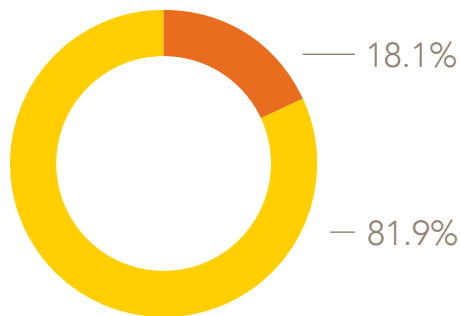




# 2012 Catalyst Census

## Financial Post 500 Women Senior Officers and Top Earners<sup>1</sup>

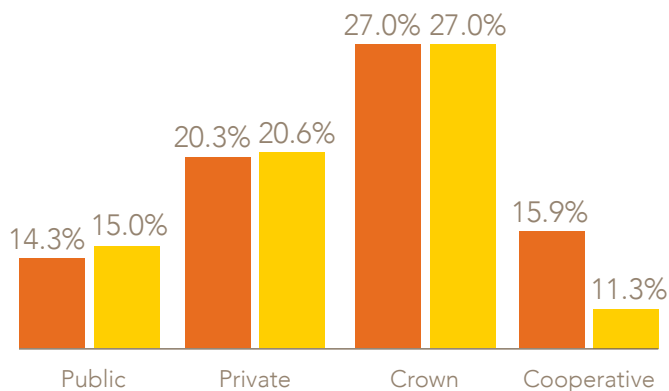
### 2012 SENIOR OFFICER POSITIONS



In 2010, women held 17.7 percent of senior officer positions.



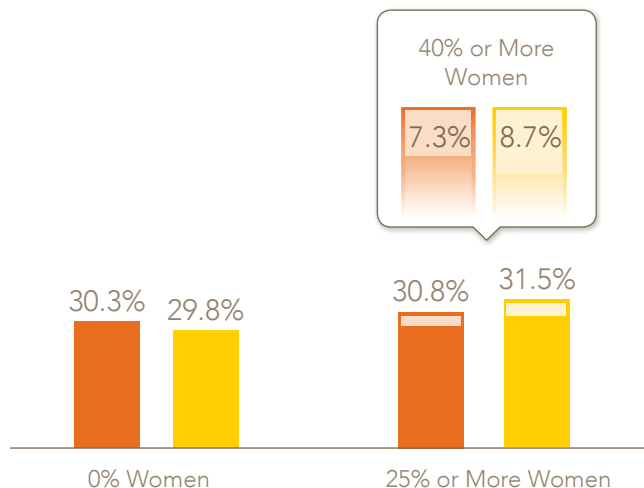
### WOMEN SENIOR OFFICERS BY COMPANY TYPE<sup>2</sup>



In both 2010 and 2012, Crown corporations had the highest representation of women senior officers.



### COMPANIES BY PERCENTAGE OF WOMEN SENIOR OFFICERS



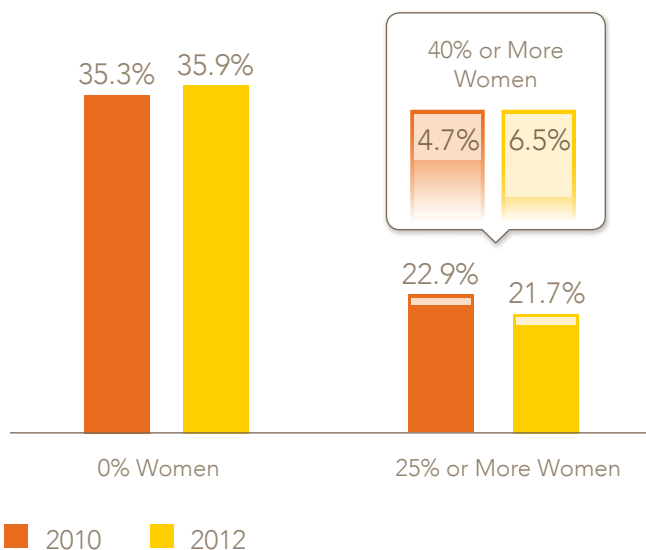
Although nearly one-third of companies still have 25 percent or more women senior officers, nearly another one-third continue to have zero women.





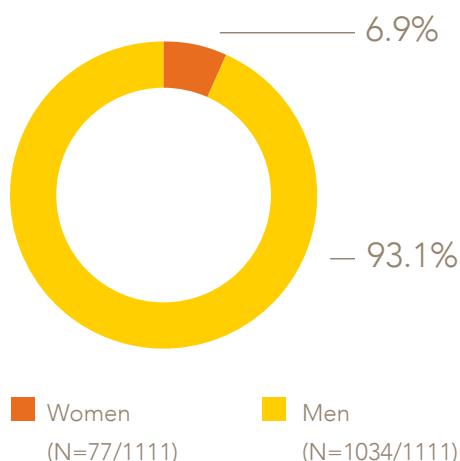
## 2012 Catalyst Census: *Financial Post 500 Women Senior Officers and Top Earners*

### PUBLIC COMPANIES BY PERCENTAGE OF WOMEN SENIOR OFFICERS



More than one-third of public companies have zero women senior officers.

### 2012 SENIOR OFFICER TOP EARNER POSITIONS AT PUBLIC COMPANIES



In 2010, women held 6.2 percent of senior officer top earner positions at public companies.

- 2012 analysis is based on 470 companies; 2010 analysis was based on 468 companies. See Appendix 1—Methodology for more information. Results are accurate within one-tenth of a percent. None of the changes from 2010 to 2012 are statistically significant.
- 2012 analysis is based on 276 public companies, 143 private companies, 44 Crown corporations, and seven cooperatives. 2010 analysis was based on 258 public companies, 161 private companies, 42 Crown corporations, and seven cooperatives. For definitions of company types and further information on the percentage change at cooperative companies, which is statistically insignificant, see Appendix 1—Methodology.

This study was authored by Liz Mulligan-Ferry, Senior Research Associate, and Andrew Malordy and Ashley Peter, Interns  
**Research Partners:** Bloomberg, 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, PPL Corporation, Sodexo, UPS

Mentor Circle Sponsor:  
 ERNST & YOUNG  
 Quality In Everything We Do

The findings, views, and recommendations expressed in Catalyst reports are not prepared by, are not the responsibility of, and do not necessarily reflect the views of the funding organizations.