

UC DAVIS

Center for Women and Leadership

*In
Partnership
With*

fwe&e

**FORUM FOR WOMEN
ENTREPRENEURS
AND EXECUTIVES**

**UC DAVIS STUDY OF
CALIFORNIA WOMEN BUSINESS LEADERS
A CENSUS OF WOMEN DIRECTORS AND EXECUTIVE OFFICERS**

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Message from the Dean



DEAR FRIENDS AND COLLEAGUES:

The UC Davis Graduate School of Management's Center for Women and Leadership is proud to publish our second annual *UC Davis Study of California Women Business Leaders: A Census of Women Directors and Executive Officers*.

This study details the presence of women at the very top of the 400 largest publicly held corporations headquartered in the state. Our findings paint a disappointing picture of female representation on the boards and in the executive suites of these high-profile companies.

When we released our first census last February, it was met with fanfare by the business community, state legislators and policymakers, and garnered widespread media coverage throughout the state. Yet the results of this second census clearly show that overall, little has changed in the gender diversity of the upper echelon of decision makers at the largest public companies in California.

To improve the standing of women in business leadership positions and examine the factors and processes affecting women in these roles, earlier this year the UC Davis Graduate School of Management established the UC Davis Center for Women and Leadership. We thank Walnut Creek, Calif.-based Westaff Inc., one of the nation's largest staffing firms, for their generous support of this new center and its activities.

One of the center's main research initiatives will be to publish this census annually. Our goal is to highlight the need for greater participation of women on our corporate boards and in the executive suites. To that end, we have partnered with The Forum for Women Entrepreneurs and Executives (FWE&E), a non-profit organization and network focused on the success of women in business by providing unique opportunities for them to meet, to learn, and to collaborate with each other. FWE&E offers several programs to increase the number of women in board roles and support them in those roles.

In addition, the UC Davis Graduate School of Management together with FWE&E has joined the InterOrganization Network (ION), a consortium of seven other organizations that conduct similar studies in their states and geographic areas and advocate for greater gender diversification in business management.

At the UC Davis Graduate School of Management, we take our job of teaching future business leaders—both women and men—very seriously. One of our goals is to help our MBA students prepare for and break into the upper ranks of business.

This year, *The Princeton Review* recognized the UC Davis MBA program as one of the top 10 in the country offering the "greatest opportunity for women." And, our entering class of full-time MBA students this year is 44% women, the second highest percentage in the School's history. When they graduate and are looking for opportunities, they will be terrific resources for California companies.

In today's global marketplace, where diverse backgrounds, skills and experience are critical for strategic and operational decisions, having more women involved at the highest levels of business management and corporate governance can only result in more profitable and well-managed corporations. Our mission is to help make that a reality.

A handwritten signature in black ink that reads "Nicole Woolsey Biggart".

Nicole Woolsey Biggart
Dean

Jerome J. and Elsie Suran Chair in Technology Management





Message from Our Partner

DEAR BUSINESS LEADERS:

The Forum for Women Entrepreneurs and Executives (FWE&E) in partnership with the University of California, Davis, is delighted to present you the *2006 UC Davis Study of California Women Business Leaders*.

FWE&E is a non-profit organization that accelerates the success of women entrepreneurs and executives in business by providing unique opportunities for them to meet, to learn, and to collaborate with each other on multiple levels. We offer peer-to-peer networks, educational and executive speaker programs, and professional networking events, and much more to support women executives at both emerging and established companies.

FWE&E is happy to have joined with the UC Davis Graduate School of Management to become members of ION, the InterOrganization Network. Together with ION's seven other regional organizations, our goal is to impact change and help increase the number of women on boards and in executive suites.

FWE&E has three programs in place designed to increase the number of women in board roles and support them in those roles. Our Women on Boards education series provides guidance for private and public company board members (and those women preparing to take on board roles) who want to improve or expand their knowledge of board governance. Participants gain experience in real case scenarios presenting board challenges that test board members at every level of experience.

Our new BoardMatch service enables companies to gain access to experienced, qualified women board members (*see p. 46 for more information*). And our Board of Directors Network provides a forum for a dynamic group of public company board members to come together and discuss issues and exchange ideas.

FWE&E wants to help companies develop the next generation of women leaders. Through working with organizations across the San Francisco Bay Area, we have a unique perspective and have seen many approaches to supporting women executives.

We would be happy to help augment your own programs for women by developing custom, onsite events for you. We can conduct focus groups with your executives to gain insight into their challenges and aspirations. And by encouraging your women executives to get involved in our programs, we can help accelerate their success.



Chris Melching
CEO, Forum for Women Entrepreneurs and Executives
chris@FWEandE.org



TOP-RANKED COMPANY CEOs

We asked chief executive officers from three of the top-ranked companies to comment on how they create a corporate environment in which women leaders thrive, their personal careers, and what the impacts are of having women on their board of directors and in top management positions.



Betsy McLaughlin
CEO
Hot Topic Inc.
Ranked #1

balance

"A balanced team provides a better forum for thought, discussion and execution. Our customer base is equally split between men and women. It makes sense for our employee base, leadership team and board of directors to reflect the same. And, diversity attracts diversity. Set an example with the choices of individuals on your management team and a clear message is sent to not only the outside world, but to the internal team and external candidates as well."

diversity

"It's important to have a management team and board that offer a variety of voices, ideas and backgrounds to the organization. At Jack in the Box Inc., our decision-making process is enhanced by having a diverse group of people at the helm who value and welcome the opinions and perspectives of others."



Linda Lang
Chairman & CEO
Jack in the Box Inc.
Ranked #5



Stephanie DiMarco
CEO
Advent Software Inc.
Ranked #6

empowerment

"My career turning point was when I was 25 and I realized I didn't "fit" in most of the jobs that were available to me. At that point I decided I'd be a lot more successful and certainly happier if I tried to do something on my own. Starting a company allowed me to create the perfect job for myself. . . . Don't let people define your life for you. Our lives are our own personal creations – what's valid for one person may be wrong for the next."

INTRODUCTION

Our second annual *UC Davis Study of California Women Business Leaders: A Census of Women Directors and Executive Officers* reports on the status of women in the top decision making positions of California's largest public companies. It is clear from our findings that women continue to be an untapped resource to serve in the boardrooms and executive suites of these companies.

This year we made several changes to the study to reflect a more comprehensive analysis of California's leading women business leaders.

First, we have doubled the size of the study to include the 400 largest public companies that are headquartered in California. Compared to our first study, we included 200 more companies with annual revenues in the \$100 million to \$500 million range. Widening the scope presents what we believe is a clearer picture of how women are represented in executive leadership and on governing boards of smaller companies.

Second, we have broadened our definition of executive officers. In 2005 we focused on how many women were included among the five highest-paid executives reported by each company in their Securities and Exchange Commission (SEC) filings. This approach led to some unfortunate omissions: Vivian Stephenson, the chief operating officer of Williams Sonoma, who retired in June 2006, was not on our list last year; neither was Shona Brown, the senior vice president for business operations at Google. These women are clearly part of the key decision making teams at these companies, even though they were not identified among the five highest-paid executives.

In this study, we have included all executive officers each company named in its annual report. This provides a more accurate view of female representation on the senior management teams at these companies. We will continue to use this methodology and sample size in our future census reports.

The Findings

Women hold only 10.2% of the board seats and executive officer positions at the 400 largest public companies headquartered in California. This statistic remains unchanged from our results last year, despite expanding the scope of the study.

In terms of representation on boards, women occupy 287, or 8.8%, of the 3,245 combined board seats in these companies, much lower than the 11.4% of board seats women held in our 2005 study. Eight women hold the title of executive chairman of the board and three have the title non-executive chairman.

In our sample of 400 companies, more than half, or 50.5%, have no women directors. Expanding our sample to include smaller companies has revealed that smaller companies typically have fewer women board members than larger companies. In addition, of the two companies with five women directors, one, Golden West Financial Corp., merged with North Carolina-based Wachovia Corp. in October 2006, so it will not be included in our next census.

Our analysis of executive teams reveals that only 11.7% of executive officers are women. This includes 11 chief executive officers, 14 presidents or chief executive officers, 32 chief financial officers, and six chief information officers. Two prominent chief executive officers included in our 2005 report stepped down this year: Carol Bartz of Autodesk and Lisa Harper of Gymboree. Meanwhile, two women were promoted from chief operating officer to chief executive officer during the year: Susan Nowakowski of AMN Healthcare Services Inc. and Linda Lang of Jack in the Box Inc.

We have also identified a list of the top 25 companies that have demonstrated a commitment to gender diversity in corporate leadership. We applaud these top 25 companies that have the highest percentage of women as directors and executive officers. Each has more than 25% women directors and executive officers.

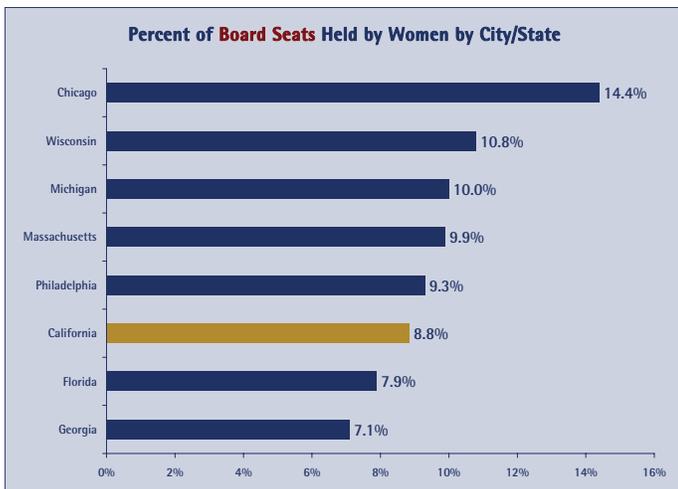
California compared to other states and cities

Around the country, seven organizations publish similar annual census reports on the status of women directors and executive officers in public companies in their respective geographic areas. They have formed a consortium called the InterOrganization Network (ION).

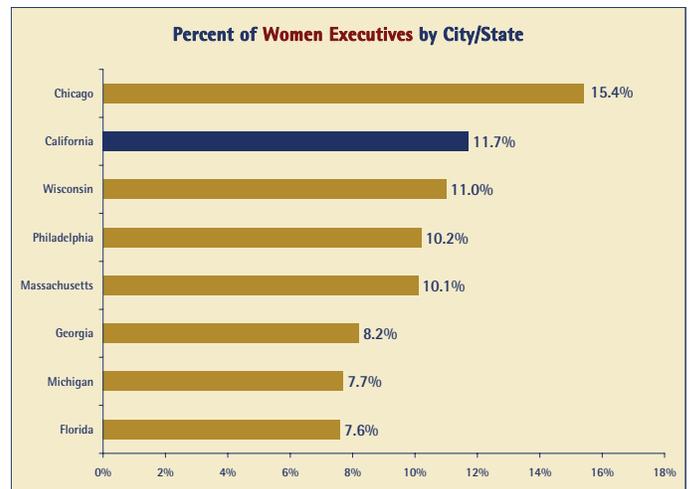
The UC Davis Graduate School of Management in partnership with the Forum for Women Executives and Entrepreneurs recently joined this consortium. We will work with ION to leverage our combined strengths and influence to increase women's representation in corporate boardrooms and executive suites nationwide.

KEY STATISTICS

- California outpaces only Florida and Georgia with 8.8% of board seats held by women.
- California ranks second (11.7%) behind Chicago in the percentage of executive officer positions held by women.



Source: ION member studies 2004, 2005.



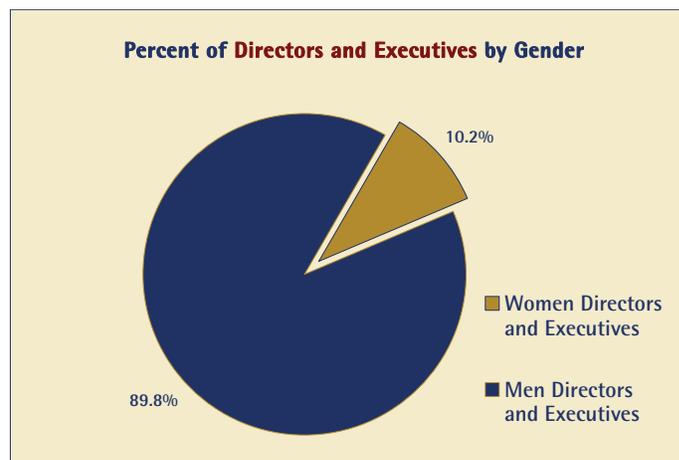
Source: ION member studies 2004, 2005.

Together these studies, and others done at the national level, paint a dismal picture of the gender diversity in the upper echelons of corporate leadership in America. At a time when public companies are suffering from lapses in corporate governance and failures in leadership and are under increased scrutiny because of high profile scandals, these companies cannot afford to ignore the talent and perspective available in half the population and close to half the work force.

EXECUTIVE SUMMARY

Directors and Executive Officers

- Women hold only 10.2% of the board seats and executive officer positions in the 400 largest public companies headquartered in California. For every nine men in the executive suites and boardrooms of these companies, there is only one woman. This is the same percentage we reported in our 2005 census.
- 125 (31.3%) of the 400 largest public companies in California have no women board directors and no women executive officers.



Directors

- Women hold 8.8% of the 3,245 board seats in the 400 largest public companies in California.
- More than half (50.5%) of these companies have no women directors.
- 32.3% of these companies have only one woman director.
- Compared to our 2005 report, the percentage of women directors has declined from 11.4% to 8.8% this year. Expanding our sample to include 200 more companies has revealed that smaller companies do not have as many women directors as larger companies.
- Two companies have five women directors: Golden West Financial Corporation and McClatchy Corporation.

Executive Officers

- Women account for 11.7% of the 2,979 executive officers in the 400 largest public companies in California.
- Nearly half, just over 48%, of these companies have no women executive officers.
- Only 89 (22.3%) of the companies have two or more women executives.
- Only 11 of the 400 largest public companies in California have a woman serving as CEO.

Industry Makes a Difference

- The retail sector has the highest percentage (12.8%) of women directors. The financial sector ranks second with 12.1%.
- The telecommunications sector has the lowest percentage of women directors with 3.2%.
- The retail sector has the highest percentage (22.3%) of women executive officers. The financial sector follows with 15.3%.
- The electronics sector has only 4.3% women executive officers.

Company Size Makes a Difference

- Overall, the largest companies have more than three times as many women directors as the smallest companies.
- All Fortune 100 companies have at least one woman director.
- Small-cap companies (199 companies in three categories with revenues below \$500 million) have seven-member boards on average and only 5% to 6% of board members who are women.
- There is little relation between corporate size and the percentage of women executive officers.
- Mid-cap companies (revenues between \$500 million and \$750 million) have the highest percentage of women executive officers (16.8%).

Location Makes a Difference

- The 400 largest public companies in California are located throughout the state.
- Five out of the nine San Francisco Bay Area counties have the highest percentage of women directors statewide.
- Companies headquartered in Marin County have the highest average percentage of women board members (19%).
- Santa Clara County, which includes the Silicon Valley, has the largest number of companies (103) and one of the lowest percentages of women directors (6.5%).
- In Southern California, Los Angeles County has the highest representation of women on boards (8.5%).
- San Francisco and Marin counties are also the top regions for women executive officers with 19.2% and 18.5% women executives respectively.
- Silicon Valley (Santa Clara County) has only 8.8% women executive officers.
- In Southern California, San Diego and Los Angeles counties have the highest percentage of women executives (13.5% and 12.2% respectively); while the five companies headquartered in Riverside County have only 2.8% women executives.

CALIFORNIA'S TOP 25

The Corporate Leaders of Gender Diversity in the Boardroom and Executive Suite

Although women are sorely underrepresented in corporate boardrooms and executive offices of the largest 400 public companies headquartered in California, our Top 25 list highlights the companies with the highest percentage of women leaders. Each of these companies has more than 25% women directors and executive officers.

The top five companies stand out for their commitment to incorporate women into key leadership roles in their businesses. These five companies each have more than 35% women directors and executive officers.

Number one on the list is Los Angeles-based accessories and apparel retailer, Hot Topic, which has three women on its seven-member board and seven of 15 executive officers who are women.

The Top 25 companies cover a range of industries and sizes, including some of the largest California companies (such as McKesson Corp. and Hewlett-Packard Co.) as well as some of the smaller companies in our sample (such as Advent Software Inc. and Design Within Reach).

Nine of the Top 25 companies have a woman serving as CEO, suggesting that women in the top position include more women on their leadership team. Fourteen companies are new to the Top 25 list in 2006.

Our Top 25 list has many changes compared to 2005. Only 11 companies made the Top 25 two consecutive years. The company that topped our list in the 2005 census and is fourth this year, Golden West Financial Corp., was purchased by North Carolina-based Wachovia Corp. and will not be included in our next census.

Of the 14 companies that fell out of our Top 25 list

- Five are no longer included in our study:
 - > Three merged (Providian Financial Corp., Knight Ridder Inc., Catellus Development Corp.), one is in bankruptcy (Calpine Corp.), one went private (WFS Financial Inc.).
- Five still have more than 20% women (Autodesk Inc., Cost Plus Inc., Guess Inc., Restoration Hardware Inc., Ross Stores Inc.) but were bumped out of the Top 25 by other companies with higher percentages of women.
- Two others dropped this year because of our more comprehensive definition of executive officers: Safeway Inc. (17.4% women) and Williams Sonoma (16.7% women).
- Two of our Top 25 companies in 2005, Sharper Image Inc. and DaVita Inc., fell dramatically to ranks of 217 and 246 respectively.
 - > Sharper Image increased the size of its board by adding two men, and replacing two women board members with men.
 - > DaVita Inc. replaced one woman director with a man and added another man to their board. A woman executive officer also left the company.

With so few women business leaders, the loss of one or two from a company can greatly impact the gender diversity in board rooms and executive suites.

California's Top 25 Companies

California's Top 25 Companies		
RANK	COMPANY	WOMEN DIRECTORS & EXECUTIVES
1	Hot Topic Inc.	45.5%
2	Bebe Stores Inc.	36.4%
3	Gymboree Corp.	35.7%
4	Golden West Financial Corp.	35.3%
5	Jack In The Box Inc.	35.0%
6	Advent Software Inc.	33.3%
7	Charles Schwab Corp.	31.8%
8	Clorox Co.	31.6%
8	Gap Inc.	31.6%
10	Dreamworks Animation Inc.	31.3%
11	BRE Properties	30.8%
11	Design Within Reach Inc.	30.8%
11	Hewlett Packard Co.	30.8%
11	Hyperion Solutions Corp.	30.8%
15	Advanced Medical Optics Inc.	30.0%
16	Longs Drug Stores Corp.	29.4%
16	McKesson Corp.	29.4%
18	McClatchy Co.	29.2%
19	IHOP Corp.	28.6%
20	ABM Industries Inc.	27.8%
21	AMN Healthcare Services Inc.	27.3%
21	Westaff Inc.	27.3%
23	Wells Fargo & Co.	26.9%
24	FirstFed Financial Corp.	26.7%
24	Molina Healthcare Inc.	26.7%

* Golden West Financial Corp. merged with Wachovia Corp. on October 1, 2006.

WOMEN BOARD DIRECTORS: SUMMARY

Women, for all their economic clout, play a very limited role in corporate governance in California's 400 largest public companies. Among directors at these firms, relatively few are women. Only 8.8% or 287 of the 3,245 combined board seats at these companies are held by women.

This small percentage of women is much lower than in our first census in 2005, where we found 11.4% women directors at the state's 200 largest public companies. However, we have doubled the number of companies to 400 in this year's study, which means we have included more small companies (annual revenues between \$100 million and \$500 million) that were not in our first census.

