

2008 CATALYST CENSUS OF WOMEN CORPORATE OFFICERS AND TOP EARNERS OF THE *FORTUNE* 500



APPENDIX 2*

COMPANIES WITH 25 PERCENT OR MORE WOMEN CORPORATE OFFICERS†

Rank	Company‡	Total Women Corporate Officers	Total Corporate Officers	Percentage of Women Corporate Officers	NAICS Industry
205	Edison International	7	14	50.0%	Utilities
274	Dollar General	4	9	44.4%	Retail Trade
63	Kraft Foods	4	9	44.4%	Manufacturing
419	Northeast Utilities	4	9	44.4%	Utilities
290	Reynolds American	4	9	44.4%	Manufacturing
300	Alltel	3	7	42.9%	Information
257	Limited Brands	3	7	42.9%	Retail Trade
398	Thrivent Financial for Lutherans	6	14	42.9%	Finance and Insurance
477	Insight Enterprises	4	10	40.0%	Wholesale Trade
497	Robert Half International	4	10	40.0%	Administrative & Support, Waste Management & Remediation Services
389	Franklin Resources	7	18	38.9%	Finance and Insurance
473	Western Union	5	13	38.5%	Finance and Insurance
474	Clorox	3	8	37.5%	Retail Trade
164	Office Depot	3	8	37.5%	Retail Trade
399	Pitney Bowes	6	16	37.5%	Manufacturing
31	Target	13	35	37.1%	Retail Trade
132	TJX	10	27	37.0%	Retail Trade
141	Cigna	4	11	36.4%	Health Care and Social Assistance
265	Avon Products	5	14	35.7%	Retail Trade
402	Charles Schwab	5	14	35.7%	Finance and Insurance
35	Johnson & Johnson	6	17	35.3%	Manufacturing
91	Macy's	6	17	35.3%	Retail Trade
332	Gannett	9	26	34.6%	Information

* 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.

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238	Eastman Kodak	12	35	34.3%	Manufacturing
160	Burlington Northern Santa Fe	6	18	33.3%	Transportation and Warehousing
409	Charter Communications	4	12	33.3%	Information
204	Duke Energy	6	18	33.3%	Utilities
95	Hartford Financial Services	3	9	33.3%	Finance and Insurance
57	Lockheed Martin	3	9	33.3%	Manufacturing
43	MetLife	3	9	33.3%	Finance and Insurance
108	Nationwide	5	15	33.3%	Finance and Insurance
242	Principal Financial	4	12	33.3%	Finance and Insurance
187	Qwest Communications	4	12	33.3%	Information
487	Spectra Energy	4	12	33.3%	Mining
176	United Services Automobile Assn.	3	9	33.3%	Finance and Insurance
339	Clear Channel Communications	7	22	31.8%	Arts, Entertainment, and Recreation
213	Northwest Airlines	7	22	31.8%	Transportation and Warehousing
354	Dole Food	4	13	30.8%	Manufacturing
162	Gap	4	13	30.8%	Retail Trade
120	Manpower	4	13	30.8%	Administrative & Support, Waste Management & Remediation Services
191	Viacom	4	13	30.8%	Arts, Entertainment, and Recreation
33	WellPoint	4	13	30.8%	Health Care and Social Assistance
296	Ameriprise Financial	3	10	30.0%	Finance and Insurance
14	Hewlett-Packard	3	10	30.0%	Manufacturing
65	Motorola	3	10	30.0%	Manufacturing
74	Prudential Financial	3	10	30.0%	Finance and Insurance
412	Ross Stores	6	20	30.0%	Retail Trade
267	Southwest Airlines	11	37	29.7%	Transportation and Warehousing
236	Baxter International	5	17	29.4%	Manufacturing
53	Fannie Mae	17	58	29.3%	Finance and Insurance
144	Xerox	9	31	29.0%	Manufacturing
9	Bank of America Corp.	2	7	28.6%	Finance and Insurance

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446	Barnes & Noble	4	14	28.6%	Retail Trade
179	Health Net	2	7	28.6%	Health Care and Social Assistance
299	Nordstrom	6	21	28.6%	Retail Trade
396	Starwood Hotels & Resorts	6	21	28.6%	Accommodations and Food Services
280	Tenet Healthcare	2	7	28.6%	Health Care and Social Assistance
189	Toys 'R' Us	2	7	28.6%	Retail Trade
41	Wells Fargo	6	21	28.6%	Finance and Insurance
483	Hovnanian Enterprises	7	25	28.0%	Construction
80	Alcoa	10	36	27.8%	Manufacturing
195	Consolidated Edison	5	18	27.8%	Utilities
357	Great Atlantic & Pacific Tea	5	18	27.8%	Retail Trade
126	J.C. Penney	5	18	27.8%	Retail Trade
279	Pepco Holdings	5	18	27.8%	Utilities
214	General Mills	8	29	27.6%	Manufacturing
196	American Electric Power	6	22	27.3%	Utilities
69	Ingram Micro	3	11	27.3%	Wholesale Trade
227	Kellogg	6	22	27.3%	Manufacturing
447	Northern Trust Corp.	3	11	27.3%	Finance and Insurance
202	Textron	6	22	27.3%	Manufacturing
429	Unisys	3	11	27.3%	Professional, Scientific, and Technical Services
277	Starbucks	11	41	26.8%	Accommodations and Food Services
323	MGM Mirage	4	15	26.7%	Accommodations and Food Services
305	Monsanto	4	15	26.7%	Manufacturing
319	NiSource	4	15	26.7%	Utilities
81	DuPont	12	46	26.1%	Manufacturing
85	Aetna	2	8	25.0%	Health Care and Social Assistance
64	Allstate	3	12	25.0%	Finance and Insurance
263	Aon	6	24	25.0%	Finance and Insurance
11	Berkshire Hathaway	2	8	25.0%	Finance and Insurance

APPENDIX 2 COMPANIES WITH 25 PERCENT OR MORE WOMEN CORPORATE OFFICERS

Rank	Company	Total Women Corporate Officers	Total Corporate Officers	Percentage of Women Corporate Officers	NAICS Industry
349	Estee Lauder	4	16	25.0%	Retail Trade
131	Exelon	3	12	25.0%	Utilities
315	First Data	2	8	25.0%	Finance and Insurance
420	Hexion Specialty Chemicals	2	8	25.0%	Manufacturing
98	Humana	3	12	25.0%	Health Care and Social Assistance
479	Liz Claiborne	3	12	25.0%	Manufacturing
422	Mosaic	2	8	25.0%	Manufacturing
489	PetSmart	3	12	25.0%	Retail Trade
388	Safeco	2	8	25.0%	Finance and Insurance
32	State Farm Insurance Cos.	3	12	25.0%	Finance and Insurance
49	Time Warner	2	8	25.0%	Arts, Entertainment, and Recreation
17	Verizon Communications	5	20	25.0%	Information