

	Company	CEO	CEO Annual Pay	CEO Hourly Pay*	Median Employee Annual Salary	# of Hours It Takes the CEO to Earn Annual Median Employee Salary*	CEO Pay Ratio	Revenues	Gross Profits	Net Income/Loss
22)	SEAGATE TECHNOLOGY PLC	WILLIAM D MOSLEY	\$9,332,073	\$4,487	\$8,493	1.9	1099	\$11,184,000,000	\$3,365,000,000	\$1,182,000,000
23)	STARBUCKS CORP	KEVIN R JOHNSON	\$13,382,480	\$6,434	\$12,754	2	1049	\$24,720,000,000	\$14,545,000,000	\$4,518,000,000
24)	COCA COLA CO	JAMES QUINCEY	\$16,701,328	\$8,029	\$16,440	2	1016	\$31,856,000,000	\$20,086,000,000	\$6,434,000,000
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*Based on 2,080 standard work hours.

+*Oracle has two CEOs, Safra Catz and Mark Hurd. The CEO pay ratio for each was 1205 since they both made nearly the same amount in compensation.

Minutes to Earn Annual Median Salary – All of these 24CEOs earn their employees' median salary in two hours or less. Some earn it in about 30 minutes.

The Thousand Times Plus Club in Minutes

- The Gap CEO earned his employees' median salary in 36 minutes.
- Same with the Mattel CEO.
- The Align Technology CEO took 42 minutes.
- It was 48 minutes for the Aptiv CEO.
- 54 for the Chipotle CEO.
- 60 minutes for the CEO of McDonald's.
- It was 72 minutes for the Estee Lauder and Western Digital CEOs.
- 78 for the Footlocker, TJX, and Linde CEOs.
- It was 84 minutes for Discovery's CEO.
- 90 minutes for the Disney and Hanes CEOs.
- 102 minutes for the Ross and Oracle CEOs.

- The Yum CEO was 108 minutes.
- It was 114 minutes for the Walmart, Kohls, Norwegian, Ralph Lauren, and Seagate CEOs.
- Starbucks and Coca Cola were 120 minutes.