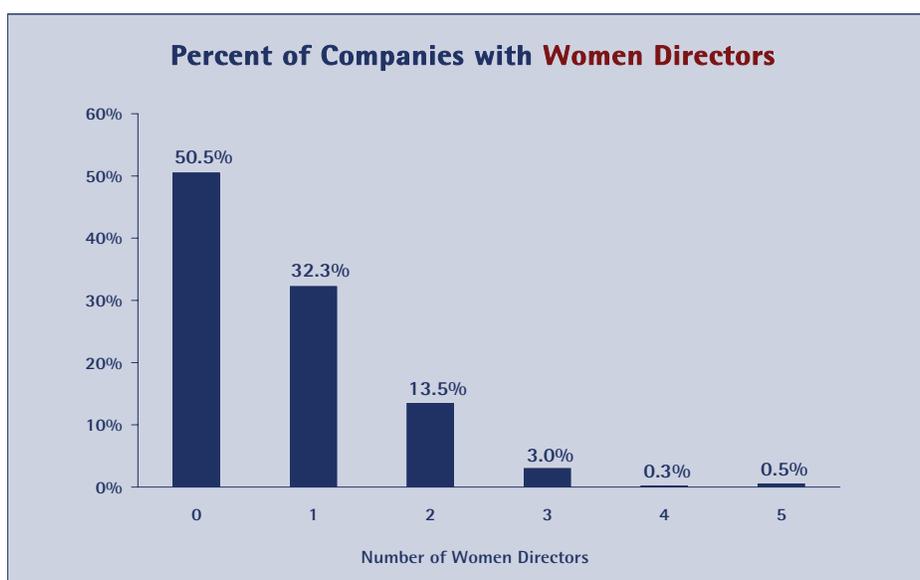
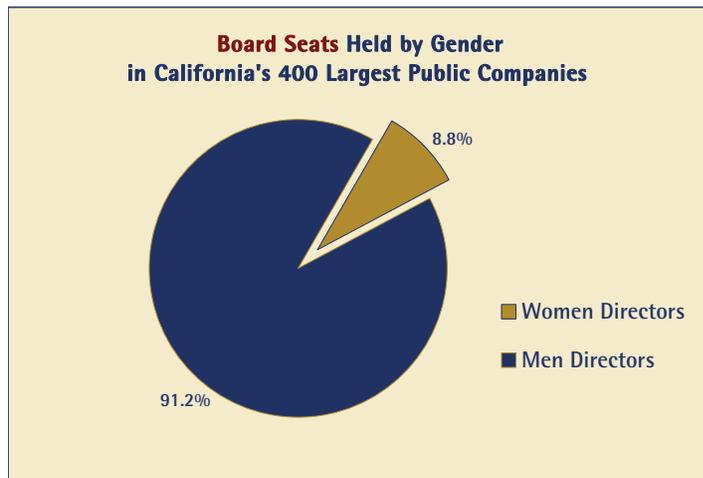
To compare apples to apples, the 200 largest companies in 2006 show virtually no change in the percentage of women directors compared to 2005 (11.7% in 2006 compared to 11.4% in 2005). However, in our sample this year, at the companies ranked from 201 to 400, women hold just 78 or 5.3% of 1,466 board seats.

So, by doubling our sample in this year's census to the state's 400 largest public companies, we found that women directors are relatively scarcer in smaller public companies than in larger companies.

The size of boards of directors of California's largest companies varies greatly. Companies have as many as 15 or as few as four directors on their boards. The average is about eight members per board.

KEY STATISTICS

- One half (50.5%) of California's 400 largest public companies have no women directors.
- 32.3% of the companies have one woman director.
- Only 69 (17.3%) of the companies have two or more women directors.



WOMEN EXECUTIVE OFFICERS: SUMMARY

Women executive officers in California's 400 largest public companies are scarce.

Women account for only 11.7% (349) of the 2,979 executive officers in these firms.

This percentage of women is substantially higher than the 8.2% we reported in 2005. The main reason for this is that we now use a more comprehensive definition of executive officers: all members of the senior management team.

By contrast, in our 2005 census, we included only the five highest-paid executives whose compensation was identified in the company's proxy statement. This measure inadvertently omitted key women executives in some of the companies because they were not included in this highly-compensated group.

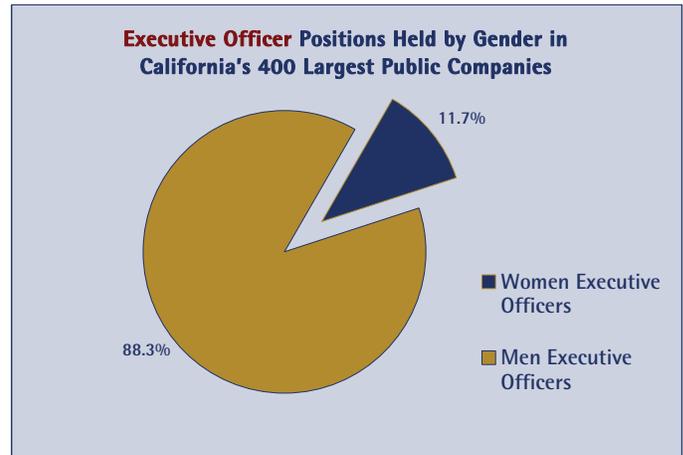
Focusing only on the highly-paid executives at each company, in 2006 there was a slight decrease from 2005 as 155 (7.7%) women were among the highest-paid executives for the largest 400 companies, compared to 8.2% in 2005.

Executive officer positions were formally identified using 10-K filings from each company. The companies named an average of seven executives, and the reported number ranged from two to 30.

These top executive positions include, but are not limited to: chief executive officer (CEO), chief operating officer (COO), president, chief financial officer (CFO) and chief information officer (CIO).

KEY STATISTICS

- Nearly half (48.5%) of California's 400 largest public companies have no women executive officers.
- Another 29.3% of those companies have only one woman executive.
- Only 89 (22.3%) companies have two or more women executives.



WOMEN BOARD DIRECTORS BY COMPANY

There are 15 companies (3.8%) with three or more women directors.

- Seven of these companies also had three or more women in 2005: Golden West Financial Corp., McClatchy Co., Wells Fargo & Co., Hilton Hotels Corp., Hot Topic Inc., Jack In The Box Inc. and McKesson Corp.
- Six companies added a woman director since our 2005 census and appear on our list for the first time: Charles Schwab Corp., Clorox Co., First American Corp., Hewlett Packard Co., Longs Drug Stores Corp., and PG&E Corp.
- Two smaller companies with three or more directors, Bebe Stores Inc. and First Republic Bank, are new to the list this year because our sample was increased to 400 firms.

Companies with Three or More Women Directors		
Golden West Financial Corp. (5)	Clorox Co. (3)	Hot Topic Inc. (3)
McClatchy Co. (5)	First American Corp. (3)	Jack In The Box Inc. (3)
Wells Fargo & Co. (4)	First Republic Bank (3)	Longs Drug Stores Corp. (3)
Bebe Stores Inc. (3)	Hewlett Packard Co. (3)	McKesson Corp. (3)
Charles Schwab Corp. (3)	Hilton Hotels Corp. (3)	PG&E Corp. (3)

More than 50% (202) of California's 400 largest public corporations have no women directors.

Companies with No Women Directors				
Actel Corp.	Commerce Energy Group Inc.	Guitar Center Inc.	MRV Communications Inc.	SiRF Technology Holdings Inc.
Adaptec Inc.	Commercial Capital Bancorp	Hanmi Financial Corp.	Multi-Fineline Electronix Inc.	SJW Corp.
Alexandria Real Estate Equities Inc.	Computer Sciences Corp.	Hansen Natural Corp.	National RV Holdings Inc.	Skechers USA Inc.
Align Technology Inc.	Conexant Systems Inc.	Harmonic Inc.	National Semiconductor Corp.	Smart & Final Inc.
Allergan Inc.	Consumer Portfolio Services Inc.	Hines Horticulture Inc.	Nationwide Health Properties Inc.	Smart Modular Technologies Inc.
Alliance Imaging Inc.	Copart Inc.	ICU Medical Inc.	Netflix Inc.	Sport Chalet Inc.
American Reprographics Co.	Core-Mark Holding Co. Inc.	Impac Mortgage Holdings Inc.	Netgear Inc.	Standard Pacific Corp.
American Vanguard Corp.	CorVel Corp.	Impco Technologies Inc.	Newport Corp.	Stratex Networks Inc.
Ameron International Corp.	CPI International Inc.	Indymac Bancorp Inc.	Novatel Wireless Inc.	Superior Industries International
Anworth Mortgage Asset Corp.	Cubic Corp.	Integrated Device Technology Inc.	NVIDIA Corp.	SureWest Communications
Apple Computer Inc.	CVB Financial Corp.	Integrated Silicon Solution	OmniVision Technologies Inc.	Symantec Corp.
Applied Signal Technology	Cymer Inc.	International Rectifier Corp.	Openwave Systems Inc.	Synaptics Inc.
Arden Group Inc.	Cypress Semiconductor Corp.	Interwoven Inc.	OSI Systems Inc.	Synnex Corp.
Ariba Inc.	DDI Corp.	Intuitive Surgical Inc.	Overhill Farms Inc.	Teledyne Technologies Inc.
Ashworth Inc.	Deckers Outdoor Corp.	iPass Inc.	Overland Storage Inc.	Tetra Tech Inc.
Asyst Technologies Inc.	Diamond Foods Inc.	ITLA Capital Corp.	Pacer International Inc.	Thomas Weisel Partners Group
Atmel Corp.	Digital Insight Corp.	IXYS Corp.	Pacific Energy Partners	Thoratec Corp.
Aviza Technology Inc.	Diodes Inc.	JAKKS Pacific Inc.	Pan Pacific Retail Properties Inc.	THQ Inc.
BEA Systems Inc.	Dionex Corp.	JDS Uniphase Corp.	PC Mall Inc.	Tiico Software Inc.
Bell Microproducts Inc.	Directed Electronics Inc.	Juniper Networks Inc.	Pico Holdings Inc.	TiVo Inc.
Berry Petroleum	DJO Inc.	Keystone Automotive Industries Inc.	Plantronics Inc.	Trimble Navigation Ltd
Big Dog Holdings Inc.	Dolby Laboratories Inc.	Kilroy Realty Corp.	PMC-Sierra Inc.	TTM Technologies Inc.
Biosite Inc.	DSP Group Inc.	Komag Inc.	PortalPlayer Inc.	United Panam Financial Corp.
BJ's Restaurants Inc.	Ducommun Inc.	K-Swiss Inc.	Powerwave Technologies Inc.	Universal Electronics Inc.
Borland Software Corp.	ECC Capital Corp.	Landec Corp.	PS Business Parks Inc.	Univision Communications Inc.
Brocade Communications Systems	Electronics For Imaging Inc.	Leap Wireless International Inc.	Public Storage Inc.	UTStarcom Inc.
Cadence Design Systems Inc.	EMAK Worldwide Inc.	Leapfrog Enterprises Inc.	Quest Software Inc.	ValueClick Inc.
CalAmp Corp.	Emulex Corp.	Learning Tree International Inc.	Quicksilver Inc.	VCA Antech Inc.
California Pizza Kitchen Inc.	Encore Capital Group Inc.	Linear Technology Corp.	Rackable Systems Inc.	VeriFone Holdings Inc.
Callaway Golf Co.	Entravision Communications	LSI Logic Corp.	Rambus Inc.	ViaSat Inc.
Cathay General Bancorp	Epicor Software Corp.	Magma Design Automation Inc.	Redback Networks Inc.	Virco Manufacturing Corp.
Central Garden & Pet Co.	Equinix Inc.	Mattson Technology Inc.	Reliance Steel & Aluminum Co.	Volcom Inc.
Century Aluminum Co.	ESS Technology Inc.	Maxim Integrated Products	ResMed Inc.	Waste Connections Inc.
Ceradyne Inc.	Essex Property Trust	Mentor Corp.	Robert Half International Inc.	WebEx Communications Inc.
Cheesecake Factory Inc.	Extreme Networks Inc.	Mercury General Corp.	Salem Communications Corp.	WebSense Inc.
City National Corp.	FileNet Corp.	Micrel Inc.	Sempra Energy	Wet Seal Inc.
Coast Distribution Systems	Finisar Corp.	Microsemi Corp.	Semtech Corp.	Wind River Systems Inc.
Cogent Inc.	Foundry Networks Inc.	Modtech Holdings Inc.	Sharper Image Corp.	Wireless Facilities Inc.
Coherent Inc.	Fremont General Corp.	Molecular Devices Corp.	Silicon Image Inc.	Yahoo! Inc.
Cohu Inc.	Genesis Microchip Inc.	Move Inc.	Silicon Storage Technology	Zhone Technologies Inc.
			Simpletech Inc.	Zoran Corp.

Women Who Serve on More than One Board

Overwhelmingly, most women who serve on the boards of the 400 largest public companies in California serve only on one board. The 287 board director positions are held by 256 women.

KEY STATISTICS

- 228 women (89%) hold one board seat
- 25 women (10%) hold two board seats
- 3 women (1%) hold three board seats

Minority Women Board Directors

Of the 256 women, 187 are included in the IRRC database which provides ethnicity data:*

- 166 women are Caucasian or not identified
- 9 women are African American
- 6 women are Hispanic
- 6 women are Asian

21 companies have a minority women director.

Women Who Serve on More than One Board			
NAME	COMPANIES		
Carol A. Bartz	Autodesk Inc.	Cisco Systems Inc.	Network Appliance Inc.
Maryellen C. Herringer	PG&E Corp.	ABM Industries Inc.	Golden West Financial Corp.
Mary S. Metz	Longs Drug Stores Corp.	PG&E Corp.	UnionBanCal Corp.
Sandra N. Bane	Petco Animal Supplies Inc.	Big 5 Sporting Goods Corp.	
Hilary Billings	Design Within Reach Inc.	Peet's Coffee & Tea Inc.	
Mariann Byerwalter	PMI Group Inc.	Redwood Trust Inc.	
Terry H. Carlitz	Advent Software Inc.	Hyperion Solutions Corp.	
Cynthia R. Cohen	Bebe Stores Inc.	Hot Topic Inc.	
Deborah A. Coleman	Applied Materials Inc.	Synopsys Inc.	
Donna Dubinsky	Intuit Inc.	Palm Inc.	
H. Paulett Eberhart	Advanced Micro Devices	Soletron Corp.	
Elizabeth A. Fetter	Quantum Corp.	Symmetricom Inc.	
Lisa M. Harper	Gymboree Corp.	Longs Drug Stores Corp.	
Patti S. Hart	Korn Ferry International	Spansion Inc.	
Lori Holland	Bookham Inc.	Credence Systems Corp.	
Alice Kane	Corinthian Colleges Inc.	Guess Inc.	
Linda A. Lang	Jack In The Box Inc.	WD-40 Co.	
Catherine P. Lego	Lam Research Corp.	SanDisk Corp.	
Linda Fayne Levinson	Ingram Micro Inc.	Jacobs Engineering Group Inc.	
Jody S. Lindell	Cooper Companies Inc.	First Republic Bank	
Linda R. Meier	California Water Service Group	Greater Bay Bancorp	
Barbara L. Rambo	Gymboree Corp.	PG&E Corp.	
Naomi O. Seligman	Oracle Corp.	Sun Microsystems Inc.	
Jane E. Shaw	McKesson Corp.	Intel Corp.	
Julia A. Stewart	Avery Dennison Corp.	IHOP Corp.	
Susan Wang	Altera Corp.	Avanex Corp.	
Meg Whitman	Dreamworks Animation Inc.	eBay Inc.	
Mary Lee Widener	First American Corp.	PMI Group Inc.	

Executive Chairman

Babette E. Heimbuch	FirstFed Financial Corp.
Anthea Disney	Gemstar TV Guide International Inc.
Marion O. Sandler	Golden West Financial Corp.
Lisa M. Harper	Gymboree Corp.
Linda A. Lang	Jack In The Box Inc.
Gail P. Seneca	Luminent Mortgage Capital
Pamela M. Lopker	QAD Inc.
Julia A. Stewart	IHOP Corp.

Non-Executive Chairman

Maryellen C. Herringer	ABM Industries Inc.
Betty Woods	Beckman Coulter Inc.
Patricia C. Dunn	Hewlett Packard Co.

WOMEN EXECUTIVE OFFICERS BY COMPANY

Only 33 of California's 400 largest public companies have three or more women executive officers. Hot Topic leads with seven women on its 15-member executive team. Next is Franklin Resources with six women on its 19-member team.

Companies with Three or More Women Executive Officers					
COMPANY	#	COMPANY	#	COMPANY	#
Hot Topic Inc.	7	Leapfrog Enterprises Inc.	4	First Republic Bank	3
Franklin Resources Inc.	6	Teledyne Technologies Inc.	4	FirstFed Financial Corp.	3
Bebe Stores Inc.	5	ABM Industries Inc.	3	Gen-Probe Inc.	3
Countrywide Financial Corp.	5	Advent Software Inc.	3	Greater Bay Bancorp	3
Hewlett Packard Co.	5	Avery Dennison Corp.	3	Gymboree Corp.	3
Advanced Medical Optics Inc.	4	California Pizza Kitchen Inc.	3	Mercury General Corp.	3
Biosite Inc.	4	Clorox Co.	3	Reliance Steel & Aluminum Co.	3
Charles Schwab Corp.	4	Deckers Outdoor Corp.	3	Ross Stores Inc.	3
Con-Way	4	Design Within Reach Inc.	3	Smart & Final Inc.	3
Gap Inc.	4	Dreamworks Animation Inc.	3	Synopsys Inc.	3
Jack In The Box Inc.	4	EMAK Worldwide Inc.	3	Wells Fargo & Co.	3

Nearly half, or 194, of the state's 400 largest public companies have no women among their executive officers. These companies average six male executives each.

