

2009 CATALYST CENSUS: FORTUNE 500



APPENDIX 4 COMPANIES WITH 25% OR MORE WOMEN EXECUTIVE OFFICERS¹

Fortune 500 Rank	Company ²	Total Women Executive Officers	Total Executive Officers	Percent Women Executive Officers	NAICS Industry
184	Edison International	4	7	57.1%	Utilities
178	Gap	4	8	50.0%	Retail Trade
290	Limited Brands	3	6	50.0%	Retail Trade
82	TIAA-CREF	2	4	50.0%	Finance and Insurance
287	Hartford Financial Services	4	9	44.4%	Finance and Insurance
409	Thrivent Financial for Lutherans	7	16	43.8%	Finance and Insurance
240	CSX	3	7	42.9%	Transportation and Warehousing
451	Western Union	5	12	41.7%	Finance and Insurance
360	Great Atlantic & Pacific Tea	4	10	40.0%	Retail Trade
395	Pitney Bowes	4	10	40.0%	Manufacturing—Durable Goods
481	Polo Ralph Lauren	2	5	40.0%	Manufacturing—Nondurable Goods
219	Baxter International	5	13	38.5%	Manufacturing—Nondurable Goods
452	Clorox	3	8	37.5%	Manufacturing—Nondurable Goods
165	Health Net	3	8	37.5%	Finance and Insurance
207	United Services Automobile Association	3	8	37.5%	Finance and Insurance
255	Avon Products	4	11	36.4%	Manufacturing—Nondurable Goods
436	CH2M Hill	4	11	36.4%	Professional and Business Services
229	ITT	4	11	36.4%	Manufacturing—Durable Goods
53	Kraft Foods	4	11	36.4%	Manufacturing—Nondurable Goods
430	Northern Trust Corp.	4	11	36.4%	Finance and Insurance
273	Principal Financial	4	11	36.4%	Finance and Insurance
269	BJ's Wholesale Club	2	6	33.3%	Retail Trade
469	BlackRock	2	6	33.3%	Finance and Insurance
259	Dollar General	3	9	33.3%	Retail Trade
286	Energy Transfer Equity	1	3	33.3%	Retail Trade
484	Insight Enterprises	2	6	33.3%	Retail Trade

1. 2009 analysis is based on 496 companies. Catalyst excluded four companies due to specific events: two declared bankruptcy, one was acquired, and one delisted with the SEC. See Appendix 1—Methodology for more information.

2. *Fortune* style was used in company name listings.

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29	Johnson & Johnson	3	9	33.3%	Manufacturing—Nondurable Goods
119	Manpower	3	9	33.3%	Professional and Business Services
84	Prudential Financial	3	9	33.3%	Finance and Insurance
81	Allstate	4	13	30.8%	Finance and Insurance
376	Avery Dennison	4	13	30.8%	Manufacturing—Nondurable Goods
32	WellPoint	4	13	30.8%	Finance and Insurance
180	American Electric Power	3	10	30.0%	Utilities
284	Eastman Kodak	3	10	30.0%	Manufacturing—Nondurable Goods
454	Foot Locker	3	10	30.0%	Retail Trade
5	General Electric	3	10	30.0%	Finance and Insurance
179	Office Depot	3	10	30.0%	Retail Trade
28	Target	3	10	30.0%	Retail Trade
124	Nationwide	13	44	29.5%	Finance and Insurance
388	American Family Insurance Group	2	7	28.6%	Finance and Insurance
11	Bank of America Corp.	2	7	28.6%	Finance and Insurance
444	Gilead Sciences	2	7	28.6%	Manufacturing—Nondurable Goods
96	Macy's	4	14	28.6%	Retail Trade
384	Ross Stores	2	7	28.6%	Retail Trade
459	Spectra Energy	2	7	28.6%	Transportation and Warehousing
48	Time Warner	2	7	28.6%	Information
301	Nordstrom	5	18	27.8%	Retail Trade
483	Sealed Air	5	18	27.8%	Manufacturing—Nondurable Goods
309	Campbell Soup	3	11	27.3%	Manufacturing—Nondurable Goods
397	CIT Group	3	11	27.3%	Finance and Insurance
433	DaVita	3	11	27.3%	Health Care and Social Assistance
134	Exelon	3	11	27.3%	Utilities
46	Pfizer	3	11	27.3%	Manufacturing—Nondurable Goods
294	Reynolds American	3	11	27.3%	Manufacturing—Nondurable Goods
261	Starbucks	3	11	27.3%	Accommodations and Food Services
51	Supervalu	3	11	27.3%	Retail Trade
456	Unisys	3	11	27.3%	Professional and Business Services
325	Estée Lauder	4	15	26.7%	Retail Trade

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410	Franklin Resources	4	15	26.7%	Finance and Insurance
103	Merck	4	15	26.7%	Manufacturing—Nondurable Goods
217	Apache	5	19	26.3%	Mining, Quarrying, and Oil and Gas Extraction
348	Ameriprise Financial	3	12	25.0%	Finance and Insurance
346	ArvinMeritor	2	8	25.0%	Manufacturing—Durable Goods
440	Charles Schwab	2	8	25.0%	Finance and Insurance
132	Cigna	2	8	25.0%	Finance and Insurance
125	Constellation Energy	3	12	25.0%	Utilities
378	D.R. Horton	1	4	25.0%	Construction
352	Discover Financial Services	2	8	25.0%	Finance and Insurance
303	eBay	2	8	25.0%	Retail Trade
115	Express Scripts	2	8	25.0%	Wholesale Trade
146	Freeport-McMoRan Copper & Gold	1	4	25.0%	Mining, Quarrying, and Oil and Gas Extraction
263	Harrah's Entertainment	2	8	25.0%	Accommodations and Food Services
25	Home Depot	2	8	25.0%	Retail Trade
442	Jarden	2	8	25.0%	Manufacturing—Durable Goods
58	Johnson Controls	4	16	25.0%	Manufacturing—Durable Goods
195	Lear	2	8	25.0%	Manufacturing—Durable Goods
474	MasterCard	2	8	25.0%	Finance and Insurance
39	MetLife	2	8	25.0%	Finance and Insurance
344	MGM Mirage	3	12	25.0%	Accommodations and Food Services
235	Monsanto	4	16	25.0%	Wholesale Trade
468	PetSmart	3	12	25.0%	Retail Trade
138	Schering-Plough	4	16	25.0%	Manufacturing—Nondurable Goods
109	Staples	2	8	25.0%	Retail Trade
177	Viacom	2	8	25.0%	Information
394	Visa	2	8	25.0%	Finance and Insurance
345	Yahoo	2	8	25.0%	Information
N = 86 Companies					