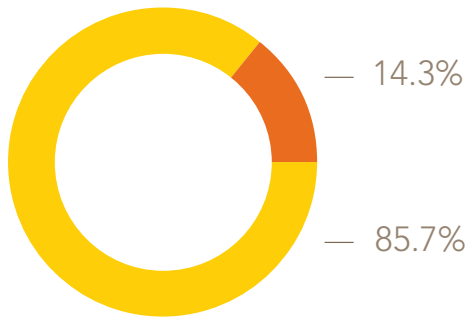




2012 Catalyst Census

Fortune 500 Women Executive Officers and Top Earners¹

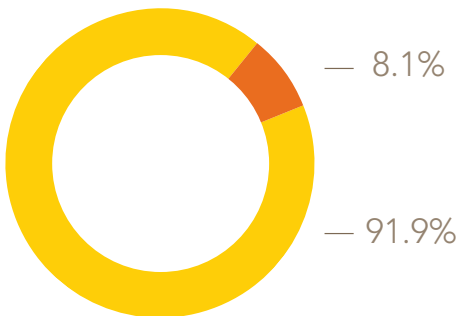
2012 EXECUTIVE OFFICER POSITIONS



In 2011, women held 14.1 percent of Executive Officer positions.

Women (N=716/5005) Men (N=4289/5005)

2012 EXECUTIVE OFFICER TOP EARNER POSITIONS



In 2011, women held 7.5 percent of Executive Officer top earner positions.

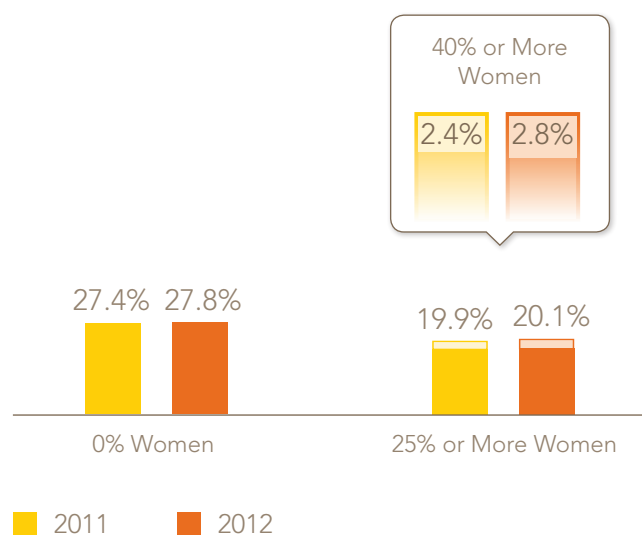
Women (N=178/2196) Men (N=2018/2196)

1. 2011 and 2012 analyses are based on 497 companies. See Appendix 1—Methodology for more information. Results are accurate within one-tenth of a percent. None of the changes from 2011 to 2012 are statistically significant.



2012 Catalyst Census: *Fortune* 500 Women Executive Officers and Top Earners

COMPANIES BY PERCENTAGE OF EXECUTIVE OFFICER POSITIONS HELD BY WOMEN



In both 2011 and 2012, one-fifth of companies had 25 percent or more women Executive Officers, yet more than one-quarter had no women Executive Officers.

This study was authored by Rachel Soares, Senior Research Associate, and Samantha Bonaparte, Sherika Campbell, Victoria Margolin, and Jocelyn Spencer, Interns.

Research Partners: Bloomberg L.P., BMO Financial Group, Chevron Corporation, Credit Suisse, Dell Inc., Deloitte LLP, Desjardins Group, Deutsche Bank AG, Ernst & Young, General Motors Company, Hewlett-Packard Company, IBM Corporation, KeyBank, McDonald's Corporation, Sodexo Inc., UPS

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