Companies with No Women Executive Officers				
Accredited Home Lenders Holding	Century Aluminum Co.	Essex Property Trust	Landec Corp.	ResMed Inc.
Adaptec Inc.	Ceradyne Inc.	Exponent Inc.	Linear Technology Corp.	Robert Half International Inc.
Advanced Micro Devices	Charlotte Russe Holding Inc.	Extreme Networks Inc.	LSI Logic Corp.	Salem Communications Corp.
Alexandria Real Estate Equities Inc.	Chevron Corp.	Farmer Brothers Co.	Macerich Co.	Salesforce.com Inc.
Align Technology Inc.	CKE Restaurants Inc.	FileNet Corp.	Magma Design Automation Inc.	Sanmina-SCI Corp.
Allergan Inc.	CNET Networks Inc.	Finisar Corp.	Mattson Technology Inc.	Silicon Image Inc.
Alliance Imaging Inc.	Cogent Inc.	First American Corp.	McAfee Inc.	Silicon Storage Technology
AMB Property Corp.	Cohu Inc.	Fleetwood Enterprises	Micrel Inc.	Simpletech Inc.
American Reprographics Co.	Commerce Energy Group Inc.	FormFactor Inc.	Microsemi Corp.	Simpson Manufacturing Inc.
American States Water Co.	Commercial Capital Bancorp	Foundry Networks Inc.	Mid-State Bancshares	SIRF Technology Holdings Inc.
American Vanguard Corp.	Computer Sciences Corp.	Fremont General Corp.	Modtech Holdings Inc.	Skechers USA Inc.
Ameron International Corp.	Conexant Systems Inc.	Gateway Inc.	MRV Communications Inc.	Smart Modular Technologies Inc.
Amgen Inc.	Consumer Portfolio Services Inc.	Gottschalks Inc.	Multi-Fineline Electronix Inc.	Soltron Corp.
Applied Signal Technology	Copart Inc.	Granite Construction Inc.	National RV Holdings Inc.	Sport Chalet Inc.
Apria Healthcare Group	Core-Mark Holding Co. Inc.	Guitar Center Inc.	National Semiconductor Corp.	Sunstone Hotel Investors Inc.
Ariba Inc.	CorVel Corp.	Hanmi Financial Corp.	Nationwide Health Properties Inc.	Superior Industries International
Ashworth Inc.	Covad Communications Group	Hansen Natural Corp.	Network Appliance Inc.	Synaptics Inc.
Asyst Technologies Inc.	CPI International Inc.	Harmonic Inc.	Newport Corp.	Synnex Corp.
Atheros Communications Inc.	Credence Systems Corp.	Impco Technologies Inc.	Novellus Systems Inc.	Thomas Weisel Partners Group
Atmel Corp.	CVB Financial Corp.	Informatica Corp.	NVIDIA Corp.	THQ Inc.
Avanex Corp.	Cypress Semiconductor Corp.	Integrated Device Technology Inc.	Occidental Petroleum Corp.	TiVo Inc.
Aviza Technology Inc.	DaVita Inc.	Integrated Silicon Solution	On Assignment Inc.	TTM Technologies Inc.
Bell Microproducts Inc.	Del Monte Foods Co.	Intel Corp.	Openwave Systems Inc.	United Online Inc.
Berry Petroleum	Diamond Foods Inc.	International Aluminum Corp.	OSI Systems Inc.	United Panam Financial Corp.
Big 5 Sporting Goods Corp.	Digital Realty Trust Inc.	International Rectifier Corp.	Overhill Farms Inc.	Universal Electronics Inc.
BJ's Restaurants Inc.	Diodes Inc.	Intersil Corp.	Pacer International Inc.	Univision Communications Inc.
Bookham Inc.	Dionex Corp.	Interwoven Inc.	Pan Pacific Retail Properties Inc.	UTStarcom Inc.
Borland Software Corp.	Directed Electronics Inc.	iPass Inc.	Peeet's Coffee & Tea Inc.	ValueClick Inc.
Broadcom Corp.	DirecTV Group Inc.	Ixia	Pico Holdings Inc.	Varian Inc.
Brocade Communications Systems	Dolby Laboratories Inc.	IXYS Corp.	PMC-Sierra Inc.	VeriFone Holdings Inc.
Building Materials Holding Corp.	Dot Hill Systems Corp.	JAKKS Pacific Inc.	PortalPlayer Inc.	Volcom Inc.
Cadence Design Systems Inc.	DSP Group Inc.	K2 Inc.	Powerwave Technologies Inc.	WD-40 Co.
CalAmp Corp.	Ducommun Inc.	KB Home	PriceSmart Inc.	Wesco Financial Corp.
Calavo Growers Inc.	ECC Capital Corp.	Keystone Automotive Industries Inc.	Public Storage Inc.	West Marine Inc.
California Water Service Group	Electronics For Imaging Inc.	Kilroy Realty Corp.	Quest Software Inc.	Western Digital Corp.
Callaway Golf Co.	En Pointe Technologies Inc.	KKR Financial Corp.	Quiksilver Inc.	Wind River Systems Inc.
Cathay General Bancorp	Entravision Communications	KLA-Tencor Corp.	Realty Income Corp.	Xilinx Inc.
CB Richard Ellis Group Inc.	Epicor Software Corp.	Korn Ferry International	Redback Networks Inc.	Zoran Corp.
Central Garden & Pet Co.	ESS Technology Inc.	Lam Research Corp.	Redwood Trust Inc.	

KEY STATISTICS

- Of the 33 companies with three or more women executive officers:
 - > Eight are in the financial sector
 - > Seven are in the retail sector
 - > Three are in the services sector
 - > Three are in the industrials sector
 - > Three are in the consumer products sector
 - > Two are in the food, beverages and leisure sector
 - > Two are in the pharmaceuticals sector
 - > Two are in the software sector
 - > One is in the media sector
 - > One is in the computer hardware sector
 - > One is in the health care sector

Women in Most Important Corporate Roles

Of the 400 largest public companies in California, 11 are lead by women chief executive officers. Two women CEOs who stepped down during 2005–2006 were Carol Bartz of Autodesk and Lisa Harper of Gymboree. Linda Lang of Jack in the Box Inc. and Susan Nowakowski of AMN Healthcare Services Inc. were promoted to CEO since our 2005 census. Several of the women CEOs have multiple roles (chairman and CEO, or CEO and president). Fourteen women serve as president or COO of their respective companies; five of these women are also CEO. The CFO category has the most women: 32 companies have a woman CFO. In the chief information officer category, only six companies have a women serving in that role.

Chief Executive Officer	
Stephanie G. DiMarco	Advent Software Inc.
Susan R. Nowakowski	AMN Healthcare Services Inc.
Constance B. Moore	BRE Properties
Meg Whitman	eBay Inc.
Babette E. Heimbuch	FirstFed Financial Corp.
Marion O. Sandler	Golden West Financial Corp.
Elizabeth McLaughlin	Hot Topic Inc.
Julia A. Stewart	IHOP Corp.
Linda A. Lang	Jack In The Box Inc.
Gail P. Seneca	Luminent Mortgage Capital
Patricia Newman	Westaff Inc.

Chief Operating Officer / President	
Stephanie G. DiMarco	Advent Software Inc.
Susan R. Nowakowski	AMN Healthcare Services Inc.
Constance B. Moore	BRE Properties
Ann Daly	Dreamworks Animation Inc.
Meg Whitman	eBay Inc.
Katherine August-deWilde	First Republic Bank
Karen Stout	Longs Drug Stores Corp.
Terry P. Bayer	Molina Healthcare Inc.
Safra Catz	Oracle Corp.
Wendy E. Burden	Pacific Sunwear Of California Inc.
Pamela M. Lopker	QAD Inc.
Tracy Wan	Sharper Image Corp.
Kathleen Earley	Trizetto Group Inc.
Patricia Newman	Westaff Inc.

Chief Information Officer	
Jacqueline Barretta	Con-Way
Mahvash Yazdi	Edison International
Karen E. Salem	Ingram Micro Inc.
Karen S. Gibson	Invitrogen Corp.
Stephanie E. Cline	Jack In The Box Inc.
Maria Fitzpatrick	Mercury General Corp.

Chief Financial Officer	
Nancy H. Handel	Applied Materials Inc.
Roberta J. Morris	Big Dog Holdings Inc.
Christine A. Tsingos	Bio-Rad Laboratories Inc.
Susan M. Collyns	California Pizza Kitchen Inc.
Sandra A. Knell	Coast Distribution Systems
Helene Simonet	Coherent Inc.
Nancy J. Baker	Cymer Inc.
Sally Goff	DDI Corp.
Vickie L. Capps	DJO Inc.
Kristina M. Leslie	Dreamworks Animation Inc.
Julia S. Gouw	East West Bancorp Inc.
Corinne H. Lyle	Edwards Lifesciences Corp.
Yasmin R. Seyal	Gencorp Inc.
Claudia M. Pieropan	Hines Horticulture Inc.
Robin Washington	Hyperion Solutions Corp.
Gretchen D. Verdugo	Impac Mortgage Holdings Inc.
Kathleen A. Bayless	Komag Inc.
Safra Catz	Oracle Corp.
Joyce M. Clinton	Pacific Capital Bancorp
Barbara Scherer	Plantronics Inc.
Karla R. Lewis	Reliance Steel Et Aluminum Co.
Judy Bruner	SanDisk Corp.
Angela Yip	SJW Corp.
Cheryl L. Clary	Southwest Water Co.
Corazon Reyes	Tarrant Apparel Group
Cynthia Lucchese	Thoratec Corp.
Elisha W. Finney	Varian Medical Systems Inc.
Dana L. Evan	Verisign Inc.
Sharon L. McCollam	Williams Sonoma Inc.
Deanna Hom Lund	Wireless Facilities Inc.
Susan L. Decker	Yahoo! Inc.
Kari Van Gundy	Zenith National Insurance Corp.

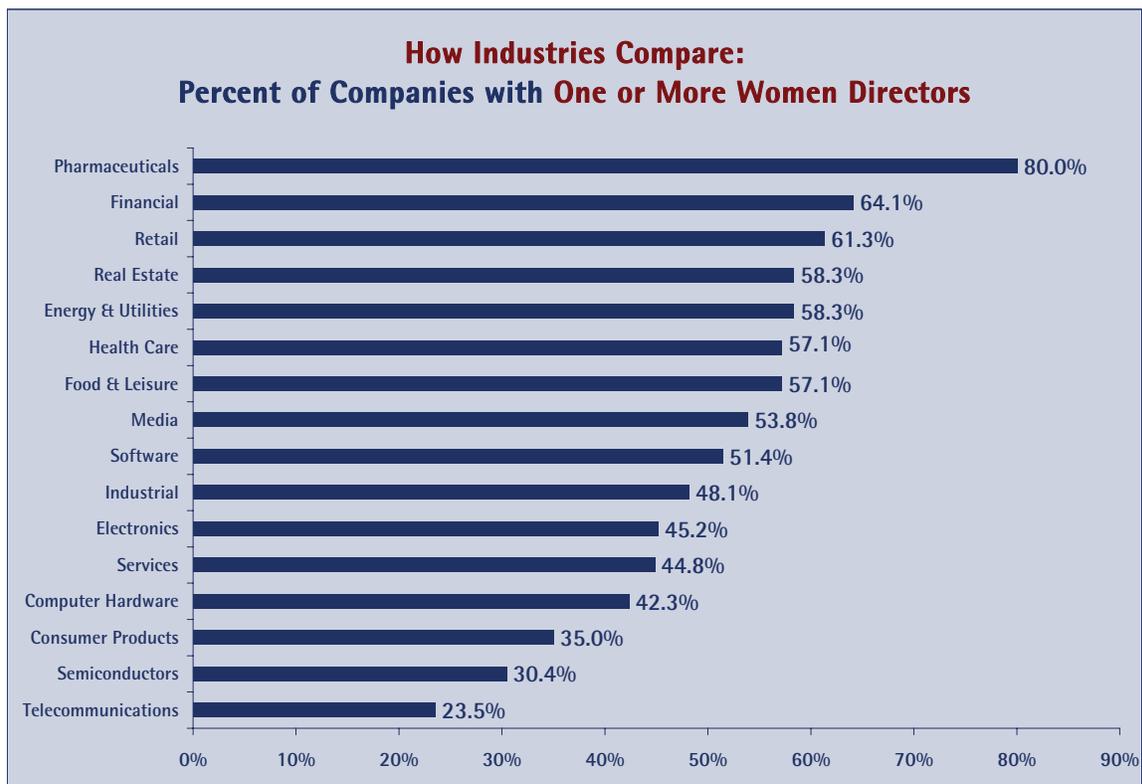
WOMEN BOARD DIRECTORS BY INDUSTRY

One half of the 400 largest public companies in California have at least one woman director. But there is more to this story. When the companies are categorized by industry, the data reveals a wide variation of representation of women in the boardrooms of companies in each sector.

Hoover's Industry Classifications have been used to define companies by industry. The companies have been grouped in 16 classifications. We have grouped companies into broad industry classifications so that there are more than 10 companies in each industry. The energy and utilities sector has the fewest companies (12) and the semiconductors sector has the most (46).

In our 2005 census, we used 11 industry classifications. Eight of these classifications are the same in this 2006 study: financial, health care, industrial, media, pharmaceuticals, retail, semiconductors, and software. The other three industry classifications we used last year have been divided into eight industries:

- Consumer goods has been separated into two industries: consumer goods manufacturers, and food, beverages and leisure.
- Services has been separated into three industries: services, real estate, and energy and utilities.
- Technology has been separated into three industries: telecommunications, computer hardware, and electronics.



KEY STATISTICS

- The pharmaceutical sector has the largest percentage of companies, 12 out of 15 (80.0%), with at least one woman director. Only one of these companies, McKesson Corp., has more than one woman director.
- The financial sector follows with 64.1%, or 25 out of 39 companies, having at least one woman director. Just over than half (13) of these 25 companies have more than one woman director.
- At the other end of the spectrum, only four (23.5%) companies in the telecommunications sector each have one woman director: Polycom Inc., Covad Communications Group, United Online Inc., and DirecTV Group Inc. The remaining 13 telecom companies all have no women directors.

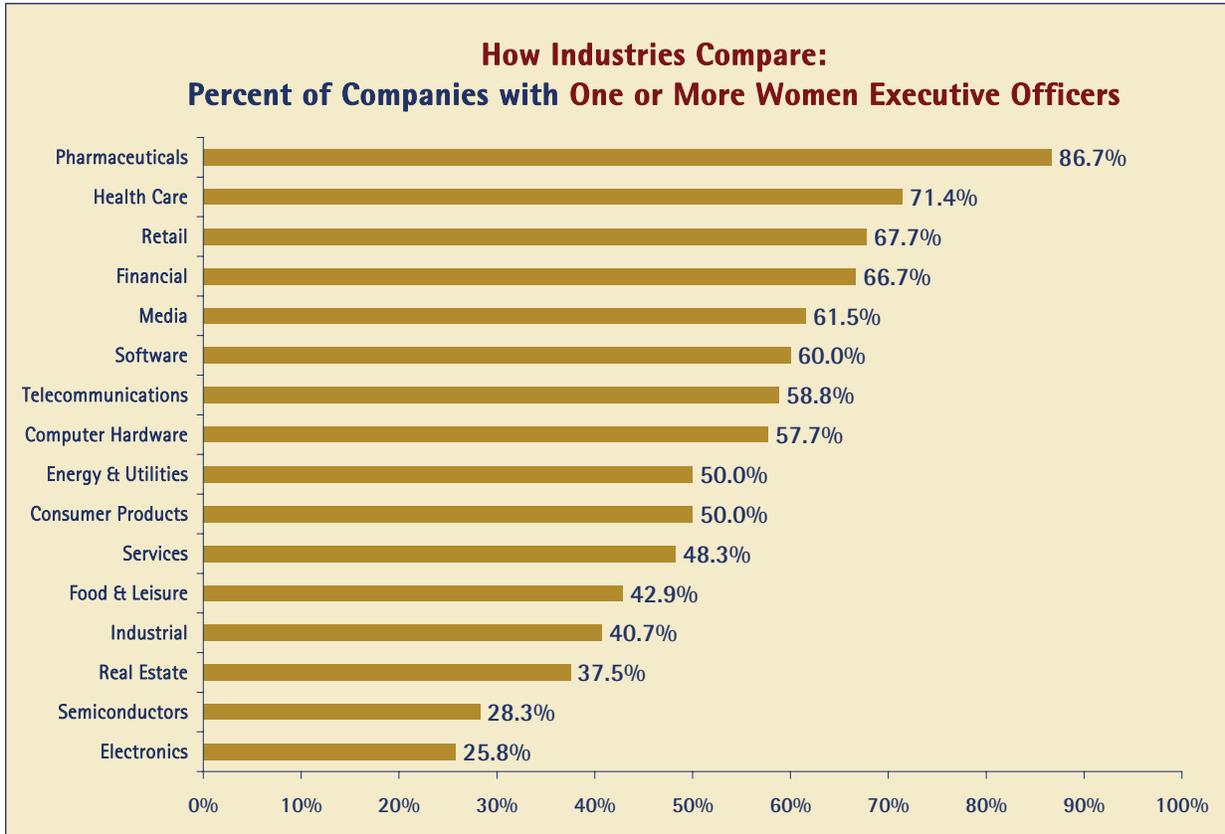
Among the 400 largest public companies in California, no single industry has more than one woman for every eight men serving on the companies' boards of directors on average.

Women are least likely to be present in the boardrooms of telecommunications companies, with women representing only 3.2% of directors. Similarly low numbers are seen in the semiconductor and electronics sectors (4.5% and 6.6% respectively). The three industries with the highest overall percentage of women directors are the retail sector with 12.8%; the financial sector with 12.1%; and the media sector with 11.1% women directors. Both the financial and retail sectors were among the top three sectors with women directors in our 2005 census.

Percent of Women Directors by Industry		
INDUSTRY	% WOMEN DIRECTORS	# OF COMPANIES
Retail	12.8%	31
Financial	12.1%	39
Media	11.1%	13
Pharmaceuticals	10.8%	15
Food & Leisure	10.7%	14
Health Care	9.9%	21
Real Estate	9.8%	24
Software	9.3%	35
Services	9.2%	29
Energy & Utilities	8.8%	12
Computer Hardware	7.8%	26
Consumer Products	7.5%	20
Industrial	7.3%	27
Electronics	6.6%	31
Semiconductors	4.5%	46
Telecommunications	3.2%	17

WOMEN EXECUTIVE OFFICERS BY INDUSTRY

Slightly over half of California's 400 largest public companies have at least one woman executive officer. When the companies are categorized by industry, there is a wide variation in the percentage of women executive officers.



KEY STATISTICS

- The pharmaceutical sector has the largest percentage of companies, 13 out of 15 (86.7%), with at least one woman executive officer. Four of these companies have more than one woman executive officer: Biosite Inc., Gen-Probe Inc., McKesson Corp., and Molecular Devices Corp.
- At least two-thirds of the companies in each of the health care, retail, and financial sectors have at least one woman executive officer.
- Only eight, or one-quarter, of the companies in the electronics sector have at least one woman executive officer. Agilent Technologies Inc. is the only electronics company with more than one woman executive officer.
- Only 28.3% of semiconductor sector companies, 13 out of 46 in the census, have at least one woman executive. Of these, eight have one woman executive and five have two women executives: Applied Materials Inc., Applied Micro Circuits Corp., Cymer Inc., Rambus Inc., and Ultra Clean Holdings Inc.
- The retail sector has the most women executive officers. For the 31 companies in this sector, more than one in five executives is a woman (22.3%). This contrasts with the electronics sector in which only 4.3% of executives are women.

Percent of Women Executive Officers by Industry		
INDUSTRY	% WOMEN EXECUTIVES	# OF COMPANIES
Retail	22.3%	31
Financial	15.3%	39
Pharmaceuticals	14.8%	15
Health Care	14.2%	21
Software	13.5%	35
Food & Leisure	12.8%	14
Media	12.6%	13
Consumer Products	12.6%	20
Computer Hardware	12.4%	26
Services	11.7%	29
Telecommunications	11.2%	17
Energy & Utilities	9.3%	12
Industrial	8.4%	27
Real Estate	8.2%	24
Semiconductors	5.3%	46
Electronics	4.3%	31

WOMEN BOARD DIRECTORS BY COMPANY SIZE

There is a link between corporate size as determined by revenues and the percentage of women on boards of directors. On average, large companies have larger boards and also have a greater representation of women on those boards.

California's 400 largest public companies are categorized using 2005 revenues. Chevron Corp. (\$184.9 billion) topped the list with the highest revenues and Pico Holdings Inc. (\$146.4 million) was the smallest.

There are three large-cap categories: revenues above \$5 billion (40 companies), \$2 billion to \$5 billion (45 companies), and \$1 billion to \$2 billion (44 companies).

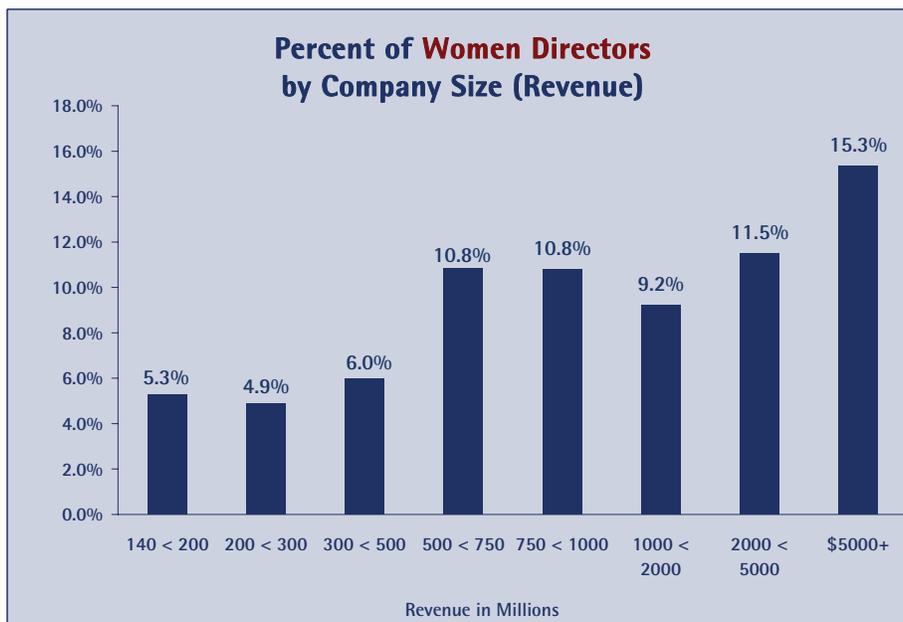
There are two mid-cap categories: revenues from \$750 million to \$1 billion (33 companies), and \$500 million to \$750 million (39 companies).

