

APPENDIX 4

COMPANIES WITH 25% OR MORE WOMEN EXECUTIVE OFFICERS¹

| Fortune Rank | Company ² | Total Women Executive Officers | Total Executive Officers | Percent Women Executive Officers | NAICS Industry |
|--------------|--|--------------------------------|--------------------------|----------------------------------|------------------------------------|
| 162 | Gap | 4 | 8 | 50.0% | Retail Trade |
| 493 | H&R Block | 2 | 4 | 50.0% | Professional and Business Services |
| 269 | Limited Brands | 3 | 6 | 50.0% | Retail Trade |
| 90 | TIAA-CREF | 2 | 4 | 50.0% | Finance and Insurance |
| 413 | Western Union | 5 | 11 | 45.5% | Finance and Insurance |
| 97 | Hartford Financial Services | 4 | 9 | 44.4% | Finance and Insurance |
| 381 | CH2M Hill | 3 | 7 | 42.9% | Professional and Business Services |
| 259 | CSX | 3 | 7 | 42.9% | Transportation and Warehousing |
| 40 | Pfizer | 5 | 12 | 41.7% | Manufacturing—Nondurable Goods |
| 232 | BJ's Wholesale Club | 2 | 5 | 40.0% | Retail Trade |
| 146 | Health Net | 4 | 10 | 40.0% | Finance and Insurance |
| 214 | ITT | 4 | 10 | 40.0% | Manufacturing—Durable Goods |
| 497 | Northern Trust Corp. | 4 | 10 | 40.0% | Finance and Insurance |
| 375 | Pitney Bowes | 4 | 10 | 40.0% | Manufacturing—Durable Goods |
| 417 | Polo Ralph Lauren | 2 | 5 | 40.0% | Manufacturing—Nondurable Goods |
| 266 | Principal Financial | 4 | 10 | 40.0% | Finance and Insurance |
| 47 | Supervalu | 4 | 10 | 40.0% | Retail Trade |
| 342 | Thrivent Financial for Lutherans | 6 | 15 | 40.0% | Finance and Insurance |
| 389 | Advance Auto Parts | 3 | 8 | 37.5% | Retail Trade |
| 195 | Dollar General | 3 | 8 | 37.5% | Retail Trade |
| 132 | United Services Automobile Association | 3 | 8 | 37.5% | Finance and Insurance |
| 228 | Avon Products | 4 | 11 | 36.4% | Manufacturing—Nondurable Goods |
| 53 | Kraft Foods | 4 | 11 | 36.4% | Manufacturing—Nondurable Goods |
| 452 | Unisys | 4 | 11 | 36.4% | Professional and Business Services |
| 404 | Amerigroup | 3 | 9 | 33.3% | Finance and Insurance |
| 450 | ArvinMeritor | 3 | 9 | 33.3% | Manufacturing—Durable Goods |

1. 2010 analysis is based on 497 companies. See Appendix 1—Methodology for more information. Results are accurate within one-tenth of a percent.
 2. *Fortune* style was used in company name listings.

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| 185 | Baxter International | 4 | 12 | 33.3% | Manufacturing—Nondurable Goods |
| 33 | Johnson & Johnson | 2 | 6 | 33.3% | Manufacturing—Nondurable Goods |
| 143 | Manpower | 3 | 9 | 33.3% | Professional and Business Services |
| 65 | Prudential Financial | 3 | 9 | 33.3% | Finance and Insurance |
| 316 | Ross Stores | 2 | 6 | 33.3% | Retail Trade |
| 241 | Starbucks | 4 | 12 | 33.3% | Accommodations and Food Services |
| 31 | WellPoint | 4 | 12 | 33.3% | Finance and Insurance |
| 362 | Avery Dennison | 4 | 13 | 30.8% | Manufacturing—Nondurable Goods |
| 308 | Estée Lauder | 4 | 13 | 30.8% | Retail Trade |
| 118 | Nationwide | 14 | 46 | 30.4% | Finance and Insurance |
| 4 | General Electric | 3 | 10 | 30.0% | Finance and Insurance |
| 44 | Lockheed Martin | 3 | 10 | 30.0% | Manufacturing—Durable Goods |
| 192 | Office Depot | 3 | 10 | 30.0% | Retail Trade |
| 30 | Target | 3 | 10 | 30.0% | Retail Trade |
| 335 | Visteon | 3 | 10 | 30.0% | Manufacturing—Durable Goods |
| 341 | Affiliated Computer Services | 4 | 14 | 28.6% | Professional and Business Services |
| 137 | Altria Group | 4 | 14 | 28.6% | Manufacturing—Nondurable Goods |
| 129 | Cigna | 2 | 7 | 28.6% | Finance and Insurance |
| 183 | Continental Airlines | 2 | 7 | 28.6% | Transportation and Warehousing |
| 495 | Franklin Resources | 4 | 14 | 28.6% | Finance and Insurance |
| 324 | Gilead Sciences | 2 | 7 | 28.6% | Manufacturing—Nondurable Goods |
| 247 | Great Atlantic & Pacific Tea | 2 | 7 | 28.6% | Retail Trade |
| 280 | Sempra Energy | 2 | 7 | 28.6% | Utilities |
| 101 | Staples | 2 | 7 | 28.6% | Retail Trade |
| 82 | Time Warner | 2 | 7 | 28.6% | Information |
| 57 | Walt Disney | 2 | 7 | 28.6% | Information |
| 455 | Washington Post | 2 | 7 | 28.6% | Information |
| 343 | Yahoo | 2 | 7 | 28.6% | Information |
| 23 | Kroger | 5 | 18 | 27.8% | Retail Trade |
| 487 | Sealed Air | 5 | 18 | 27.8% | Manufacturing—Nondurable Goods |

