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# HIGHEST-PAID CEOs\*

Ranked by Total Compensation Excluding Stocks and Options

	EXECUTIVE/TITLE/COMPANY*	CORPORATE OFFICES/LOCAL PRESENCE	TOTAL SALARY, BONUSES, OTHER COMPENSATION 2008	TOTAL SECURITIES, UNDERLYING OPTIONS
1	<b>JOHN FARACI, CHAIRMAN AND CEO</b> International Paper	National: 6400 Poplar Ave., Memphis, TN 38197 Local: 39 South Broad St., Westfield, MA 01085	\$7,280,505	(\$1,414,733)
2	<b>CHARLES SHIVERY, PRESIDENT, CHAIRMAN, AND CEO</b> Northeast Utilities	Northeast Utilities: P.O. Box 270, Hartford, CT 06141 WMECO: P.O. Box 2010, West Springfield, MA 01090	\$5,988,223	\$2,106,065
3	<b>BRIAN GOLDNER, PRESIDENT AND CEO</b> Hasbro Inc.	Hasbro: 1027 Newport Ave., Pawtucket, R.I. 02861 Milton Bradley: 443 Shaker Road, East Longmeadow, MA 01028	\$3,806,506	\$2,514,735
4	<b>DEAN SCARBOROUGH, PRESIDENT AND CEO</b> Avery Dennison Corp.	National: 150 North Orange Grove Blvd., Pasadena, CA 91103 Local: 1 Better Way, Chicopee, MA 01022	\$3,611,298	\$2,220,699
5	<b>PEYTON PATTERSON, PRESIDENT, CHAIRMAN, AND CEO</b> NewAlliance Bank	225 Park Ave. West Springfield, MA, 01090	\$1,876,730	\$2,603,454
6	<b>GEORGE FELLOWS, PRESIDENT AND CEO</b> Callaway Golf	Callaway: 2180 Rutherford Road, Carlsbad, CA 92008 Top-Flite: 425 Meadow St., Chicopee, MA 01021	\$1,380,154	\$2,678,155
7	<b>ROBERT SKAGGS JR., PRESIDENT AND CEO</b> NiSource	NiSource: 801 East 86th Ave., Merrillville, IN 46410 Bay State Gas: 2025 Roosevelt Ave. Springfield, MA 01104	\$1,146,369	\$1,518,162
8	<b>RICHARD COLLINS, PRESIDENT, DIRECTOR, AND CEO</b> United Bank	95 Elm St. West Springfield, MA 01089	\$946,167	\$465,587
9	<b>J.N. QUINN, PRESIDENT, CHAIRMAN, AND CEO</b> Solutia	National: P.O. Box 66760, St. Louis, MO 63166 Local: 730 Worcester St., Springfield, MA 01151	\$883,947	\$5,013,535
10	<b>MICHAEL DALY, PRESIDENT AND CEO</b> Berkshire Bank	241 North St. Pittsfield, MA 01202	\$826,344	\$218,407

\*Of public companies with regional headquarters or major local subsidiaries. Most recent information available.