And there are three small-cap categories: \$300 million to \$500 million (65 companies), \$200 million to \$300 million (80 companies), and \$146 million to \$200 million (54 companies).

In addition, we highlight the 85 California companies on the Fortune 1000 list. There are 10 California public companies on the Fortune 100 list, 36 on the Fortune 101–500 list, and 39 companies on the Fortune 501–1000 list.

Women Directors in California Companies in the <i>Fortune 1000</i>		
COMPANY NAME (FORTUNE RANK)	NUMBER OF WOMEN DIRECTORS	PERCENTAGE WOMEN DIRECTORS
Chevron Corp. (4)	1	7.7%
Hewlett Packard Co. (11)	3	27.3%
McKesson Corp. (16)	3	33.3%
Wells Fargo & Co. (46)	4	26.7%
Intel Corp. (49)	2	18.2%
Safeway Inc. (50)	2	22.2%
Walt Disney Co. (63)	2	15.4%
Northrop Grumman Corp. (67)	1	8.3%
Ingram Micro Inc. (72)	2	16.7%
Cisco Systems Inc. (83)	2	18.2%
36 companies in <i>Fortune 101 - 500</i>	54	14.6%
49 companies in <i>Fortune 501 - 1000</i>	42	9.7%

Number of Women Directors by Company Size							
REVENUE (IN MILLIONS)	NUMBER OF COMPANIES	AVERAGE SIZE OF BOARD	NO WOMEN DIRECTORS	ONE WOMAN DIRECTOR	TWO OR MORE WOMEN DIRECTORS	PERCENT WOMEN DIRECTORS	
140 < 200	54	7.4	34	19	1	5.3%	
200 < 300	80	7.2	55	22	3	4.9%	
300 < 500	65	7.5	45	12	8	6.0%	
500 < 750	39	8.3	16	13	10	10.8%	
750 < 1000	33	7.6	14	11	8	10.8%	
1000 < 2000	44	8.6	20	16	8	9.2%	
2000 < 5000	45	9.3	13	20	12	11.5%	
\$5000+	40	10.4	5	16	19	15.3%	



KEY STATISTICS

- All Fortune 100 companies have at least one woman director. These 10 companies have an average of 19% women directors. Of the Fortune 101-500 companies, 86% have at least one woman director, with an average of 14.6% women directors.
- The 40 largest companies (revenues over \$5 billion) have the largest boards (10.4 members on average) and the highest average percentage of women directors, 15.3%. Of these 40 companies, 87.5% have at least one woman director and 47.5% have two or more women board members.
- Companies with revenues of \$2 billion to \$5 billion, and \$1 billion to \$2 billion, have 11.5% and 9.2% women directors respectively.
- For the mid-cap categories, \$500 million to \$750 million and \$750 million to \$1 billion, the average percentage of women directors is 10.8%. These companies have approximately eight board members and just over 40% of these companies have no women directors.
- The small-cap companies (199 companies in three categories with revenues below \$500 million) have seven-member boards on average and only 5% to 6% women board members.
 - > The majority (67%) of these companies have no women board members.
 - > Only 12 (6%) of these companies have more than one woman director (First Republic Bank, Maguire Properties Inc., Dreamworks Animation Inc., East West Bancorp Inc., IHOP Corp., California Water Services Group, Kyphon Inc., BRE Properties, Westamerica Bancorporation, First Consulting Group Inc., Digital Realty Trust Inc., Southwest Water Co., and Advent Software Inc.)

Overall, the largest companies have more than three times as many women directors as the smallest companies.

WOMEN EXECUTIVE OFFICERS BY COMPANY SIZE

While large companies have larger boards and also have a greater representation of women on those boards the trend does not carry over to the executive suites of these largest public companies in California. There is little relation between corporate size and percentage of women executive officers.

Women Executives in California Companies in the <i>Fortune 1000</i>		
COMPANY NAME (FORTUNE RANK)	NUMBER OF WOMEN EXECUTIVES	PERCENTAGE WOMEN EXECUTIVES
Chevron Corp. (4)	0	0.0%
Hewlett Packard Co. (11)	5	31.3%
McKesson Corp. (16)	2	25.0%
Wells Fargo & Co. (46)	3	27.3%
Intel Corp. (49)	0	0.0%
Safeway Inc. (50)	2	14.3%
Walt Disney Co. (63)	1	20.0%
Northrop Grumman Corp. (67)	1	5.3%
Ingram Micro Inc. (72)	2	16.7%
Cisco Systems Inc. (83)	1	11.1%
36 companies in <i>Fortune 101 - 500</i>	52	14.2%
49 companies in <i>Fortune 501 - 1000</i>	36	9.1%

Number of Women Executives by Company Size						
REVENUE (IN MILLIONS)	NUMBER OF COMPANIES	AVERAGE NUMBER OF EXECUTIVES	NO WOMEN EXECUTIVES	ONE WOMAN EXECUTIVE	TWO OR MORE WOMEN EXECUTIVES	PERCENT WOMEN EXECUTIVES
140 < 200	54	5.9	29	19	6	10.3%
200 < 300	80	6.4	45	19	16	10.7%
300 < 500	65	6.8	41	13	11	8.8%
500 < 750	39	7.2	16	12	11	16.8%
750 < 1000	33	8.1	13	13	7	11.3%
1000 < 2000	44	7.9	20	14	10	10.4%
2000 < 5000	45	8.9	18	11	16	14.2%
\$5000+	40	10.4	12	16	12	12.6%



KEY STATISTICS

- Two of the 10 Fortune 100 companies do not have women executives – Chevron Corp. (0 out of 10 executives) and Intel Corp. (0 out of 11 executives). However, Hewlett Packard has five women on their 16-person executive team. On average, the Fortune 100 companies have 14.8% women executives. Nine out of the 36 companies in the Fortune 101-500 list do not have women executives, and overall this group has an average of 14.2% women executives.
- Large-cap companies in three categories with revenues above \$1 billion have larger executive teams averaging eight to 10 executives per company. The percentage of women executives averages between 10% and 14%. More than a quarter, or 29%, of these 129 companies have two or more women executives.
- The 39 mid-size companies with 2005 revenues between \$500 million and \$750 million have the highest average percentage of women executive officers (16.8%). 28% of these companies have two or more women executives.
- The small-cap companies (199 companies in three categories with revenues below \$500 million) have between six and seven-member executive teams on average and have 10% women executives.

The companies with three or more women executives are distributed across all the size categories, in contrast to the distribution of women board members across size. Small companies in our sample have very few women directors compared to larger companies, but we do not see any relationship between company size and percentage of women executives.

WOMEN BOARD DIRECTORS BY LOCATION

The 400 largest public companies in California are located throughout the state. Seven are headquartered in Central Valley counties and 18 are along the Central Coast. The remainder is split evenly with 188 in Southern California (Los Angeles, Orange, Riverside, San Bernardino, and San Diego counties) and 187 in the Bay Area (Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano, and Sonoma, counties).

By Region	# Cos.	% Women Directors
Central Valley	7	10.6%
Bay Area	187	10.0%
Southern California	188	7.8%
Central Coast	18	7.3%

KEY STATISTICS

- The five companies headquartered in Marin County have the highest average percentage of women board members (19%).
- Five out of the nine Bay Area counties have the highest percentage of women directors. However Santa Clara County, which covers the Silicon Valley, has the largest number of companies (103) and one of the lowest percentages of women directors (6.5%).
- In Southern California, Los Angeles County has the highest representation of women on boards (8.5%).

Bay Area	# Cos.	% Women Directors
Marin	5	19.0%
San Francisco	26	17.5%
Contra Costa	7	14.8%
Alameda	26	12.1%
San Mateo	19	10.1%
Santa Clara	103	6.5%
Solano	1	0.0%

Central Valley	# Cos.	% Women Directors
Sacramento	3	19.4%
Fresno	1	10.0%
Kern	1	0.0%
Placer	1	0.0%
San Joaquin	1	0.0%

Central Coast	# Cos.	% Women Directors
Santa Cruz	4	12.5%
San Luis Obispo	1	10.0%
Santa Barbara	6	6.4%
Ventura	6	5.6%
Monterey	1	0.0%

Southern California	# Cos.	% Women Directors
Los Angeles	95	8.5%
Orange	51	7.4%
San Diego	36	6.8%
Riverside	5	4.9%
San Bernardino	1	0.0%

WOMEN EXECUTIVE OFFICERS BY LOCATION

The number of women executive officers at the largest public companies in California varies greatly across different parts of the state, and even within specific regions.

By Region	# Cos.	% Women Executive Officers
Southern California	188	12.2%
Bay Area	187	12.1%
Central Valley	7	11.5%
Central Coast	18	10.7%

KEY STATISTICS

- The San Francisco Bay Area has counties with both the highest and lowest percentage of women executive officers statewide. Mirroring our data on women serving as board members, San Francisco and Marin counties are also the tops for women executive officers with 19.2% and 18.5% women executives respectively.
- Silicon Valley (Santa Clara County) has the most companies, but only 8.8% women executive officers.
- In Southern California, San Diego and Los Angeles counties have the highest percentage women executives (13.5% and 12.2%); while the five companies headquartered in Riverside County have only 2.8% women executives.
- The 25 companies headquartered in the middle of the state (Central Valley and Central Coast) are in the middle of the rankings, with an average of 11.5% and 10.7% women executive officers, respectively.

Bay Area	#	% Women Executive Officers
San Francisco	26	19.2%
Marin	5	18.5%
San Mateo	19	18.4%
Alameda	26	13.3%
Contra Costa	7	9.4%
Santa Clara	103	8.8%
Solano	1	0.0%

Central Valley	# Cos.	% Women Executive Officers
Placer	1	16.7%
Sacramento	3	16.7%
Fresno	1	0.0%
Kern	1	0.0%
San Joaquin	1	0.0%

Central Coast	# Cos.	% Women Executive Officers
Santa Barbara	6	23.7%
Santa Cruz	4	8.7%
Ventura	6	4.3%
Monterey	1	0.0%
San Luis Obispo	1	0.0%

Southern California	# Cos.	% Women Executive Officers
San Diego	36	13.5%
Los Angeles	95	12.2%
Orange	51	9.3%
Riverside	5	2.8%
San Bernadino	1	0.0%

For complete county-by-county data: www.gsm.ucdavis.edu/census

CONCLUSION

Few Gains for Women Overall

In the first *UC Davis Study of California Women Business Leaders* published in 2005, we established a benchmark to measure the presence of women in corporate governance and executive leadership in the state's largest public companies. Unfortunately, we have not seen many changes this year as women continue to be scarce in top decision-making positions.

As the epicenter of innovation, the eighth largest economy in the world in its own right, and a trailblazer in social trends, California should be on the forefront of women's leadership in the corporate arena. The truth is it is not.

Despite women's critical role in the economic health of the nation, California's largest public corporations are leaving largely untapped a highly skilled and highly educated pool of talented women.

This pool of qualified women for board and executive positions is growing at a time when stock exchanges and the SEC have mandated that board directors have more financial expertise and independence.

Making an Impact

Several studies have shown that having more women in the boardroom and executive suite makes a difference in corporate governance and company performance:

- *Corporate Social Issues Reporter*, published by the Social Issues Service of Institutional Shareholder Services, found that more companies are discussing board diversity in their proxy statements. The number of Fortune 100 companies that specifically stated or strongly implied that they take race and gender into consideration when evaluating board nominees nearly double from 10 in 2004 to 19 in 2006. In January 2004, the Securities and Exchange Commission put into effect a rule that requires companies to report to shareholders on the board nomination process in their annual proxy statement.¹
- Recent research published by the Wellesley Centers for Women (WCW) shows that a critical mass of three or more women serving on a corporate board can cause a fundamental change in the boardroom and enhance corporate governance.²
- Greater gender and ethnic diversity on boards is correlated with higher return on assets and return on investment as well as higher firm value.³
- Greater gender diversity in top management teams is correlated with higher return on equity and total shareholder return.⁴

Some companies have successfully diversified their boards and executive suites. They should be applauded and are models for other firms to follow. But for the most part, California's largest public companies are missing an opportunity to bring a greater diversity of perspectives, experiences and viewpoints into their boardrooms and executive suites. The trend is evident across the country as shown by similar studies of gender diversity in companies in other states and major cities by the seven partners of the InterOrganization Network (ION) and by Catalyst, a national research and advisory organization working with businesses and the professions to build inclusive environments and expand opportunities for women at work.

¹ "Companies Start Discussing Board Diversity in Proxies" *Corporate Social Issues Reporter*, October 2006.

² "Critical Mass on Corporate Boards: Why Three or More Women Enhance Governance" Wellesley Centers for Women, 2006.

³ "Board of Director Diversity and Firm Financial Performance" *Corporate Governance: An International Review*, 2003; "Corporate Governance, Board Diversity, and Firm Value" *The Financial Review*, 2003.

⁴ "The Bottom Line: Connecting Corporate Performance and Gender Diversity" Catalyst 2004.

METHODOLOGY

The sample of companies used in the 2006 UC Davis Study of California Women Business Leaders was collected using net revenue from the Standard & Poor's Compustat database for fiscal year-end reported between July 1, 2005, and June 30, 2006. The 400 largest public companies headquartered in California were selected.

The information on women directors and executives was compiled from the companies' filings with the Securities and Exchange Commission (SEC). Using the SEC's online EDGAR database, we examined proxy statements (DEF 14A), annual reports (10-K), and current reports (8-K) issued from July 1, 2005, to June 30, 2006.

We compiled statistics on the companies' board members and executive officers. We gathered this information for men and women at each company. To ensure that the data reflected the current status of the company on June 30, 2006, we examined current report (8-K) filings after the proxy statement to capture any changes to directors or executive officers.

Letters were sent to corporate secretaries at each company to validate the information that was compiled. We requested updates and confirmations of the following:

- Total number of board directors
- Number, names and titles of women directors
- Total number of executive officers
- Number, names and titles of women executive officers

Sixty eight of the 400 companies replied to our requests for updates and confirmation. Regardless of whether a company confirmed its information, data from all 400 companies are included in the study.

Ethnicity data was gathered from a database produced by The Investor Responsibility Research Center (IRRC). This database provides historical data on boards of directors for companies included in the S&P 500 Index, S&P Midcap 400 Index, and S&P Smallcap 600 Index. The most recent data available was from 2004. Using this database, we could find ethnicity data on 166 of the 256 women board directors in our California sample. For the 69 women not included, no further determination of their ethnicity was made.

Changes in directors and executive officers after June 30, 2006, will be reflected in our 2007 census.

All reasonable steps have been taken to confirm the data and ensure its accuracy. Any remaining errors or omissions are the sole responsibility of the researchers.

Appendix A – California's 400 Largest Public Companies Ranked by Percentage of Women Directors and Executive Officers

RANK	COMPANY NAME	INDUSTRY	REVENUE (\$B)	TOTAL DIRECTORS	NUMBER OF WOMEN DIRECTORS	TOTAL EXECUTIVE OFFICERS	NUMBER OF WOMEN EXECUTIVE OFFICERS	TOTAL DIRECTORS & EXECUTIVE OFFICERS	TOTAL WOMEN DIRECTORS & EXECUTIVE OFFICERS	% WOMEN DIRECTORS & EXECUTIVE OFFICERS
1	Hot Topic Inc.	Retail	0.73	7	3	15	7	22	10	45.5%
2	Bebe Stores Inc.	Retail	0.51	7	3	15	5	22	8	36.4%
3	Gymboree Corp.	Retail	0.68	8	2	6	3	14	5	35.7%
4	Golden West Financial Corp.	Financial	6.66	9	5	8	1	17	6	35.3%
5	Jack In The Box Inc.	Food/Leisure	2.51	8	3	12	4	20	7	35.0%
6	Advent Software Inc.	Software	0.17	8	2	7	3	15	5	33.3%
7	Charles Schwab Corp.	Financial	5.15	12	3	10	4	22	7	31.8%
8	Clorox Co.	Cons Prod	4.39	11	3	8	3	19	6	31.6%
8	Gap Inc.	Retail	16.02	12	2	7	4	19	6	31.6%
10	Dreamworks Animation Inc.	Media	0.46	10	2	6	3	16	5	31.3%
11	BRE Properties	Real Estate	0.30	9	2	4	2	13	4	30.8%
11	Design Within Reach Inc.	Retail	0.16	7	1	6	3	13	4	30.8%
11	Hewlett Packard Co.	Hardware	86.70	10	3	16	5	26	8	30.8%
11	Hyperion Solutions Corp.	Software	0.70	7	2	6	2	13	4	30.8%
15	Advanced Medical Optics Inc.	Health	0.92	8	2	12	4	20	6	30.0%
16	Longs Drug Stores Corp.	Retail	4.67	9	3	8	2	17	5	29.4%
16	McKesson Corp.	Pharma	88.05	9	3	8	2	17	5	29.4%
18	McClatchy Co.	Media	1.19	16	5	8	2	24	7	29.2%
19	IHOP Corp.	Food/Leisure	0.35	9	2	5	2	14	4	28.6%
20	ABM Industries Inc.	Services	2.58	9	2	9	3	18	5	27.8%
21	AMN Healthcare Services Inc.	Services	0.71	7	1	4	2	11	3	27.3%
21	Weststaff Inc.	Services	0.61	5	2	6	1	11	3	27.3%
23	Wells Fargo & Co.	Financial	40.41	15	4	11	3	26	7	26.9%
24	FirstFed Financial Corp.	Financial	0.50	9	1	6	3	15	4	26.7%
24	Molina Healthcare Inc.	Health	1.65	9	2	6	2	15	4	26.7%
26	Corinthian Colleges Inc.	Services	0.96	7	2	9	2	16	4	25.0%
26	Franklin Resources Inc.	Financial	4.42	13	2	19	6	32	8	25.0%
26	Iomega Corp.	Hardware	0.26	7	1	5	2	12	3	25.0%
26	Ultra Clean Holdings Inc.	Semi	0.15	7	1	5	2	12	3	25.0%
30	Adobe Systems Inc.	Software	1.97	11	2	6	2	17	4	23.5%
30	PG&E Corp.	Energy	11.70	9	3	8	1	17	4	23.5%
30	Ross Stores Inc.	Retail	4.94	8	1	9	3	17	4	23.5%
33	Cost Plus Inc.	Retail	0.97	6	1	7	2	13	3	23.1%
33	Edwards Lifesciences Corp.	Health	1.00	8	1	5	2	13	3	23.1%
33	EMAK Worldwide Inc.	Services	0.22	7	0	6	3	13	3	23.1%
33	Pacific Sunwear Of California Inc.	Retail	1.39	8	1	5	2	13	3	23.1%
33	QAD Inc.	Software	0.23	5	1	8	2	13	3	23.1%
38	Hilton Hotels Corp.	Food/Leisure	4.44	11	3	7	1	18	4	22.2%
38	Leapfrog Enterprises Inc.	Cons Prod	0.65	8	0	10	4	18	4	22.2%
38	Sonic Solutions	Software	0.15	5	1	4	1	9	2	22.2%
41	Autodesk Inc.	Software	1.52	10	2	4	1	14	3	21.4%
41	Guess Inc.	Cons Prod	0.89	7	2	7	1	14	3	21.4%
41	Kyphon Inc.	Health	0.31	8	2	6	1	14	3	21.4%
41	Restoration Hardware Inc.	Retail	0.58	8	1	6	2	14	3	21.4%
45	First Consulting Group Inc.	Services	0.29	10	2	9	2	19	4	21.1%
45	Greater Bay Bancorp	Financial	0.60	12	1	7	3	19	4	21.1%
45	Synopsys Inc.	Software	0.99	8	1	11	3	19	4	21.1%
48	Con-Way	Services	4.17	14	1	10	4	24	5	20.8%
49	Applied Micro Circuits Corp.	Semi	0.24	8	1	7	2	15	3	20.0%
49	California Pizza Kitchen Inc.	Food/Leisure	0.48	8	0	7	3	15	3	20.0%
49	Gemstar TV Guide International Inc.	Media	0.60	9	2	11	2	20	4	20.0%
49	Luminent Mortgage Capital	Real Estate	0.18	7	1	3	1	10	2	20.0%
49	Maguire Properties Inc.	Real Estate	0.49	6	2	9	1	15	3	20.0%
49	Southwest Water Co.	Energy	0.20	8	1	7	2	15	3	20.0%
49	Wesco Financial Corp.	Financial	0.89	6	2	4	0	10	2	20.0%
49	Westamerica Bancorporation	Financial	0.30	10	2	5	1	15	3	20.0%

