

2008 CATALYST CENSUS OF WOMEN BOARD DIRECTORS OF THE *FORTUNE* 500



APPENDIX 1*

COMPANIES WITH 25 PERCENT OR MORE WOMEN BOARD DIRECTORS†

Rank	Company‡	Total Women Directors	Total Directors	Percentage of Women Directors	NAICS Industry
453	Longs Drug Stores	4	9	44.4%	Retail Trade
349	Estee Lauder	5	12	41.7%	Retail Trade
63	Kraft Foods	5	12	41.7%	Manufacturing
265	Avon Products	4	10	40.0%	Retail Trade
190	Pepsi Bottling	4	10	40.0%	Manufacturing
242	Principal Financial	5	13	38.5%	Finance and Insurance
10	AT&T	6	16	37.5%	Information
428	Kelly Services	3	8	37.5%	Administrative & Support, Waste Management & Remediation Services
86	TIAA-CREF	9	24	37.5%	Finance and Insurance
91	Macy's	4	11	36.4%	Retail Trade
30	Merrill Lynch	4	11	36.4%	Finance and Insurance
371	Ryder System	4	11	36.4%	Transportation and Warehousing
70	Sysco	4	11	36.4%	Wholesale Trade
185	Texas Instruments	4	11	36.4%	Manufacturing
144	Xerox	4	11	36.4%	Manufacturing
33	WellPoint	6	17	35.3%	Health Care and Social Assistance
85	Aetna	4	12	33.3%	Health Care and Social Assistance
215	Circuit City Stores	4	12	33.3%	Retail Trade
53	Fannie Mae	4	12	33.3%	Finance and Insurance
332	Gannett	3	9	33.3%	Information
60	Intel	4	12	33.3%	Manufacturing
299	Nordstrom	3	9	33.3%	Retail Trade
164	Office Depot	4	12	33.3%	Retail Trade
386	Omnicare	3	9	33.3%	Health Care and Social Assistance
365	Quest Diagnostics	3	9	33.3%	Health Care and Social Assistance
473	Western Union	3	9	33.3%	Finance and Insurance
147	Weyerhaeuser	4	12	33.3%	Manufacturing

* Updated January 12, 2009.

† Reflects publicly available data obtained by Catalyst from annual reports, proxy statements, and company websites for the period from April 1, 2007, to March 31, 2008.

‡ *Fortune* style was used for company names.

APPENDIX 1 COMPANIES WITH 25 PERCENT OR MORE WOMEN BOARD DIRECTORS

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225	State Street Corp.	5	16	31.3%	Finance and Insurance
214	General Mills	4	13	30.8%	Manufacturing
390	Hormel Foods	4	13	30.8%	Manufacturing
31	Target	4	13	30.8%	Retail Trade
93	Travelers Cos.	4	13	30.8%	Finance and Insurance
446	Barnes & Noble	3	10	30.0%	Retail Trade
311	Fortune Brands	3	10	30.0%	Retail Trade
18	McKesson	3	10	30.0%	Wholesale Trade
59	PepsiCo	3	10	30.0%	Manufacturing
107	Publix Super Markets	3	10	30.0%	Retail Trade
203	Sara Lee	3	10	30.0%	Manufacturing
452	Pacific Life	5	17	29.4%	Finance and Insurance
440	Host Hotels & Resorts	2	7	28.6%	Real Estate and Rental and Leasing
402	Charles Schwab	3	11	27.3%	Finance and Insurance
306	CIT Group	3	11	27.3%	Finance and Insurance
69	Ingram Micro	3	11	27.3%	Wholesale Trade
373	Interpublic Group	3	11	27.3%	Professional, Scientific, and Technical Services
419	Northeast Utilities	3	11	27.3%	Utilities
200	PG&E Corp.	3	11	27.3%	Utilities
25	UnitedHealth Group	3	11	27.3%	Health Care and Social Assistance
310	Boston Scientific	4	15	26.7%	Manufacturing
171	Amazon.Com	2	8	25.0%	Professional, Scientific, and Technical Services
158	Arrow Electronics	3	12	25.0%	Wholesale Trade
411	Avis Budget Group	2	8	25.0%	Retail Trade
250	BB&T Corp.	4	16	25.0%	Finance and Insurance
141	Cigna	3	12	25.0%	Health Care and Social Assistance
474	Clorox	3	12	25.0%	Retail Trade
24	CVS Caremark	3	12	25.0%	Retail Trade
42	Dow Chemical	3	12	25.0%	Manufacturing
6	General Electric	4	16	25.0%	Finance and Insurance
254	IntegrYS Energy Group	4	16	25.0%	Utilities

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15	International Business Machines	3	12	25.0%	Professional, Scientific, and Technical Services
126	J.C. Penney	3	12	25.0%	Retail Trade
35	Johnson & Johnson	3	12	25.0%	Manufacturing
120	Manpower	3	12	25.0%	Administrative & Support, Waste Management & Remediation Services
413	Mattel	3	12	25.0%	Manufacturing
43	MetLife	4	16	25.0%	Finance and Insurance
289	SAIC	3	12	25.0%	Professional, Scientific, and Technical Services
45	Sears Holdings	2	8	25.0%	Retail Trade
401	Stryker	2	8	25.0%	Manufacturing
132	TJX	3	12	25.0%	Retail Trade
467	Tribune	2	8	25.0%	Information
67	Walt Disney	3	12	25.0%	Arts, Entertainment, and Recreation
41	Wells Fargo	4	16	25.0%	Finance and Insurance