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| 298 | Aon | 3 | 11 | 27.3% | Finance and Insurance |
| 428 | Foot Locker | 3 | 11 | 27.3% | Retail Trade |
| 68 | Allstate | 4 | 15 | 26.7% | Finance and Insurance |
| 197 | Monsanto | 4 | 15 | 26.7% | Wholesale Trade |
| 344 | American Family Insurance Group | 9 | 34 | 26.5% | Finance and Insurance |
| 461 | Agilent Technologies | 2 | 8 | 25.0% | Manufacturing—Durable Goods |
| 288 | Ameriprise Financial | 3 | 12 | 25.0% | Finance and Insurance |
| 441 | BlackRock | 2 | 8 | 25.0% | Finance and Insurance |
| 482 | CA | 2 | 8 | 25.0% | Information |
| 299 | Campbell Soup | 3 | 12 | 25.0% | Manufacturing—Nondurable Goods |
| 465 | Charles Schwab | 2 | 8 | 25.0% | Finance and Insurance |
| 296 | Chesapeake Energy | 2 | 8 | 25.0% | Mining, Quarrying, and Oil and Gas Extraction |
| 327 | Commercial Metals | 2 | 8 | 25.0% | Manufacturing—Durable Goods |
| 175 | Consolidated Edison | 3 | 12 | 25.0% | Utilities |
| 18 | CVS Caremark | 3 | 12 | 25.0% | Retail Trade |
| 311 | Darden Restaurants | 3 | 12 | 25.0% | Accommodations and Food Services |
| 355 | DaVita | 3 | 12 | 25.0% | Health Care and Social Assistance |
| 267 | eBay | 2 | 8 | 25.0% | Retail Trade |
| 134 | Exelon | 3 | 12 | 25.0% | Utilities |
| 96 | Express Scripts | 2 | 8 | 25.0% | Wholesale Trade |
| 154 | Freeport-McMoRan Copper & Gold | 1 | 4 | 25.0% | Mining, Quarrying, and Oil and Gas Extraction |
| 264 | Harrah's Entertainment | 3 | 12 | 25.0% | Accommodations and Food Services |
| 10 | Hewlett-Packard | 3 | 12 | 25.0% | Manufacturing—Durable Goods |
| 29 | Home Depot | 2 | 8 | 25.0% | Retail Trade |
| 406 | Jarden | 2 | 8 | 25.0% | Wholesale Trade |
| 479 | Kelly Services | 2 | 8 | 25.0% | Professional and Business Services |
| 242 | Lear | 2 | 8 | 25.0% | Manufacturing—Durable Goods |
| 256 | Lincoln National | 2 | 8 | 25.0% | Finance and Insurance |

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| 103 | Macy's | 3 | 12 | 25.0% | Retail Trade |
| 108 | McDonald's | 3 | 12 | 25.0% | Accommodations and Food Services |
| 51 | MetLife | 2 | 8 | 25.0% | Finance and Insurance |
| 115 | Northwestern Mutual | 9 | 36 | 25.0% | Finance and Insurance |
| 283 | Owens & Minor | 3 | 12 | 25.0% | Wholesale Trade |
| 393 | PetSmart | 3 | 12 | 25.0% | Retail Trade |
| 437 | Spectra Energy | 2 | 8 | 25.0% | Transportation and Warehousing |
| 480 | Spectrum Group International | 1 | 4 | 25.0% | Retail Trade |
| 34 | State Farm Insurance Cos. | 5 | 20 | 25.0% | Finance and Insurance |
| 171 | Toys "R" Us | 2 | 8 | 25.0% | Retail Trade |
| 211 | United States Steel | 2 | 8 | 25.0% | Manufacturing—Durable Goods |
| 439 | United Stationers | 2 | 8 | 25.0% | Wholesale Trade |
| 170 | Viacom | 2 | 8 | 25.0% | Information |
| 19 | Wells Fargo | 3 | 12 | 25.0% | Finance and Insurance |
| N=98 companies³ | | | | | |

3. In 2010, 19.7 percent of companies had 25 percent or more women Executive Officers, compared to 17.3 percent in 2009.