Rankings

Appendix A (continued)

RANK	COMPANY NAME	INDUSTRY	REVENUE (\$B)	TOTAL DIRECTORS	NUMBER OF WOMEN DIRECTORS	TOTAL EXECUTIVE OFFICERS	NUMBER OF WOMEN EXECUTIVE OFFICERS	TOTAL DIRECTORS & EXECUTIVE OFFICERS	TOTAL WOMEN DIRECTORS & EXECUTIVE OFFICERS	% WOMEN DIRECTORS & EXECUTIVE OFFICERS
57	First Republic Bank	Financial	0.50	13	3	18	3	31	6	19.4%
58	Avery Dennison Corp.	Industrial	5.47	10	1	11	3	21	4	19.0%
58	Downey Financial Corp.	Financial	1.03	9	2	12	2	21	4	19.0%
58	East West Bancorp Inc.	Financial	0.44	9	2	12	2	21	4	19.0%
58	eBay Inc.	Services	4.55	11	2	10	2	21	4	19.0%
62	Deckers Outdoor Corp.	Cons Prod	0.26	7	0	9	3	16	3	18.8%
62	Reliance Steel & Aluminum Co.	Industrial	3.81	9	0	7	3	16	3	18.8%
64	21st Century Insurance Group	Financial	1.42	11	2	11	2	22	4	18.2%
64	Biosite Inc.	Pharma	0.29	6	0	16	4	22	4	18.2%
64	Digital Realty Trust Inc.	Real Estate	0.21	6	2	5	0	11	2	18.2%
64	Wireless Facilities Inc.	Telecom	0.38	6	0	5	2	11	2	18.2%
68	Palm Inc.	Hardware	1.58	9	1	8	2	17	3	17.6%
68	Sun Microsystems Inc.	Hardware	11.07	9	2	8	1	17	3	17.6%
70	Safeway Inc.	Retail	38.42	9	2	14	2	23	4	17.4%
70	Teledyne Technologies Inc.	Industrial	1.21	8	0	15	4	23	4	17.4%
72	Affymetrix Inc.	Pharma	0.37	8	1	4	1	12	2	16.7%
72	Big 5 Sporting Goods Corp.	Retail	0.81	6	2	6	0	12	2	16.7%
72	Bio-Rad Laboratories Inc.	Health	1.18	7	1	5	1	12	2	16.7%
72	Equinix Inc.	Telecom	0.22	6	0	6	2	12	2	16.7%
72	Glenborough Realty Trust Inc.	Real Estate	0.17	7	1	5	1	12	2	16.7%
72	Ingram Micro Inc.	Services	28.81	12	2	12	2	24	4	16.7%
72	Mentor Corp.	Health	0.27	7	0	5	2	12	2	16.7%
72	Oracle Corp.	Software	13.41	11	2	13	2	24	4	16.7%
72	Overland Storage Inc.	Hardware	0.24	4	0	8	2	12	2	16.7%
72	Sun Healthcare Group Inc.	Health	0.88	9	1	9	2	18	3	16.7%
72	Sybase Inc.	Software	0.82	8	2	10	1	18	3	16.7%
72	Trizetto Group Inc.	Software	0.29	7	1	11	2	18	3	16.7%
72	Walt Disney Co.	Media	31.94	13	2	5	1	18	3	16.7%
72	Williams Sonoma Inc.	Retail	3.54	10	1	8	2	18	3	16.7%
86	Gen-Probe Inc.	Pharma	0.31	8	1	17	3	25	4	16.0%
87	Petco Animal Supplies Inc.	Cons Prod	2.00	9	1	10	2	19	3	15.8%
87	Verisign Inc.	Software	1.61	11	1	8	2	19	3	15.8%
89	Apria Healthcare Group	Health	1.47	8	2	5	0	13	2	15.4%
89	PFF Bancorp Inc.	Financial	0.28	7	1	6	1	13	2	15.4%
89	Power One Inc.	Electronics	0.26	7	1	6	1	13	2	15.4%
89	SanDisk Corp.	Semi	2.31	7	1	6	1	13	2	15.4%
89	Simpson Manufacturing Inc.	Industrial	0.85	8	2	5	0	13	2	15.4%
89	Symmetricon Inc.	Electronics	0.19	8	1	5	1	13	2	15.4%
89	West Marine Inc.	Retail	0.69	9	2	4	0	13	2	15.4%
96	Google Inc.	Media	6.14	11	2	9	1	20	3	15.0%
96	Smart & Final Inc.	Retail	2.00	8	0	12	3	20	3	15.0%
96	SVB Financial Group	Financial	0.43	10	1	10	2	20	3	15.0%
99	UnionBanCal Corp.	Financial	3.03	15	2	12	2	27	4	14.8%
100	Agilent Technologies Inc.	Electronics	5.14	9	1	12	2	21	3	14.3%
100	Applied Materials Inc.	Semi	6.99	10	1	11	2	21	3	14.3%
100	Arden Group Inc.	Retail	0.47	5	0	2	1	7	1	14.3%
100	California Water Service Group	Energy	0.32	9	2	5	0	14	2	14.3%
100	Cisco Systems Inc.	Hardware	24.80	12	2	9	1	21	3	14.3%
100	Countrywide Financial Corp.	Financial	18.01	12	1	30	5	42	6	14.3%
100	Cymer Inc.	Semi	0.38	8	0	6	2	14	2	14.3%
100	Electronic Arts Inc.	Software	2.95	9	1	12	2	21	3	14.3%
100	Gencorp Inc.	Industrial	0.62	10	1	11	2	21	3	14.3%
100	Granite Construction Inc.	Industrial	2.64	9	2	5	0	14	2	14.3%
100	LECG Corp.	Services	0.29	7	1	7	1	14	2	14.3%
100	Mattel Inc.	Cons Prod	5.18	11	2	10	1	21	3	14.3%
100	McGrath Rentcorp	Industrial	0.27	7	1	7	1	14	2	14.3%
100	Oakley Inc.	Cons Prod	0.65	9	2	12	1	21	3	14.3%
100	Ologic Corp.	Hardware	0.49	7	1	7	1	14	2	14.3%

Rankings

Appendix A (continued)

RANK	COMPANY NAME	INDUSTRY	REVENUE (\$B)	TOTAL DIRECTORS	NUMBER OF WOMEN DIRECTORS	TOTAL EXECUTIVE OFFICERS	NUMBER OF WOMEN EXECUTIVE OFFICERS	TOTAL DIRECTORS & EXECUTIVE OFFICERS	TOTAL WOMEN DIRECTORS & EXECUTIVE OFFICERS	% WOMEN DIRECTORS & EXECUTIVE OFFICERS
115	Intuit Inc.	Software	2.04	9	1	13	2	22	3	13.6%
115	Ryland Group Inc.	Industrial	4.82	11	2	11	1	22	3	13.6%
117	Altera Corp.	Electronics	1.12	7	1	8	1	15	2	13.3%
117	Anworth Mortgage Asset Corp.	Real Estate	0.28	6	0	9	2	15	2	13.3%
117	Connetics Corp.	Pharma	0.18	9	1	6	1	15	2	13.3%
117	Digital Insight Corp.	Software	0.21	7	0	8	2	15	2	13.3%
117	Edison International	Energy	11.85	11	1	4	1	15	2	13.3%
117	Korn Ferry International	Services	0.55	11	2	4	0	15	2	13.3%
117	PDL BioPharma Inc.	Pharma	0.28	8	1	7	1	15	2	13.3%
117	Quantum Corp.	Hardware	0.83	8	1	7	1	15	2	13.3%
117	Spanion Inc.	Semi	2.00	7	1	8	1	15	2	13.3%
117	UCBH Holdings Inc.	Financial	0.43	9	1	6	1	15	2	13.3%
117	Valeant Pharmaceuticals International	Pharma	0.82	8	1	7	1	15	2	13.3%
128	First American Corp.	Financial	8.00	14	3	9	0	23	3	13.0%
128	Mercury General Corp.	Financial	2.99	9	0	14	3	23	3	13.0%
128	PMI Group Inc.	Financial	1.02	14	2	9	1	23	3	13.0%
131	American States Water Co.	Energy	0.24	6	1	2	0	8	1	12.5%
131	Broadcom Corp.	Semi	2.67	9	2	7	0	16	2	12.5%
131	Dot Hill Systems Corp.	Hardware	0.23	5	1	3	0	8	1	12.5%
131	Genentech Inc.	Pharma	6.63	7	1	9	1	16	2	12.5%
131	Gilead Sciences Inc.	Pharma	2.03	8	1	8	1	16	2	12.5%
131	Macrovision Corp.	Software	0.20	6	1	10	1	16	2	12.5%
131	Magnetek Inc.	Electronics	0.24	7	1	9	1	16	2	12.5%
131	QUALCOMM Inc.	Semi	5.67	13	2	11	1	24	3	12.5%
131	Rackable Systems Inc.	Hardware	0.21	5	0	11	2	16	2	12.5%
131	Tarrant Apparel Group	Cons Prod	0.21	10	1	6	1	16	2	12.5%
131	Varian Medical Systems Inc.	Health	1.38	9	1	7	1	16	2	12.5%
131	Zenith National Insurance Corp.	Financial	1.28	9	1	7	1	16	2	12.5%
143	Activision Inc.	Software	1.47	8	1	9	1	17	2	11.8%
143	AMB Property Corp.	Real Estate	0.69	10	2	7	0	17	2	11.8%
143	Emulex Corp.	Hardware	0.38	7	0	10	2	17	2	11.8%
143	Molecular Devices Corp.	Pharma	0.18	8	0	9	2	17	2	11.8%
143	New Century Financial Corp.	Real Estate	2.44	9	1	8	1	17	2	11.8%
143	Pacific Capital Bancorp	Financial	0.54	12	1	5	1	17	2	11.8%
143	Plantronics Inc.	Telecom	0.75	7	0	10	2	17	2	11.8%
143	Redwood Trust Inc.	Real Estate	0.96	9	2	8	0	17	2	11.8%
143	SJW Corp.	Energy	0.18	9	0	8	2	17	2	11.8%
143	URS Corp.	Industrial	3.92	8	1	9	1	17	2	11.8%
153	Beckman Coulter Inc.	Health	2.44	11	2	16	1	27	3	11.1%
153	Coast Distribution Systems	Retail	0.18	5	0	4	1	9	1	11.1%
153	Health Care Property Investors Inc.	Real Estate	0.48	10	1	8	1	18	2	11.1%
153	PC Mall Inc.	Retail	1.00	4	0	5	1	9	1	11.1%
153	Rambus Inc.	Semi	0.16	11	0	7	2	18	2	11.1%
153	Standard Pacific Corp.	Industrial	4.01	9	0	9	2	18	2	11.1%
153	Watson Pharmaceuticals Inc.	Pharma	1.65	9	1	9	1	18	2	11.1%
160	Health Net Inc.	Health	11.94	8	1	11	1	19	2	10.5%
160	Polycom Inc.	Telecom	0.58	11	1	8	1	19	2	10.5%
160	SCPIE Holdings Inc.	Financial	0.15	12	1	7	1	19	2	10.5%
160	SureWest Communications	Telecom	0.22	7	0	12	2	19	2	10.5%
164	Charlotte Russe Holding Inc.	Retail	0.60	7	1	3	0	10	1	10.0%
164	Cheesecake Factory Inc.	Food/Leisure	1.18	5	0	5	1	10	1	10.0%
164	International Aluminum Corp.	Retail	0.25	7	1	3	0	10	1	10.0%
164	VCA Antech Inc.	Services	0.84	5	0	5	1	10	1	10.0%
168	Invitrogen Corp.	Pharma	1.20	9	1	12	1	21	2	9.5%
168	Ligand Pharmaceutical	Pharma	0.18	11	1	10	1	21	2	9.5%
168	Live Nation Inc.	Food/Leisure	2.94	9	1	12	1	21	2	9.5%

Rankings

Appendix A (continued)

RANK	COMPANY NAME	INDUSTRY	REVENUE (\$B)	TOTAL DIRECTORS	NUMBER OF WOMEN DIRECTORS	TOTAL EXECUTIVE OFFICERS	NUMBER OF WOMEN EXECUTIVE OFFICERS	TOTAL DIRECTORS & EXECUTIVE OFFICERS	TOTAL WOMEN DIRECTORS & EXECUTIVE OFFICERS	% WOMEN DIRECTORS & EXECUTIVE OFFICERS
171	Bookham Inc.	Electronics	0.20	6	1	5	0	11	1	9.1%
171	Crown Media Holdings Inc.	Media	0.20	15	1	7	1	22	2	9.1%
171	DDI Corp.	Electronics	0.18	7	0	4	1	11	1	9.1%
171	Farmer Brothers Co.	Food/Leisure	0.20	7	1	4	0	11	1	9.1%
171	First Community Bancorp	Financial	0.20	11	1	11	1	22	2	9.1%
171	FormFactor Inc.	Semi	0.24	7	1	4	0	11	1	9.1%
171	Hines Horticulture Inc.	Retail	0.33	6	0	5	1	11	1	9.1%
171	Impac Mortgage Holdings Inc.	Real Estate	1.31	7	0	4	1	11	1	9.1%
171	Intel Corp.	Electronics	38.83	11	2	11	0	22	2	9.1%
171	K-Swiss Inc.	Cons Prod	0.51	6	0	5	1	11	1	9.1%
171	Learning Tree International Inc.	Services	0.15	6	0	5	1	11	1	9.1%
171	Netflix Inc.	Retail	0.68	7	0	4	1	11	1	9.1%
171	OmniVision Technologies Inc.	Semi	0.49	5	0	6	1	11	1	9.1%
171	On Assignment Inc.	Services	0.24	6	1	5	0	11	1	9.1%
171	Peet's Coffee & Tea Inc.	Retail	0.18	7	1	4	0	11	1	9.1%
171	Sunstone Hotel Investors Inc.	Real Estate	0.65	7	1	4	0	11	1	9.1%
171	Zhone Technologies Inc.	Telecom	0.15	8	0	3	1	11	1	9.1%
188	Avanex Corp.	Electronics	0.16	6	1	6	0	12	1	8.3%
188	Big Dog Holdings Inc.	Retail	0.18	6	0	6	1	12	1	8.3%
188	Covad Communications Group	Telecom	0.44	8	1	4	0	12	1	8.3%
188	ICU Medical Inc.	Health	0.16	7	0	5	1	12	1	8.3%
188	Informatica Corp.	Software	0.27	8	1	4	0	12	1	8.3%
188	ITLA Capital Corp.	Financial	0.18	7	0	5	1	12	1	8.3%
188	Ixia	Electronics	0.16	6	1	6	0	12	1	8.3%
188	Jacobs Engineering Group Inc.	Industrial	5.64	12	2	24	1	36	3	8.3%
196	Accredited Home Lenders Holding	Financial	0.94	7	1	6	0	13	1	7.7%
196	Cooper Companies Inc.	Health	0.81	10	1	16	1	26	2	7.7%
196	DJO Inc.	Health	0.29	8	0	5	1	13	1	7.7%
196	En Pointe Technologies Inc.	Services	0.33	7	1	6	0	13	1	7.7%
196	Encore Capital Group Inc.	Financial	0.22	8	0	5	1	13	1	7.7%
196	KKR Financial Corp.	Real Estate	0.41	11	1	2	0	13	1	7.7%
196	Novatel Wireless Inc.	Hardware	0.16	6	0	7	1	13	1	7.7%
196	Thoratec Corp.	Health	0.20	9	0	4	1	13	1	7.7%
196	Tibco Software Inc.	Software	0.45	6	0	7	1	13	1	7.7%
196	United Online Inc.	Telecom	0.53	6	1	7	0	13	1	7.7%
196	Varian Inc.	Electronics	0.77	7	1	6	0	13	1	7.7%
196	WebEx Communications Inc.	Software	0.31	5	0	8	1	13	1	7.7%
196	Wet Seal Inc.	Retail	0.50	8	0	5	1	13	1	7.7%
209	Actel Corp.	Electronics	0.18	6	0	8	1	14	1	7.1%
209	Advanced Micro Devices	Electronics	5.85	7	1	7	0	14	1	7.1%
209	Gottschalks Inc.	Retail	0.68	10	1	4	0	14	1	7.1%
209	Intuitive Surgical Inc.	Health	0.23	8	0	6	1	14	1	7.1%
209	Komag Inc.	Hardware	0.69	8	0	6	1	14	1	7.1%
209	McAfee Inc.	Software	0.99	9	1	5	0	14	1	7.1%
209	PS Business Parks Inc.	Real Estate	0.23	8	0	6	1	14	1	7.1%
209	Realty Income Corp.	Real Estate	0.20	8	1	6	0	14	1	7.1%
209	Sanmina-SCI Corp.	Electronics	11.73	8	1	6	0	14	1	7.1%
209	WebSense Inc.	Software	0.15	7	0	7	1	14	1	7.1%
219	BEA Systems Inc.	Software	1.20	8	0	7	1	15	1	6.7%
219	CKE Restaurants Inc.	Food/Leisure	1.52	10	1	5	0	15	1	6.7%
219	CNET Networks Inc.	Media	0.35	10	1	5	0	15	1	6.7%
219	Coherent Inc.	Semi	0.52	8	0	7	1	15	1	6.7%
219	Intersil Corp.	Semi	0.60	9	1	6	0	15	1	6.7%
219	Juniper Networks Inc.	Hardware	2.06	9	0	6	1	15	1	6.7%
219	KLA-Tencor Corp.	Semi	2.09	9	1	6	0	15	1	6.7%
219	Lam Research Corp.	Semi	1.50	9	1	6	0	15	1	6.7%

Rankings

Appendix A (continued)

