



Brief

The Thousand Times Plus CEO Pay Ratio Club in the S&P 500 – 2019

[April 14, 2020](#)

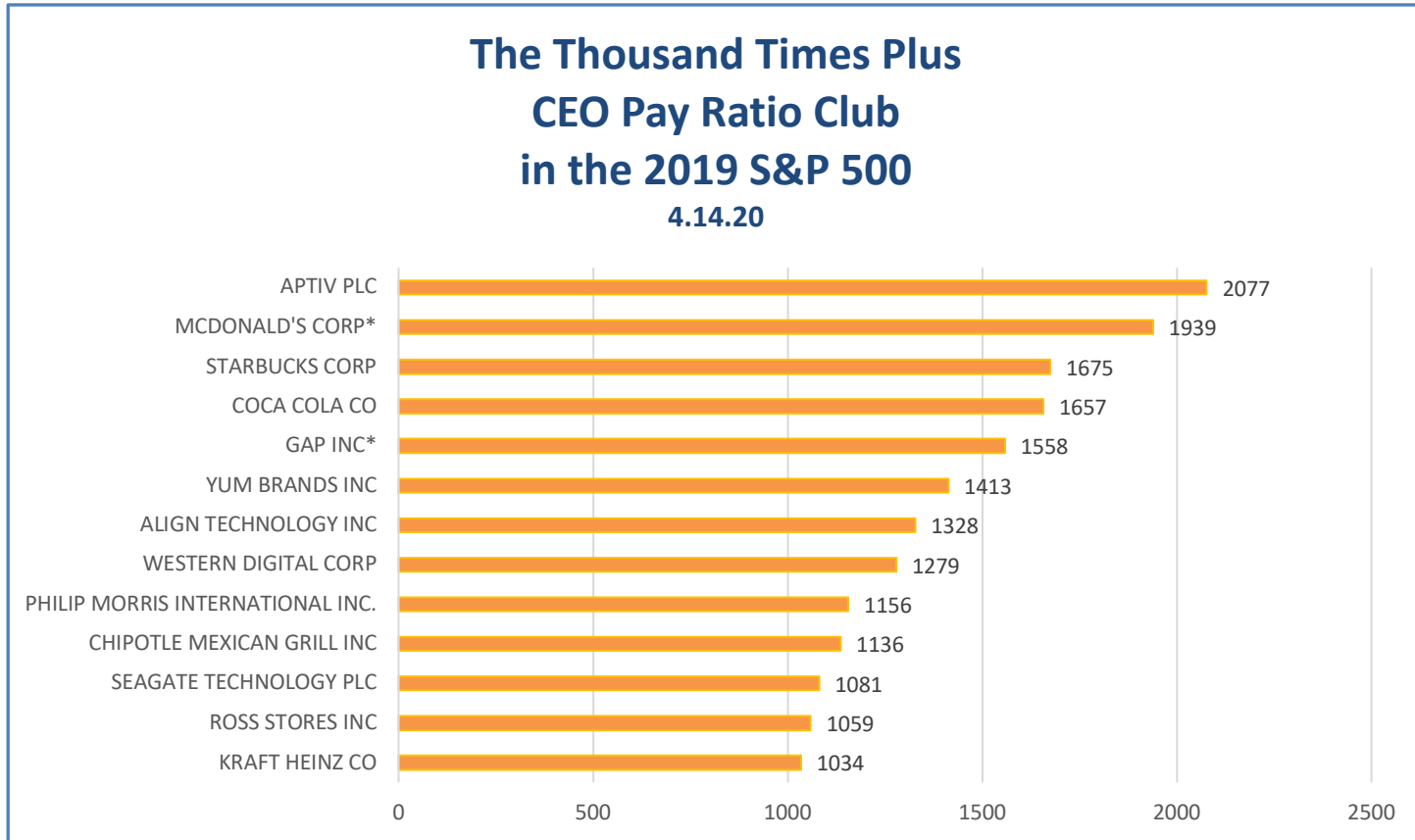
13 S&P 500 CEOs Belong to the Thousand Times Plus Club – Our review of the 359 proxy statements filed by S&P 500 companies as of April 14, 2020 indicates that 13 CEOs made more than 1,000 times their employees' median annual salary in 2019. The chart on page 2 and the table on page 3 have the details.

Minutes to Earn Annual Median Salary – All of these 13 CEOs earn their employees' median salary in two hours or less.

249 is the Average CEO Pay Ratio – The average CEO pay ratio for these 359 companies is almost 250 times their employees' median annual salary.

Reported Average Median Employee Pay is Above \$80,000 – The average of the median employee salary reported by these 359 S&P 500 companies is \$81,436.

\$14 Million is the Average CEO Pay – The average CEO pay for these 359 companies is \$14,065,475.



*Reflects the combined 2019 total compensation of both CEOs as disclosed by the company to arrive at their 2019 CEO pay ratio.

The table below has the details.

	Company	CEO	CEO Annual Compensation	CEO Hourly Compensation+	Employee Median Annual Pay	# of Hours It Takes the CEO to Earn the Annual Employee Median Pay	CEO Pay Ratio
1)	APTIV PLC	KEVIN P CLARK	\$15,164,533	\$7,291	\$7,302	1	2077
2)	MCDONALD'S CORP	CHRISTOPHER J KEMPCZINSKI / STEPHEN EASTERBROOK	\$18,012,549*	\$8,660	\$9,291	1.1	1939
3)	STARBUCKS CORP	KEVIN R JOHNSON	\$19,241,950	\$9,251	\$11,489	1.2	1675
4)	COCA COLA CO	JAMES QUINCEY	\$18,701,149	\$8,991	\$11,285	1.3	1657
5)	GAP INC	ROBERT J FISHER / ARTHUR L PECK	\$9,622,666*	\$4,626	\$6,177	1.3	1558
6)	YUM BRANDS INC	GREG CREED	\$16,369,090	\$7,870	\$11,584	1.5	1413
7)	ALIGN TECHNOLOGY INC	JOSEPH M HOGAN	\$18,269,139	\$8,783	\$13,756	1.6	1328
8)	WESTERN DIGITAL CORP	STEPHEN D MILLIGAN	\$12,866,469	\$6,186	\$10,063	1.6	1279
9)	PHILIP MORRIS INTERNATIONAL INC.	ANDRE CALANTZOPOULOS	\$22,125,060	\$10,637	\$19,134	1.8	1156
10)	CHIPOTLE MEXICAN GRILL INC	BRIAN R. NICCOL	\$16,100,000	\$7,740	\$14,155	1.8	1136
11)	SEAGATE TECHNOLOGY PLC	WILLIAM D MOSLEY	\$10,344,579	\$4,973	\$9,570	2	1081
12)	ROSS STORES INC	BARBARA RENTLER	\$12,024,336	\$5,781	\$11,356	2	1059
13)	KRAFT HEINZ CO	MIGUEL PATRICIO	\$44,158,287	\$21,230	\$42,689	2	1034

+Based on 2,080 standard work hours.

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