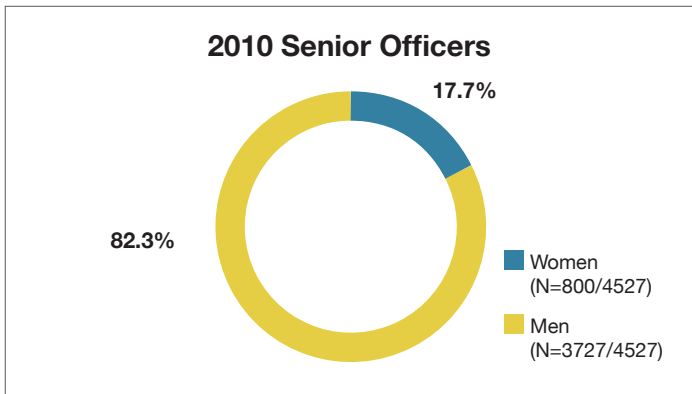
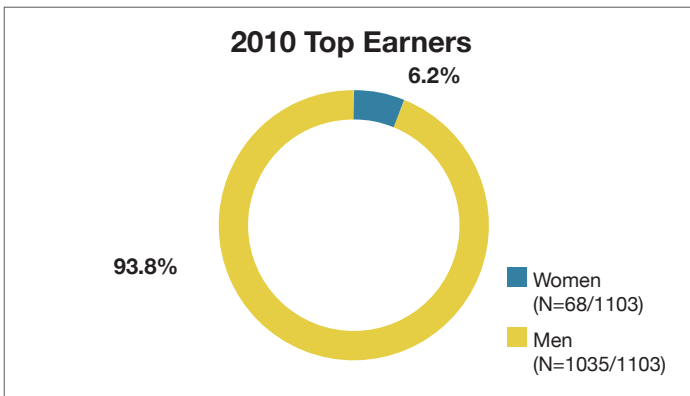


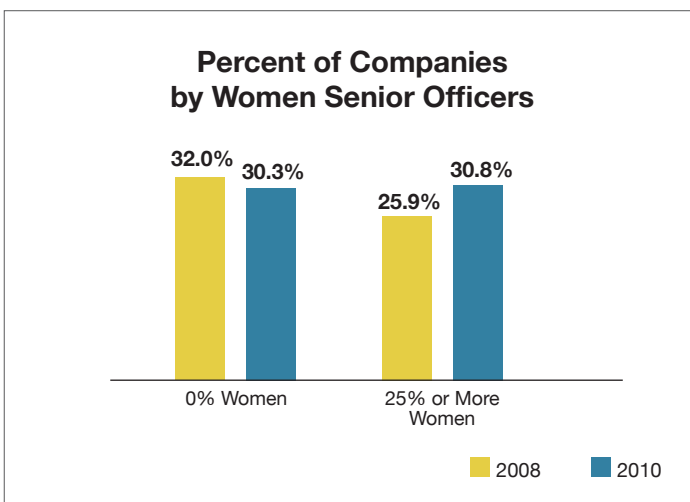
2010 CATALYST CENSUS: *FINANCIAL POST 500* WOMEN SENIOR OFFICERS AND TOP EARNERS¹



- In 2008, women held 16.9 percent of corporate officer positions.²



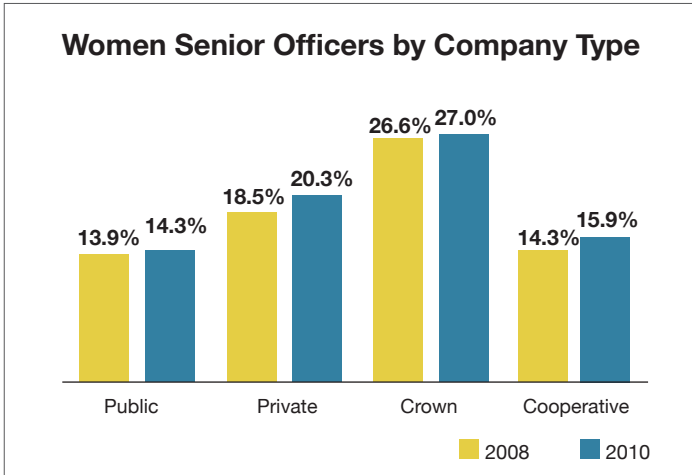
- In 2008, women corporate officers held 5.6 percent of top earner positions.