RANK	COMPANY NAME	INDUSTRY	REVENUE (\$B)	TOTAL DIRECTORS	NUMBER OF WOMEN DIRECTORS	TOTAL EXECUTIVE OFFICERS	NUMBER OF WOMEN EXECUTIVE OFFICERS	TOTAL DIRECTORS & EXECUTIVE OFFICERS	TOTAL WOMEN DIRECTORS & EXECUTIVE OFFICERS	% WOMEN DIRECTORS & EXECUTIVE OFFICERS
219	Leap Wireless International Inc.	Telecom	0.91	6	0	9	1	15	1	6.7%
219	Mid-State Bancshares	Financial	0.15	10	1	5	0	15	1	6.7%
219	Network Appliance Inc.	Hardware	2.07	10	1	5	0	15	1	6.7%
219	Sharper Image Corp.	Retail	0.67	9	0	6	1	15	1	6.7%
219	Stratex Networks Inc.	Telecom	0.23	7	0	8	1	15	1	6.7%
219	ViaSat Inc.	Telecom	0.43	7	0	8	1	15	1	6.7%
219	WD-40 Co.	Industrial	0.26	10	1	5	0	15	1	6.7%
219	Western Digital Corp.	Hardware	3.64	9	1	6	0	15	1	6.7%
219	Xilinx Inc.	Electronics	1.73	7	1	8	0	15	1	6.7%
236	Northrop Grumman Corp.	Industrial	30.72	12	1	19	1	31	2	6.5%
237	Atheros Communications Inc.	Semi	0.18	7	1	9	0	16	1	6.3%
237	Exponent Inc.	Services	0.16	7	1	9	0	16	1	6.3%
237	K2 Inc.	Cons Prod	1.31	8	1	8	0	16	1	6.3%
237	Netgear Inc.	Hardware	0.45	7	0	9	1	16	1	6.3%
237	PriceSmart Inc.	Retail	0.62	7	1	9	0	16	1	6.3%
237	Waste Connections Inc.	Services	0.72	5	0	11	1	16	1	6.3%
243	Apple Computer Inc.	Hardware	13.93	7	0	10	1	17	1	5.9%
243	CB Richard Ellis Group Inc.	Real Estate	2.91	11	1	6	0	17	1	5.9%
243	City National Corp.	Financial	0.93	9	0	8	1	17	1	5.9%
243	Del Monte Foods Co.	Food/Leisure	3.00	8	1	9	0	17	1	5.9%
243	Gateway Inc.	Hardware	3.85	6	1	11	0	17	1	5.9%
243	Macerich Co.	Real Estate	0.84	9	1	8	0	17	1	5.9%
243	Salesforce.com Inc.	Software	0.31	8	1	9	0	17	1	5.9%
250	Calavo Growers Inc.	Food/Leisure	0.26	13	1	5	0	18	1	5.6%
250	Cubic Corp.	Industrial	0.80	9	0	9	1	18	1	5.6%
250	DaVita Inc.	Health	2.97	9	1	9	0	18	1	5.6%
250	DirecTV Group Inc.	Telecom	13.16	11	1	7	0	18	1	5.6%
250	Sempra Energy	Energy	11.74	11	0	7	1	18	1	5.6%
250	Soletron Corp.	Electronics	10.44	9	1	9	0	18	1	5.6%
250	Symantec Corp.	Software	4.14	9	0	9	1	18	1	5.6%
250	Yahoo! Inc.	Media	5.26	10	0	8	1	18	1	5.6%
258	Amgen Inc.	Pharma	12.43	11	1	8	0	19	1	5.3%
258	Building Materials Holding Corp.	Industrial	2.91	9	1	10	0	19	1	5.3%
258	JDS Uniphase Corp.	Electronics	0.71	10	0	9	1	19	1	5.3%
258	KB Home	Industrial	9.44	11	1	8	0	19	1	5.3%
258	Move Inc.	Media	0.25	10	0	9	1	19	1	5.3%
258	Novellus Systems Inc.	Semi	1.34	9	1	10	0	19	1	5.3%
264	Credence Systems Corp.	Semi	0.43	9	1	11	0	20	1	5.0%
264	Genesis Microchip Inc.	Semi	0.27	8	0	12	1	20	1	5.0%
264	Indymac Bancorp Inc.	Financial	1.77	9	0	11	1	20	1	5.0%
264	Maxim Integrated Products	Semi	1.67	6	0	14	1	20	1	5.0%
264	Pacific Energy Partners	Energy	0.85	10	0	10	1	20	1	5.0%
264	Trimble Navigation Ltd.	Telecom	0.77	7	0	13	1	20	1	5.0%
264	Virco Manufacturing Corp.	Cons Prod	0.21	9	0	11	1	20	1	5.0%
271	Fleetwood Enterprises	Industrial	2.43	11	1	11	0	22	1	4.5%
271	Occidental Petroleum Corp.	Energy	15.21	12	1	10	0	22	1	4.5%
271	Tetra Tech Inc.	Services	0.90	7	0	15	1	22	1	4.5%
274	Chevron Corp.	Energy	184.92	13	1	10	0	23	1	4.3%
274	Semtech Corp.	Semi	0.24	8	0	15	1	23	1	4.3%
400	Adaptec Inc.	Hardware	0.31	6	0	3	0	9	0	0.0%
400	Alexandria Real Estate Equities Inc.	Real Estate	0.24	8	0	3	0	11	0	0.0%
400	Align Technology Inc.	Health	0.21	8	0	9	0	17	0	0.0%
400	Allergan Inc.	Pharma	2.32	11	0	5	0	16	0	0.0%
400	Alliance Imaging Inc.	Health	0.43	7	0	5	0	12	0	0.0%
400	American Reprographics Co.	Services	0.49	7	0	4	0	11	0	0.0%
400	American Vanguard Corp.	Industrial	0.19	7	0	5	0	12	0	0.0%

Rankings

Appendix A (continued)

RANK	COMPANY NAME	INDUSTRY	REVENUE (\$B)	TOTAL DIRECTORS	NUMBER OF WOMEN DIRECTORS	TOTAL EXECUTIVE OFFICERS	NUMBER OF WOMEN EXECUTIVE OFFICERS	TOTAL DIRECTORS & EXECUTIVE OFFICERS	NUMBER OF WOMEN DIRECTORS & EXECUTIVE OFFICERS	% WOMEN DIRECTORS & EXECUTIVE OFFICERS
400	Ameron International Corp.	Industrial	0.70	6	0	7	0	13	0	0.0%
400	Applied Signal Technology	Telecom	0.16	7	0	12	0	19	0	0.0%
400	Ariba Inc.	Software	0.32	7	0	5	0	12	0	0.0%
400	Ashworth Inc.	Cons Prod	0.20	9	0	4	0	13	0	0.0%
400	Asyst Technologies Inc.	Semi	0.46	7	0	5	0	12	0	0.0%
400	Atmel Corp.	Electronics	1.68	8	0	8	0	16	0	0.0%
400	Aviza Technology Inc.	Semi	0.17	7	0	4	0	11	0	0.0%
400	Bell Microproducts Inc.	Services	3.19	9	0	6	0	15	0	0.0%
400	Berry Petroleum	Energy	0.40	9	0	11	0	20	0	0.0%
400	BJ's Restaurants Inc.	Food/Leisure	0.18	9	0	10	0	19	0	0.0%
400	Borland Software Corp.	Software	0.28	6	0	4	0	10	0	0.0%
400	Brocade Communications Systems	Hardware	0.57	10	0	4	0	14	0	0.0%
400	Cadence Design Systems Inc.	Software	1.33	8	0	6	0	14	0	0.0%
400	CalAmp Corp.	Electronics	0.22	7	0	4	0	11	0	0.0%
400	Callaway Golf Co.	Cons Prod	1.00	7	0	4	0	11	0	0.0%
400	Cathay General Bancorp	Financial	0.37	11	0	7	0	18	0	0.0%
400	Central Garden & Pet Co.	Industrial	1.38	7	0	6	0	13	0	0.0%
400	Century Aluminum Co.	Industrial	1.13	8	0	9	0	17	0	0.0%
400	Ceradyne Inc.	Industrial	0.37	6	0	9	0	15	0	0.0%
400	Cogent Inc.	Services	0.16	4	0	4	0	8	0	0.0%
400	Cohu Inc.	Semi	0.24	6	0	5	0	11	0	0.0%
400	Commerce Energy Group Inc.	Energy	0.25	6	0	4	0	10	0	0.0%
400	Commercial Capital Bancorp	Financial	0.28	9	0	10	0	19	0	0.0%
400	Computer Sciences Corp.	Services	14.62	7	0	9	0	16	0	0.0%
400	Conexant Systems Inc.	Semi	0.72	9	0	5	0	14	0	0.0%
400	Consumer Portfolio Services Inc.	Financial	0.19	7	0	6	0	13	0	0.0%
400	Copart Inc.	Services	0.46	7	0	11	0	18	0	0.0%
400	Core-Mark Holding Co. Inc.	Cons Prod	4.89	7	0	8	0	15	0	0.0%
400	CorVel Corp.	Health	0.27	5	0	3	0	8	0	0.0%
400	CPI International Inc.	Electronics	0.32	6	0	8	0	14	0	0.0%
400	CVB Financial Corp.	Financial	0.28	7	0	5	0	12	0	0.0%
400	Cypress Semiconductor Corp.	Semi	0.89	7	0	10	0	17	0	0.0%
400	Diamond Foods Inc.	Food/Leisure	0.46	9	0	4	0	13	0	0.0%
400	Diodes Inc.	Electronics	0.21	7	0	5	0	12	0	0.0%
400	Dionex Corp.	Electronics	0.28	6	0	8	0	14	0	0.0%
400	Directed Electronics Inc.	Services	0.30	10	0	8	0	18	0	0.0%
400	Dolby Laboratories Inc.	Media	0.33	5	0	9	0	14	0	0.0%
400	DSP Group Inc.	Electronics	0.19	6	0	5	0	11	0	0.0%
400	Ducommun Inc.	Semi	0.25	7	0	6	0	13	0	0.0%
400	ECC Capital Corp.	Real Estate	0.30	6	0	6	0	12	0	0.0%
400	Electronics For Imaging Inc.	Hardware	0.47	8	0	4	0	12	0	0.0%
400	Entravision Communications	Media	0.28	7	0	5	0	12	0	0.0%
400	Epicor Software Corp.	Software	0.29	5	0	2	0	7	0	0.0%
400	ESS Technology Inc.	Semi	0.18	6	0	3	0	9	0	0.0%
400	Essex Property Trust	Real Estate	0.35	10	0	6	0	16	0	0.0%
400	Extreme Networks Inc.	Hardware	0.38	6	0	6	0	12	0	0.0%
400	FileNet Corp.	Software	0.42	4	0	6	0	10	0	0.0%
400	Finisar Corp.	Electronics	0.36	9	0	6	0	15	0	0.0%
400	Foundry Networks Inc.	Hardware	0.40	5	0	9	0	14	0	0.0%
400	Fremont General Corp.	Financial	1.27	7	0	7	0	14	0	0.0%
400	Guitar Center Inc.	Retail	1.78	9	0	7	0	16	0	0.0%
400	Hanmi Financial Corp.	Financial	0.23	10	0	3	0	13	0	0.0%
400	Hansen Natural Corp.	Food/Leisure	0.35	7	0	6	0	13	0	0.0%
400	Harmonic Inc.	Telecom	0.26	7	0	4	0	11	0	0.0%
400	Impeco Technologies Inc.	Industrial	0.17	6	0	3	0	9	0	0.0%
400	Integrated Device Technology Inc.	Semi	0.53	9	0	12	0	21	0	0.0%

Rankings

Appendix A (continued)

RANK	COMPANY NAME	INDUSTRY	REVENUE (\$B)	TOTAL DIRECTORS	NUMBER OF WOMEN DIRECTORS	TOTAL EXECUTIVE OFFICERS	NUMBER OF WOMEN EXECUTIVE OFFICERS	TOTAL DIRECTORS & EXECUTIVE OFFICERS	TOTAL WOMEN DIRECTORS & EXECUTIVE OFFICERS	% WOMEN DIRECTORS & EXECUTIVE OFFICERS
400	Integrated Silicon Solution	Semi	0.18	7	0	5	0	12	0	0.0%
400	International Rectifier Corp.	Semi	1.17	7	0	7	0	14	0	0.0%
400	Interwoven Inc.	Software	0.18	4	0	5	0	9	0	0.0%
400	iPass Inc.	Services	0.17	7	0	7	0	14	0	0.0%
400	IXYS Corp.	Semi	0.25	5	0	3	0	8	0	0.0%
400	JAKKS Pacific Inc.	Cons Prod	0.66	7	0	3	0	10	0	0.0%
400	Keystone Automotive Industries Inc.	Retail	0.63	7	0	14	0	21	0	0.0%
400	Kilroy Realty Corp.	Real Estate	0.24	7	0	5	0	12	0	0.0%
400	Landec Corp.	Industrial	0.23	8	0	6	0	14	0	0.0%
400	Linear Technology Corp.	Semi	1.05	6	0	11	0	17	0	0.0%
400	LSI Logic Corp.	Semi	1.92	7	0	13	0	20	0	0.0%
400	Magma Design Automation Inc.	Software	0.16	7	0	5	0	12	0	0.0%
400	Mattson Technology Inc.	Semi	0.21	7	0	3	0	10	0	0.0%
400	Micrel Inc.	Semi	0.25	5	0	13	0	18	0	0.0%
400	Microsemi Corp.	Electronics	0.30	7	0	6	0	13	0	0.0%
400	Modtech Holdings Inc.	Industrial	0.23	7	0	3	0	10	0	0.0%
400	MRV Communications Inc.	Electronics	0.28	7	0	5	0	12	0	0.0%
400	Multi-Fineline Electronix Inc.	Electronics	0.36	7	0	5	0	12	0	0.0%
400	National RV Holdings Inc.	Industrial	0.46	7	0	7	0	14	0	0.0%
400	National Semiconductor Corp.	Semi	2.16	9	0	9	0	18	0	0.0%
400	Nationwide Health Properties Inc.	Real Estate	0.22	8	0	4	0	12	0	0.0%
400	Newport Corp.	Electronics	0.40	8	0	7	0	15	0	0.0%
400	NVIDIA Corp.	Semi	2.38	8	0	6	0	14	0	0.0%
400	Openwave Systems Inc.	Software	0.38	6	0	5	0	11	0	0.0%
400	OSI Systems Inc.	Services	0.39	5	0	5	0	10	0	0.0%
400	Overhill Farms Inc.	Food/Leisure	0.16	9	0	3	0	12	0	0.0%
400	Pacer International Inc.	Services	1.86	6	0	9	0	15	0	0.0%
400	Pan Pacific Retail Properties Inc.	Real Estate	0.31	4	0	3	0	7	0	0.0%
400	Pico Holdings Inc.	Financial	0.15	7	0	7	0	14	0	0.0%
400	PMC-Sierra Inc.	Semi	0.29	7	0	6	0	13	0	0.0%
400	PortalPlayer Inc.	Semi	0.23	8	0	5	0	13	0	0.0%
400	Powerwave Technologies Inc.	Electronics	0.83	9	0	5	0	14	0	0.0%
400	Public Storage Inc.	Real Estate	1.09	10	0	5	0	15	0	0.0%
400	Quest Software Inc.	Software	0.48	6	0	5	0	11	0	0.0%
400	Quiksilver Inc.	Cons Prod	1.78	10	0	4	0	14	0	0.0%
400	Redback Networks Inc.	Telecom	0.15	7	0	5	0	12	0	0.0%
400	ResMed Inc.	Health	0.43	8	0	6	0	14	0	0.0%
400	Robert Half International Inc.	Services	3.34	7	0	6	0	13	0	0.0%
400	Salem Communications Corp.	Media	0.21	8	0	8	0	16	0	0.0%
400	Silicon Image Inc.	Semi	0.21	7	0	7	0	14	0	0.0%
400	Silicon Storage Technology	Semi	0.43	6	0	8	0	14	0	0.0%
400	Simpletech Inc.	Semi	0.26	7	0	4	0	11	0	0.0%
400	SiRF Technology Holdings Inc.	Semi	0.17	8	0	6	0	14	0	0.0%
400	Skechers USA Inc.	Cons Prod	1.01	7	0	7	0	14	0	0.0%
400	Smart Modular Technologies Inc.	Semi	0.61	9	0	5	0	14	0	0.0%
400	Sport Chalet Inc.	Retail	0.34	8	0	6	0	14	0	0.0%
400	Superior Industries International	Industrial	0.84	9	0	8	0	17	0	0.0%
400	Synaptics Inc.	Hardware	0.21	5	0	9	0	14	0	0.0%
400	Synnex Corp.	Electronics	5.64	7	0	5	0	12	0	0.0%
400	Thomas Weisel Partners Group	Financial	0.26	4	0	9	0	13	0	0.0%
400	THQ Inc.	Software	0.81	6	0	7	0	13	0	0.0%
400	TiVo Inc.	Cons Prod	0.20	8	0	7	0	15	0	0.0%
400	TTM Technologies Inc.	Electronics	0.24	6	0	5	0	11	0	0.0%
400	United Panam Financial Corp.	Financial	0.18	6	0	4	0	10	0	0.0%
400	Universal Electronics Inc.	Cons Prod	0.18	4	0	4	0	8	0	0.0%
400	Univision Communications Inc.	Media	1.95	11	0	5	0	16	0	0.0%
400	UTStarcom Inc.	Telecom	2.93	6	0	4	0	10	0	0.0%
400	ValueClick Inc.	Services	0.30	5	0	11	0	16	0	0.0%
400	VeriFone Holdings Inc.	Hardware	0.49	8	0	6	0	14	0	0.0%
400	Volcom Inc.	Cons Prod	0.16	7	0	6	0	13	0	0.0%
400	Wind River Systems Inc.	Software	0.27	8	0	5	0	13	0	0.0%
400	Zoran Corp.	Semi	0.40	8	0	3	0	11	0	0.0%

Appendix B – Who's Who of Women Directors and Executive Officers of California's 400 Largest Public Companies *(listed alphabetically)*

COMPANY	NAME	POSITION	CURRENT TITLE	COMPANY RANK	% WOMEN DIRECTORS & EXECUTIVES
21st Century Insurance Group	Carlene M. Ellis	Director	Retired, Former Vice President, Intel Corporation	64	18.2%
	Roxani M. Gillespie	Director	Partner, Barger & Wolen		
	Marlis S. Kerby	Executive	VP, Information Technology		
	Caren L. Silvestri	Executive	VP, Customer Processes		
ABM Industries Inc.	Linda L. Chavez	Director	President of the Center for Equal Opportunity; author and nationally syndicated columnist and television commentator	20	27.8%
	Maryellen C. Herring	Director	Attorney-At-Law		
	Erin B. Andre	Executive	SVP, ABM		
	Linda S. Auwers	Executive	SVP, General Counsel & Corporate Secretary		
Accredited Home Lenders Holding	Maria De Martini	Executive	VP, Controller & Chief Accounting Officer	196	7.7%
Actel Corp.	Jody A. Gunderson	Director	Managing Director, Cargill Value Investment	209	7.1%
Activision Inc.	Barbara L. McArthur	Executive	VP, Human Resources	143	11.8%
	Barbara S. Isgur	Director	Consultant		
Adapteq Inc.	Kathy Vrabeck	Executive	President, Activision Publishing division	400	0.0%
Adobe Systems Inc.	Carol Mills	Director	Former EVP and General Manager, Infrastructure Products Group, Juniper Networks, Inc.	30	23.5%
	Colleen M. Pouliot	Director	Attorney-At-Law		
	Karen O. Cottle	Executive	SVP, General Counsel and Corporate Secretary		
	Peg Wynn	Executive	SVP, Human Resources		
Advanced Medical Optics Inc.	Elizabeth H. Dávila	Director	Former Chairman and CEO, VISX	15	30.0%
	Deborah J. Neff	Director	President and CEO, Predicant Biosciences, Inc.		
	Sheree L. Aronson	Executive	VP, Corporate Communications and Investor Relations		
	Francine D. Meza	Executive	SVP, Human Resources		
	Jane E. Rady	Executive	Corporate VP, Strategic and Corporate Development		
Advanced Micro Devices	Aimee S. Weisner	Executive	Corporate VP, General Counsel and Secretary, and Chief Ethics Officer	209	7.1%
	H. Paulett Eberhart	Director	Retired, Former President, Americas at EDS		
Advent Software Inc.	Terry H. Carlitz	Director	Independent Business Advisor	6	33.3%
	Stephanie G. DiMarco	Director	CEO and President		
	Lily S. Chang	Executive	EVP and Chief Technology Officer		
	Stephanie G. DiMarco	Executive	CEO and President		
Affymetrix Inc.	Gail Schulman	Executive	EVP, Strategic Business Development	72	16.7%
	Susan D. Desmond-Hellmann	Director	President, Product Development at Genentech, Inc.		
	Barbara A. Caulfield	Executive	EVP and General Counsel		
Agilent Technologies Inc.	Heidi Kunz	Director	EVP and CFO, Blue Shield of California	100	14.3%
	Jean Halloran	Executive	SVP, Human Resources		
	Darlene Solomon	Executive	SVP, Agilent Laboratories		
Alexandria Real Estate Equities Inc.				400	0.0%
Align Technology Inc.				400	0.0%
Allergan Inc.				400	0.0%
Alliance Imaging Inc.				400	0.0%
Altera Corp.	Susan Wang	Director	Former EVP and CFO, Solectron Corporation	117	13.3%
	Katherine E. Schuelke	Executive	VP, General Counsel and Secretary		
AMB Property Corp.	Afsaneh M. Beschloss	Director	President and CEO, The Rock Creek Group	143	11.8%
	Lydia H. Kennard	Director	Chairman of KDG Development Construction Consulting		
American Reprographics Co.				400	0.0%
American States Water Co.	Anne M. Holloway	Director	Retired	131	12.5%
American Vanguard Corp.				400	0.0%
Ameron International Corp.				400	0.0%
Amgen Inc.	Judith C. Pelham	Director	President-Emeritus of Trinity Health	258	5.3%
	Susan R. Nowakowski	Director	President and CEO		
AMN Healthcare Services Inc.	Denise L. Jackson	Executive	SVP, General Counsel and Secretary	21	27.3%
	Susan R. Nowakowski	Executive	President and CEO		
Anworth Mortgage Asset Corp.	Heather U. Baines	Executive	EVP	117	13.3%
	Bistra Pashamova	Executive	VP		
Apple Computer Inc.	Nancy R. Heinen	Executive	SVP, General Counsel and Secretary	243	5.9%
	Deborah A. Coleman	Director	General Partner of Smartforest Ventures		
Applied Materials Inc.	Nancy H. Handel	Executive	SVP and CFO	100	14.3%
	Yvonne Weatherford	Executive	Corporate VP, Corporate Controller		
	Julie H. Sullivan	Director	Provost and VP for Academic Affairs, University of San Diego		
Applied Micro Circuits Corp.	Cynthia J. Moreland	Executive	VP, General Counsel and Secretary	49	20.0%
	Barbara Murphy	Executive	VP and General Manager, Storage		
Applied Signal Technology				400	0.0%
Apria Healthcare Group	Terry P. Bayer	Director	COO, Molina Healthcare, Inc.	89	15.4%
	Mahvash Yazdi	Director	SVP, Business Integration and CIO, Edison International		
Arden Group Inc.	Janice Rosenquist	Executive	Controller	100	14.3%
Ariba Inc.				400	0.0%
Ashworth Inc.				400	0.0%
Asyst Technologies Inc.				400	0.0%
Atheros Communications Inc.	Teresa H. Meng	Director	Consultant	237	6.3%
Atmel Corp.				400	0.0%
Autodesk Inc.	Carol A. Bartz	Director	Chairman of the Board	41	21.4%
	Mary Alice Taylor	Director	Independent Business Consultant		
	Jan Becker	Executive	SVP, Human Resources and Corporate Real Estate		

Who's Who

Appendix B (continued)

COMPANY	NAME	POSITION	CURRENT TITLE	COMPANY RANK	% WOMEN DIRECTORS & EXECUTIVES
Avanex Corp.	Susan Wang	Director	Former EVP and CFO, Sollectron Corporation	188	8.3%
Avery Dennison Corp.	Julia A. Stewart	Director	CEO and President, IHOP	58	19.0%
	Diane B. Dixon	Executive	SVP, Worldwide Communications and Advertising		
	Sandra Beach Lin	Executive	Group VP, Specialty Materials and Converting Worldwide		
	Karyn E. Rodriguez	Executive	VP and Treasurer		
Aviza Technology Inc.				400	0.0%
BEA Systems Inc.	Jeanne K. Wu	Executive	SVP, Human Resources	219	6.7%
Bebe Stores Inc.	Barbara Bass	Director	President of the Gerson Bakar Foundation	2	36.4%
	Cynthia R. Cohen	Director	Founder and President of Strategic Mindshare		
	Neda Mashouf	Director	General Merchandising Manager of Design of bebe and BEBE SPORT		
	Teresa Cappuccino	Executive	VP, Pre Production		
	Mary Jimenez	Executive	VP, Design, BEBE SPORT		
	Susan Peterson	Executive	VP Design, bebe		
	Linda Vilaikoo	Executive	SVP, Planning, Allocation and Outlet Merchandising		
Barbara Wambach	Executive	Chief Administrative Officer			
Beckman Coulter Inc.	Risa J. Lavizzo-Mourey	Director	President and CEO at the Robert Wood Johnson Foundation	153	11.1%
	Betty Woods	Director	Retired, Former President and CEO, Premera Blue Cross		
	Carolyn D. Beaver	Executive	VP & Controller, Principal Accounting Officer		
Bell Microproducts Inc.				400	0.0%
Berry Petroleum				400	0.0%
Big 5 Sporting Goods Corp.	Sandra N. Bane	Director	Principal of Bane Consulting	72	16.7%
	Jennifer Holden Dunbar	Director	Principal, Co-Founder and Managing Director of Dunbar Partners, LLC		
Big Dog Holdings Inc.	Roberta J. Morris	Executive	CFO and Treasurer	188	8.3%
Bio-Rad Laboratories Inc.	Alice N. Schwartz	Director	Retired	72	16.7%
	Christine A. Tsingos	Executive	VP and CFO		
Biosite Inc.	Sarah J. Gunhouse	Executive	VP, U.S. Sales	64	18.2%
	Nadine E. Padilla	Executive	VP, Corporate and Investor Relations		
	S. Elaine Walton	Executive	VP, Quality Assurance & Program Management		
	Robin G. Weiner	Executive	VP, Regulatory and Government Affairs		
BJ's Restaurants Inc.				400	0.0%
Bookham Inc.	Lori Holland	Director	Consultant	171	9.1%
Borland Software Corp.				400	0.0%
BRE Properties	Constance B. Moore	Director	President and CEO	11	30.8%
	Jeanne R. Myerson	Director	President and CEO, The Swig Company		
	Deirdre A. Kuring	Executive	EVP, Asset Management		
	Constance B. Moore	Executive	President and CEO		
Broadcom Corp.	Maureen E. Grzelakowski	Director	Senior Advisor, Investor Growth Capital, Inc.	131	12.5%
	Nancy H. Handel	Director	SVP, CFO, Applied Materials, Inc.		
Brocade Communications Systems				400	0.0%
Building Materials Holding Corp.	Sara L. Beckman	Director	Member, Operations and Information Technology Management Faculty, Haas School of Business, University of California Berkeley	258	5.3%
Cadence Design Systems Inc.				400	0.0%
CalAmp Corp.				400	0.0%
Calavo Growers Inc.	Dorcas H. McFarlane	Director	Owner, J.K. Thille Ranches	250	5.6%
California Pizza Kitchen Inc.	Susan M. Collins	Executive	CFO, SVP, Finance and Secretary	49	20.0%
	Sarah Goldsmith Grover	Executive	SVP, Marketing and Public Relations		
	Karen M. Settlemeyer	Executive	SVP, Procurement		
California Water Service Group	Bonnie G. Hill	Director	President of B. Hill Enterprises, LLC	100	14.3%
	Linda R. Meier	Director	Director, Greater Bay Bancorp and the Peninsula Community Foundation		
Callaway Golf Co.				400	0.0%
Cathay General Bancorp				400	0.0%
CB Richard Ellis Group Inc.	Patrice Marie Daniels	Director	Founding Partner of Onyx Capital Ventures, LP.	243	5.9%
Central Garden & Pet Co.				400	0.0%
Century Aluminum Co.				400	0.0%
Ceradyne Inc.				400	0.0%
Charles Schwab Corp.	Nancy H. Bechtle	Director	Member of the San Francisco Symphony Board of Governors	7	31.8%
	Marjorie Magner	Director	Director of Gannett Company, Inc., and Accenture Ltd. Chairman of the Brooklyn College Foundation Board of Trustees, Member, Dean's Advisory Council, Krannert School of Management, Purdue University		
	Paula A. Sneed	Director	SVP, Global Marketing Resources, Kraft Foods, Inc.		
	Carrie E. Dwyer	Executive	EVP, General Counsel and Corporate Secretary		
	Jan Hier-King	Executive	EVP, Human Resources		
	Deborah D. McWhinney	Executive	EVP and President, Schwab Institutional		
Rebecca Saeger	Executive	EVP, Brand Management and Marketing Communications			
Charlotte Russe Holding Inc.	Jennifer C. Salopek	Director	Principal, ARC Business Advisors, LLC	164	10.0%
Cheesecake Factory Inc.	Debby R. Zurzolo	Executive	EVP, General Counsel	164	10.0%
Chevron Corp.	Linnet F. Deily	Director	Retired, Former Deputy U.S. Trade Representative and U.S. Ambassador to the World Trade Organization	274	4.3%
Cisco Systems Inc.	Carol A. Bartz	Director	Chairman, Autodesk, Inc.	100	14.3%
	M. Michele Burns	Director	EVP, CFO, Mirant Corporation		
	Betsy Rafael	Executive	VP, Corporate Controller and Principal Accounting Officer		
City National Corp.	Jan R. Cloyd	Executive	EVP, City National Corporation and EVP, Banking Services Division, City National Bank	243	5.9%
CKE Restaurants Inc.	Janet E. Kerr	Director	Professor and Executive Director of the Geoffrey H. Palmer Center for Entrepreneurship and the Law, Pepperdine University School of Law in Malibu, California	219	6.7%

Who's Who

Appendix B (continued)

COMPANY	NAME	POSITION	CURRENT TITLE	COMPANY RANK	% WOMEN DIRECTORS & EXECUTIVES
Clorox Co.	Jan L. Murley	Director	CEO, The Boyds Collection, Ltd.	8	31.6%
	Pamela Thomas-Graham	Director	Group President of Liz Claiborne, Inc.		
	Carolyn M. Ticknor	Director	Retired President of Hewlett Packard Company, Imaging & Printing Systems		
	Jacqueline P. Kane	Executive	SVP, Human Resources and Corporate Affairs		
	Mary Beth Springer	Executive	Group VP		
	Laura Stein	Executive	SVP, General Counsel		
CNET Networks Inc.	Betsy Nelson	Director	Former CFO, Macromedia	219	6.7%
Coast Distribution Systems	Sandra A. Knell	Executive	EVP and CFO	153	11.1%
Cogent Inc.				400	0.0%
Coherent Inc.	Helene Simonet	Executive	EVP and CFO	219	6.7%
Cohu Inc.				400	0.0%
Commerce Energy Group Inc.				400	0.0%
Commercial Capital Bancorp				400	0.0%
Computer Sciences Corp.				400	0.0%
Conexant Systems Inc.				400	0.0%
Connetics Corp.	Denise M. Gilbert	Director	Independent Consultant	117	13.3%
	Katrina J. Church	Executive	EVP, Legal Affairs, General Counsel & Secretary		
Consumer Portfolio Services Inc.				400	0.0%
Con-Way	Margaret G. Gill	Director	Board Chair and President, Stephen and Margaret Gill Family Foundation	48	20.8%
	Jacqueline Barretta	Executive	VP and CIO		
	Pat Jannausch	Executive	VP, Training and Culture		
	Leslie Lundberg	Executive	VP, Human Resources		
	Jennifer W. Pileggi	Executive	SVP, General Counsel and Secretary		
Cooper Companies Inc.	Jody S. Lindell	Director	President and CEO of S.G. Management, Inc.	196	7.7%
	Carol R. Kaufman	Executive	SVP, Legal Affairs, Secretary & Chief Administrative Officer		
Copart Inc.				400	0.0%
Core-Mark Holding Co. Inc.				400	0.0%
Corinthian Colleges Inc.	Alice Kane	Director	General Counsel of North America, Zurich Financial Group, founder of Q-Cubed Alternative Advisor LLC	26	25.0%
	Linda Arey Skladany	Director	Retired Former Senior Associate Commissioner, Office of External Relations, United States Food and Drug Administration		
	Mary Barry	Executive	EVP, Academic Affairs		
	Beth Wilson	Executive	EVP, Operations		
CorVel Corp.				400	0.0%
Cost Plus Inc.	Kim D. Robbins	Director	Independent Management Consultant	33	23.1%
	Joan S. Fujii	Executive	EVP, Human Resources		
	Gail H. Fuller	Executive	SVP, Brand Management		
Countrywide Financial Corp.	Kathleen Brown	Director	Senior Advisor, Head of Public Finance, Goldman Sachs & Co	100	14.3%
	Susan Bow	Executive	Senior Managing Director, General Counsel & Secretary		
	Leora Goren	Executive	Senior Managing Director, Chief Production Officer		
	Anne D. McCallion	Executive	Senior Managing Director and Chief of Financial Operations and Planning		
	Laura K. Milleman	Executive	Senior Managing Director and Chief Accounting Officer		
	Jennifer Sandefur	Executive	Senior Managing Director & Treasurer		
Covad Communications Group	Lisa Hook	Director	President and CEO, SunRocket	188	8.3%
CPI International Inc.				400	0.0%
Credence Systems Corp.	Lori Holland	Director	Director, Bookham Inc. and WiderThan Co Ltd	264	5.0%
Crown Media Holdings Inc.	Deanne R. Stedem	Director	Assistant General Counsel, Hallmark Cards	171	9.1%
	Chris R. Moseley	Executive	EVP, Chief Marketing Officer		
Cubic Corp.	John A. Minter	Executive	VP, Information Technologies	250	5.6%
CVB Financial Corp.				400	0.0%
Cymer Inc.	Nancy J. Baker	Executive	SVP and CFO	100	14.3%
	Rae Ann Werner	Executive	VP, Controller and Chief Accounting Officer		
Cypress Semiconductor Corp.				400	0.0%
DaVita Inc.	Nancy-Ann DeParle	Director	Senior Advisor with JP Morgan Partners, LLC & Adjunct Professor at the Wharton School of the University of Pennsylvania	250	5.6%
DDI Corp.	Sally Goff	Executive	CFO	171	9.1%
Deckers Outdoor Corp.	Janice M. Howell	Executive	VP, Operations	62	18.8%
	Leslyn Nitta	Executive	VP, Finance		
	Constance X. Rishwain	Executive	President, UGG and Simple Divisions		
Del Monte Foods Co.	Mary R. Henderson	Director	Independent Consultant	243	5.9%
	Hilary Billings	Director	Independent brand strategy consultant		
Design Within Reach Inc.	Michelle Carrara	Executive	VP, Merchandising	11	30.8%
	Suzanne Ewing	Executive	VP, Human Resources		
	Vivian Macdonald	Executive	VP, Finance and Corporate Controller		
Diamond Foods Inc.				400	0.0%
Digital Insight Corp.	Katherine M. Jansen	Executive	SVP, Strategy and Business Development	117	13.3%
	CeCelia G. Morken	Executive	SVP, Sales		
Digital Realty Trust Inc.	Kathleen Earley	Director	President and COO, TriZetto Group, Inc.	64	18.2%
	Ruann F. Ernst	Director	CEO, Digital Island, Inc.		
Diodes Inc.				400	0.0%
Dionex Corp.				400	0.0%
Directed Electronics Inc.				400	0.0%
DiracTV Group Inc.	Nancy S. Newcomb	Director	Member of the Governing Council of the Van Leer Group Foundation, the Netherlands	250	5.6%
DJO Inc.	Vickie L. Capps	Executive	SVP, Finance, CFO and Treasurer	196	7.7%

Who's Who

Appendix B (continued)

COMPANY	NAME	POSITION	CURRENT TITLE	COMPANY RANK	% WOMEN DIRECTORS & EXECUTIVES
Dolby Laboratories Inc.				400	0.0%
Dot Hill Systems Corp.	Kimberly E. Alexy	Director	The Founder and Principal at Alexy Capital Management	131	12.5%
Downey Financial Corp.	Cheryl E. Olson	Director	Vice Chairman of the Boards of Downey and the Bank	58	19.0%
	Jane Wolfe	Director	Retired, Former EVP and Chief Administrative Officer of the Bank		
	Kendice K. Briggs	Executive	EVP, Director of Human Resources of the Bank		
Dreamworks Animation Inc.	Lillian E. Gavin	Executive	EVP and Chief Credit Officer of the Bank	10	31.3%
	Melody Hobson	Director	President and Director, Ariel Capital Management, LLC		
	Meg Whitman	Director	President and CEO of eBay Inc.		
	Ann Daly	Executive	COO		
DSP Group Inc.	Katherine Kendrick	Executive	General Counsel and Secretary	400	0.0%
	Kristina M. Leslie	Executive	CFO		
Ducommun Inc.				400	0.0%
East West Bancorp Inc.	Peggy Cherng	Director	Co-Chair of Panda Restaurant Group	58	19.0%
	Julia S. Gouw	Director	EVP and CFO		
	Agatha Fung	Executive	EVP and Head of International Banking of East West Bank		
eBay Inc.	Julia S. Gouw	Executive	EVP and CFO	58	19.0%
	Dawn G. Lepore	Director	CEO and Chairman, drugstore.com, Inc.		
	Meg Whitman	Director	President and CEO		
	Elizabeth L. Axelrod	Executive	SVP, Human Resources		
ECC Capital Corp.	Meg Whitman	Executive	President and CEO	400	0.0%
Edison International	France A. Cordova	Director	Chancellor, University of California, Riverside	117	13.3%
Edwards Lifesciences Corp.	Linda G. Sullivan	Executive	VP and Controller	33	23.1%
	Mahvash Yazdi	Executive	SVP and CIO		
	Barbara J. McNeil	Director	Ridley Watts Professor of Health Care Policy, Harvard Medical School		
Electronic Arts Inc.	Anita B. Bessler	Executive	Corporate VP, Global Franchise Management	100	14.3%
	Corinne H. Lyle	Executive	Corporate VP, CFO and Treasurer		
Electronics For Imaging Inc.	Linda J. Srere	Director	Marketing and Advertising Consultant	400	0.0%
	Nancy L. Smith	Executive	EVP, General Manager, The Sims Franchise		
EMAK Worldwide Inc.	Gabrielle Toledano	Executive	SVP, Human Resources	33	23.1%
	Emily Shannon Brown	Executive	SVP, Worldwide Operations		
Emulex Corp.	Kim H. Thomsen	Executive	Co-CEO, Equity Marketing, Inc.	143	11.8%
	Teresa L. Tormey	Executive	Chief Administrative Officer and General Counsel		
En Pointe Technologies Inc.	Sadie A. Herrera	Executive	EVP, Human Resources and Facilities	196	7.7%
Encore Capital Group Inc.	Karen Mulvany	Executive	EVP, Business Planning and Development	196	7.7%
Entravision Communications	Naureen Din	Director	Assistant Secretary	400	0.0%
Epicor Software Corp.	Robin R. Pruitt	Executive	SVP, General Counsel and Secretary	400	0.0%
Equinix Inc.	Marjorie S. Backaus	Executive	Chief Business Officer	72	16.7%
	Renée F. Lanam	Executive	Chief Development Officer and Secretary		
ESS Technology Inc.				400	0.0%
Essex Property Trust				400	0.0%
Exponent Inc.	Barbara M. Barrett	Director	President and CEO, Triple Creek Guest Ranch	237	6.3%
Extreme Networks Inc.				400	0.0%
Farmer Brothers Co.	Carol Farmer Waite	Director	Retired former school teacher	171	9.1%
FileNet Corp.				400	0.0%
Finisar Corp.				400	0.0%
First American Corp.	Roslyn B. Payne	Director	President Jackson Street Partners, Ltd.	128	13.0%
	Virginia M. Ueberroth	Director	Chairman Ueberroth Family Foundation		
First Community Bancorp	Mary Lee Widener	Director	President, CEO and Director, Neighborhood Housing Services of America, Inc. Chairman, Social Compact. Director, S.H. Cowell Foundation, Downs Community Development Corporation, Operation Hope.	171	9.1%
	Susan E. Lester	Director	Private Investor		
First Consulting Group Inc.	Lynn M. Hopkins	Executive	EVP; CFO-Pacific Western National Bank and First National Bank	45	21.1%
	Fatima J. Reep	Director	Owner and President of First Ticket Travel		
	Cora M. Tellez	Director	CEO, Sterling HSA		
First Republic Bank	Jan L. Blue	Executive	VP, Human Resources	57	19.4%
	Brenda Curiel	Executive	VP and General Manager, Life Sciences		
	Katherine August-deWilde	Director	EVP, COO		
	Pamela J. Joyner	Director	Founding Partner of Avid Partners LLC.		
FirstFed Financial Corp.	Jody S. Lindell	Director	President and CEO of S.G. Management Inc.	24	26.7%
	Katherine August-deWilde	Executive	EVP, COO		
	Elizabeth Fitzpatrick	Executive	SVP, Retail Operations and Deposits.		
Fleetwood Enterprises	Nancy L. Segreto	Executive	SVP, Loan Operations	271	4.5%
	Babette E. Heimbuch	Director	Chairman and CEO		
FormFactor Inc.	Babette E. Heimbuch	Executive	Chairman and CEO	171	9.1%
	Simone Lagomarsino	Executive	EVP, President of Retail Banking Division		
	Shannon Millard	Executive	President of Real Estate Lending		
Foundry Networks Inc.	Margaret S. Dano	Director	VP, Worldwide Operations of Garrett Engine Boosting Systems, a division of Honeywell International Inc.	400	0.0%