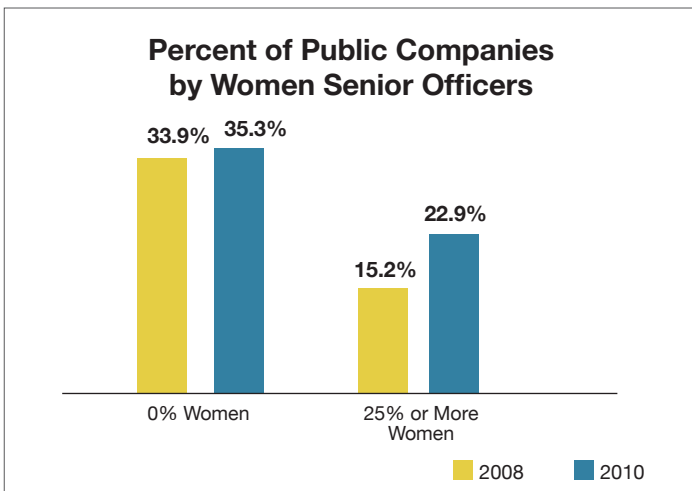
- In both 2008 and 2010, more than 30 percent of companies had zero women senior officers.

1. 2010 analysis is based on 468 companies. 2008 analysis was based on 490 companies. See Appendix 1—Methodology for more information. Results are accurate within one-tenth of a percent.

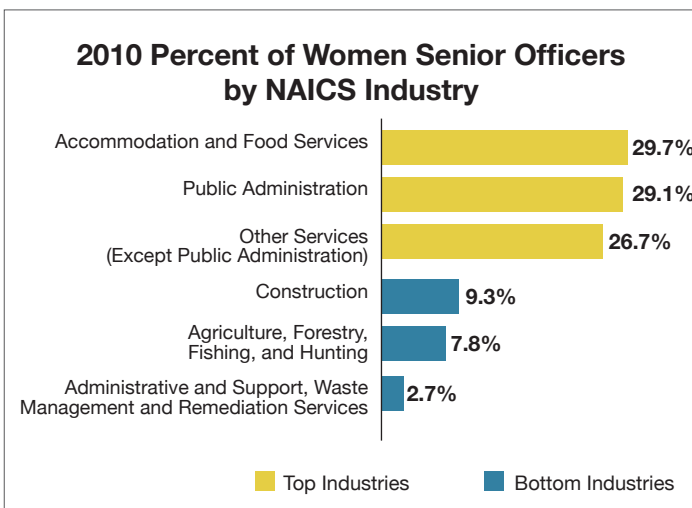
2. Changes from 2008 to 2010 are not statistically significant unless otherwise noted. In 2008 and earlier, Catalyst used the term “corporate officers” rather than “senior officers.” The definition, however, remains the same.



- In both 2008 and 2010, crown companies had the highest representation of women senior officers, while public companies had the lowest.³



- The percent of public companies with 25 percent or more women senior officers increased more than 7.5 percentage points from 2008 to 2010.⁴



- The Accommodation and Food Services industry has the highest representation of women senior officers. Administrative and Support, Waste Management and Remediation Services has the lowest.⁵

3. 2010 analysis is based on 258 public, 161 private, 42 crown, and seven cooperative companies. 2008 analysis is based on 230 public, 211 private, 44 crown, and five cooperative companies.

4. For companies with 25 percent or more senior women officers, the difference between 2008 and 2010 is significant at $p < .05$.

5. For more information, see Appendix 7—Women’s Representation by NAICS Industry.

This study was authored by Liz Mulligan-Ferry, Associate, Research; Rachel Soares, Senior Associate, Research; Jan Combopiano, Vice President and Chief Knowledge Officer; Jaye Cullen, Intern; and Laura Riker, Intern.

Research Partners: American Express Company, BMO Financial Group, Chevron Corporation, Deloitte LLP, Desjardins Group, Deutsche Bank AG, Ernst & Young LLP, Hewlett-Packard Company, IBM Corporation, McDonald’s Corporation, and UPS