Who's Who

Appendix B (continued)

COMPANY	NAME	POSITION	CURRENT TITLE	COMPANY RANK	% WOMEN DIRECTORS & EXECUTIVES
Franklin Resources Inc.	Laura Stein	Director	SVP - General Counsel and Secretary, The Clorox Company	26	25.0%
	Anne M. Tatlock	Director	Vice Chairman, CEO of Fiduciary Trust Company International		
	Penelope S. Alexander	Executive	VP, Human Resources-U.S.		
	Jennifer J. Bolt	Executive	EVP - Operations and Technology		
	Holly E. Gibson	Executive	VP, Corporate Communications		
	Barbara J. Green	Executive	VP, Deputy General Counsel and Secretary		
	Donna S. Ikeda	Executive	VP, Human Resources-International		
Fremont General Corp.	Anne M. Tatlock	Executive	Vice Chairman, CEO of Fiduciary Trust Company International	400	0.0%
Gap Inc.	Doris F. Fisher	Director	Former Merchandiser of the Company	8	31.6%
	Penelope L. Hughes	Director	Director of Trinity Mirror PLC, Vodafone PLC, Skandinaviska Enskilda Banken AB, Web-Angel PLC, and Great Little Trading Company		
	Cynthia Harris	Executive	President, Gap North America		
	Jenny J. Ming	Executive	President, Old Navy Division		
Gateway Inc.	Eva Sage-Gavin	Executive	EVP, Human Resources	243	5.9%
	Lauri Shanahan	Executive	EVP, Chief Compliance Officer, General Counsel and Corporate Secretary		
	Janet M. Clarke	Director	President and Founder of Clarke Littlefield LLC		
Gemstar TV Guide International Inc.	Anthea Disney	Director	Chairman	49	20.0%
	Ruthann Quindlen	Director	General Partner, Institutional Venture Partners		
	Anthea O'Connor	Executive	Chairman		
Gencorp Inc.	Tonia O'Connor	Executive	EVP, Affiliate Sales & Marketing	100	14.3%
	Sheila E. Widnall	Director	Institute Professor at the Massachusetts Institute of Technology		
	Linda B. Cutler	Executive	VP, Corporate Communications		
Genentech Inc.	Yasmin R. Seyal	Executive	SVP and CFO	131	12.5%
	Debra L. Reed	Director	President and COO, San Diego Gas & Electric and Southern California Gas Co.		
Genesis Microchip Inc.	Susan D. Desmond-Hellmann	Executive	President, Product Development	264	5.0%
	Ava Hahn	Executive	Associate General Counsel and Secretary		
Gen-Probe Inc.	Mae C. Jemison	Director	President and founder of BioSentient Corporation	86	16.0%
	Valerie M. Day	Executive	VP, Product Development		
	Diana De Walt	Executive	VP, Human Resources		
	Lynda A. Merrill	Executive	VP, Industrial Relationships		
Gilead Sciences Inc.	Gayle E. Wilson	Director	Director of Chela Financial, Inc. and the Ralph M. Parsons Foundation. Served as California's First Lady from 1991 to 1999.	131	12.5%
	Taiyin Yang	Executive	SVP, Pharmaceutical Development and Manufacturing		
Glenborough Realty Trust Inc.	Laura Wallace	Director	Chief Investment Officer, Public Employees Retirement System of Nevada	72	16.7%
	Sandra L. Boyle	Executive	EVP, Project Management		
Golden West Financial Corp.	Antonia Hernandez	Director	President and CEO, CA Community Foundation	4	35.3%
	Maryellen C. Herring	Director	Attorney-At-Law		
	Patricia A. King	Director	Professor of Law, Georgetown University		
	Marion O. Sandler	Director	Chairman and CEO		
	Leslie Tang Schilling	Director	President of LT.D.D., Inc.		
Google Inc.	Marion O. Sandler	Executive	Chairman and CEO	96	15.0%
	Ann Mather	Director	Director, Central European Media Enterprises Group		
	Shirley M. Tilghman	Director	President of Princeton University		
Gottschalks Inc.	Shona L. Brown	Executive	SVP, Business Operations	209	7.1%
	Sharon Levy	Director	Retired, Former Member of the Board of Supervisors of Fresno County		
Granite Construction Inc.	Linda Griego	Director	President, Zappo Entertainment Group and CEO, Griego Enterprises, Inc.	100	14.3%
	Rebecca A. McDonald	Director	President, Gas and Power, BHP Billiton		
Greater Bay Bancorp	Linda R. Meier	Director	Director, California Water Service Group	45	21.1%
	Colleen Anderson	Executive	EVP and President of Greater Bay's Community Banking Group		
	Peggy Hiraoka	Executive	EVP, Human Resources		
	Linda M. Iannone	Executive	SVP, General Counsel and Corporate Secretary		
Guess Inc.	Alice Kane	Director	General Counsel of North America, Zurich Financial Group, founder of Q-Cubed Alternative Advisor LLC	41	21.4%
	Karen Neuburger	Director	Founder of Karen Neuburger brand products; Owner and Principal, KN Ltd. and San Francisco Network		
	Nancy Shachtman	Executive	President, Wholesale		
Guitar Center Inc.				400	0.0%
Gymboree Corp.	Lisa M. Harper	Director	Chairman and Chief Creative Officer; Former CEO	3	35.7%
	Barbara L. Rambo	Director	CEO, Nitech Corporation		
	Marina Armstrong	Executive	SVP, Stores, Human Resources and Loss Prevention, and Secretary		
	Lynda Gustafson	Executive	VP and Corporate Controller		
Hanmi Financial Corp.	Lisa M. Harper	Executive	Chairman and Chief Creative Officer; Former CEO	400	0.0%
				400	0.0%
Hansen Natural Corp.				400	0.0%
Harmonic Inc.				400	0.0%
Health Care Property Investors Inc.	Mary A. Cirillo-Goldberg	Director	Former Chairman and CEO, OPCENTER	153	11.1%
	Talya Nevo-Hacohen	Executive	SVP, Capital Markets and Treasurer		
Health Net Inc.	Gale S. Fitzgerald	Director	Former Chair and CEO, Computer Task Group	160	10.5%
	Karin D. Mayhew	Executive	SVP, Organization Effectiveness		

Who's Who

Appendix B (continued)

COMPANY	NAME	POSITION	CURRENT TITLE	COMPANY RANK	% WOMEN DIRECTORS & EXECUTIVES
Hewlett Packard Co.	Sari M. Baldauf	Director	Director, SanomaWSOY, F-Secure, the Savonlinna Opera Festival. On the Global Board of the International Youth Foundation	11	30.8%
	Patricia C. Dunn	Director	Vice Chairman of Barclays Global Investors		
	Lucille S. Salhany	Director	President and CEO of JHMedia		
	Ann O. Baskins	Executive	VP, General Counsel and Secretary		
	Catherine A. Lesjak	Executive	SVP and Treasurer		
	Ann M. Livermore	Executive	EVP, Technology Solutions Group		
	Catherine T. Lyons	Executive	EVP and Chief Marketing Officer		
Hilton Hotels Corp.	Marcela Perez de Alonso	Executive	EVP, Human Resources	38	22.2%
	Barbara Bell Coleman	Director	President of BBC Associates, LLC		
	Christine Garvey	Director	Consultant		
	Donna F. Tuttle	Director	Partner of Elmore/Tuttle Sports Group and President of Korn Tuttle Capital Group		
Hines Horticulture Inc.	Madeleine A. Kleiner	Executive	EVP, General Counsel and Corporate Secretary	171	9.1%
	Claudia M. Pieropan	Executive	CFO, Secretary and Treasurer		
Hot Topic Inc.	Cynthia Cohen	Director	President of Strategic Mindshare	1	45.5%
	Kathleen Mason	Director	President and CEO, Tuesday Morning Corporation		
	Elizabeth McLaughlin	Director	CEO		
	Maria Comfort	Executive	SVP, Chief Merchandise Officer		
	Robin Elledge	Executive	SVP, Human Resources		
	Tricia Higgins	Executive	VP, Distribution		
	Cindy Levitt	Executive	VP, Licensing		
	Elizabeth McLaughlin	Executive	CEO		
Hyperion Solutions Corp.	Lori Smith	Executive	VP, Torrid Store Operations	11	30.8%
	Patricia Van Cleave	Executive	President, Torrid		
	Nanci Caldwell	Director	Self Employed		
	Terry H. Carlitz	Director	Independent Business Consultant		
ICU Medical Inc.	Heidi M. Melin	Executive	Chief Marketing Officer	188	8.3%
	Robin Washington	Executive	CFO		
	Alison D. Burcar	Executive	VP, Marketing		
IHOP Corp.	Caroline W. Nahas	Director	Managing Director, Southern California, of Korn/Ferry International	19	28.6%
	Julia A. Stewart	Director	CEO and President		
	Carolyn P. O'Keefe	Executive	Chief Marketing Officer		
	Julia A. Stewart	Executive	CEO and President		
Impac Mortgage Holdings Inc.	Gretchen D. Verdugo	Executive	EVP, CFO	171	9.1%
Impco Technologies Inc.				400	0.0%
Indymac Bancorp Inc.	Ruthann K. Melbourne	Executive	EVP, Chief Risk Officer	264	5.0%
Informatica Corp.	Janice Chaffin	Director	Chief Marketing Officer, Symantec Corp.	188	8.3%
Ingram Micro Inc.	Martha R. Ingram	Director	Chairman of the Board of Ingram Industries	72	16.7%
	Linda Fayne Levinson	Director	Independent Investor		
	Ria M. Carlson	Executive	Corporate VP, strategy & communications		
Integrated Device Technology Inc.	Karen E. Salem	Executive	SVP and CIO	400	0.0%
Integrated Silicon Solution				400	0.0%
Intel Corp.	Charlene Barshefsky	Director	Senior International Partner at Wilmer Cutler Pickering Hale and Dorr LLP	171	9.1%
	Jane E. Shaw	Director	Retired Chairman and CEO, Aerogen, Inc.		
International Aluminum Corp.	Norma A. Provencio	Director	Formed Provencio Advisory Services, Inc.; Director, Recom Managed Systems, Inc.	164	10.0%
International Rectifier Corp.				400	0.0%
Intersil Corp.	Mercedes Johnson	Director	SVP of Finance and CFO, Avago Technologies	219	6.7%
Interwoven Inc.				400	0.0%
Intuit Inc.	Donna L. Dubinsky	Director	Chairman and CEO, Numenta, Inc.	115	13.6%
	Caroline F. Donahue	Executive	VP, Sales		
	Laura A. Fennell	Executive	VP, General Counsel and Corporate Secretary		
Intuitive Surgical Inc.	Heather Hand	Executive	VP, Human Resources	209	7.1%
Invitrogen Corp.	W. Ann Reynolds	Director	Retired, Former President of the University of Alabama at Birmingham	168	9.5%
	Karen S. Gibson	Executive	CIO		
Iomega Corp.	Margaret L. Hardin	Director	EVP and CFO, Munchkin, Inc.	26	25.0%
	Anna L. Aguirre	Executive	VP, Human Resources and Facilities		
	Ulrike Tegtmeier	Executive	VP, Managing Director, International Sales		
iPass Inc.				400	0.0%
ITLA Capital Corp.	Maria Kunac	Executive	Senior Managing Director and Chief Lending Officer	188	8.3%
Ixia	Gail Hamilton	Director	Director, Washington Group International, Inc.	188	8.3%
IXYS Corp.				400	0.0%
Jack In The Box Inc.	Anne B. Gust	Director	Former Chief Administrative Officer, Gap Inc.	5	35.0%
	Alice B. Hayes	Director	President Emerita of the University of San Diego		
	Linda A. Lang	Director	Chairman and CEO		
	Pamela S. Boyd	Executive	VP, Financial Planning and Analysis		
	Stephanie E. Cline	Executive	VP, CIO		
	Terri F. Graham	Executive	VP, Chief Marketing Officer		
Jacobs Engineering Group Inc.	Linda A. Lang	Executive	Chairman and CEO	188	8.3%
	Linda K. Jacobs	Director	Chair of the Board of the Near East Foundation		
	Linda Fayne Levinson	Director	Independent Investor		
	Patricia H. Summers	Executive	SVP, Global Human Resources		
JAKKS Pacific Inc.				400	0.0%

Who's Who

Appendix B (continued)

COMPANY	NAME	POSITION	CURRENT TITLE	COMPANY RANK	% WOMEN DIRECTORS & EXECUTIVES
JDS Uniphase Corp.	Debora Shoquist	Executive	SVP, Operations	258	5.3%
Juniper Networks Inc.	Kim Perdikou	Executive	EVP and Acting General Manager of the Infrastructure Products Group	219	6.7%
K2 Inc.	Ann Meyers	Director	Sports announcer, ESPN, ABC Sports, and NBC	237	6.3%
KB Home	Melissa Lora	Director	CFO, Taco Bell Corp.	258	5.3%
Keystone Automotive Industries Inc.				400	0.0%
Kilroy Realty Corp.				400	0.0%
KKR Financial Corp.	Deborah H. McAneny	Director	Former EVP for Structured and Alternative Investments, John Hancock Financial Services	196	7.7%
KLA-Tencor Corp.	Lida Urbanek	Director	Private Investor	219	6.7%
Komag Inc.	Kathleen A. Bayless	Executive	SVP, CFO and Secretary	209	7.1%
Korn Ferry International	Sakie T. Fukushima	Director	VP and Regional Managing Director for Japan - Korn Ferry International	117	13.3%
	Patti S. Hart	Director	Chairman and CEO, Pinnacle Systems, Inc.		
K-Swiss Inc.	Deborah Mitchell	Executive	VP, Marketing	171	9.1%
	Elizabeth H. Weatherman	Director	Managing Director, Warburg Pincus, LLC		
Kyphon Inc.	Karen D. Talmadge	Director	EVP, Co-Founder and Chief Science Officer	41	21.4%
	Karen D. Talmadge	Executive	EVP, Co-Founder and Chief Science Officer		
Lam Research Corp.	Catherine P. Lego	Director	General Partner of The Photonics Fund	219	6.7%
Landec Corp.				400	0.0%
Leap Wireless International Inc.	Linda K. Wokoun	Executive	SVP, Marketing and Customer Care	219	6.7%
	Karen L. Luey	Executive	VP, Controller and Principal Accounting Officer		
Leapfrog Enterprises Inc.	Kathryn E. Olson	Executive	Chief Marketing Officer	38	22.2%
	Madeline T. Schroeder	Executive	EVP, Product Development and Publishing		
	Jessie Woolley-Wilson	Executive	EVP, President of SchoolHouse Group		
Learning Tree International Inc.	Mary C. Adams	Executive	Chief Administrative Officer and Secretary	171	9.1%
LECG Corp.	Ruth M. Richardson	Director	Consultant	100	14.3%
	Tina M. Bussone	Executive	Director of Administration		
Ligand Pharmaceutical	Brigitte Roberts	Director	Investment Manager, Third Point LLC	168	9.5%
	Andres F. Negro	Executive	EVP, Research and Development and Chief Scientific Officer		
Linear Technology Corp.				400	0.0%
Live Nation Inc.	Connie McCombs McNab	Director	Director, Saint Mary's Hall and McNay Art Institute	168	9.5%
	Kathy Willard	Executive	EVP and Chief Accounting Officer		
	Lisa M. Harper	Director	Chief Creative Officer of The Gymboree Corporation		
Longs Drug Stores Corp.	Mary S. Metz	Director	Retired President of S. H. Cowell Foundation	16	29.4%
	Donna A. Tanoue	Director	Vice Chairman and Chief Administrative Officer of Bank of Hawaii		
	Karen Stout	Executive	EVP and COO		
	Linda M. Watt	Executive	SVP, Human Resources		
LSI Logic Corp.				400	0.0%
Luminant Mortgage Capital	Gail P. Seneca	Director	Chairman and CEO	49	20.0%
	Gail P. Seneca	Executive	Chairman and CEO		
Macerich Co.	Diana M. Laing	Director	CFO, Thomas Properties Group, Inc.	243	5.9%
Macrovision Corp.	Donna S. Birks	Director	Management and Financial Consultant	131	12.5%
	Buff Jones	Executive	EVP, Products		
Magma Design Automation Inc.				400	0.0%
Magnetek Inc.	Yon Yoon Jordan	Director	Consultant to Schaller Anderson	131	12.5%
	Tina McKnight	Executive	VP, General Counsel and Secretary		
Maguire Properties Inc.	Caroline S. McBride	Director	Chief Investment Officer, Forum Partners Investment Management LLC	49	20.0%
	Andrea L. Van de Kamp	Director	President of the West Coast Division of Fernwood Art Investments, LLC		
	Peggy Moretti	Executive	SVP, Investor and Public Relations		
Mattel Inc.	Andrea L. Rich	Director	President, CEO and Director, Los Angeles County Museum of Art	100	14.3%
	Kathy Brittain White	Director	Founder, Horizon Institute of Technology, and President and Chairman of the Board, Arkansas Rural Sourcing, Inc.		
	Ellen L. Brothers	Executive	EVP, Mattel and President, American Girl		
Mattson Technology Inc.				400	0.0%
Maxim Integrated Products	Jennifer E. Gilbert	Executive	VP	264	5.0%
McAfee Inc.	Liane Wilson	Director	Self-employed consultant	209	7.1%
	Elizabeth Ballantine	Director	President of EBA Associates		
	Molly Maloney Evangelisti	Director	Retired		
	Kathleen Foley Feldstein	Director	President, Economics Studies, Inc.		
McClatchy Co.	Joan F. Lane	Director	Special Assistant to the Board of Trustees and to the President of Stanford University	18	29.2%
	Maggie Wilderotter	Director	President and CEO, Citizens Communications		
	Heather L. Fagundes	Executive	VP, Human Resources		
	Karole Morgan-Prager	Executive	VP		
McGrath RentCorp.	Joan M. McGrath	Director	Businesswoman	100	14.3%
	Susan P. Boutwell	Executive	VP and Division Manager of TRS-RenTelco		
	M. Christine Jacobs	Director	Chairman, President and CEO, Theragenics Corporation		
	Marie L. Knowles	Director	Retired, Former EVP and CFO, Arco		
McKesson Corp.	Jane E. Shaw	Director	Retired Chairman and CEO, Aerogen, Inc.	16	29.4%
	Pamela J. Pure	Executive	EVP and President, McKesson Provider Technologies		
	Laureen E. Seeger	Executive	EVP, General Counsel and Secretary		
Mentor Corp.	Kathleen M. Beauchamp	Executive	VP, Sales and Marketing	72	16.7%
	Cathy S. Ullery	Executive	VP, Human Resources		
	Maria Fitzpatrick	Executive	VP and CIO		
Mercury General Corp.	Joanna Y. Moore	Executive	VP and Chief Claims Officer	128	13.0%
	Judy A. Walters	Executive	VP, Corporate Affairs and Secretary		

Who's Who

Appendix B (continued)

COMPANY	NAME	POSITION	CURRENT TITLE	COMPANY RANK	% WOMEN DIRECTORS & EXECUTIVES
Micrel Inc.				400	0.0%
Microsemi Corp.				400	0.0%
Mid-State Bancshares	Trudi G. Carey	Director	President of The Carey Group	219	6.7%
Modtech Holdings Inc.				400	0.0%
Molecular Devices Corp.	Gillian M.K. Humphries Patricia C. Sharp	Executive Executive	VP, Molecular Devices VP, Human Resources	143	11.8%
Molina Healthcare Inc.	Sally K. Richardson Ronna Romney Terry P. Bayer M. Martha Bernadett	Director Director Executive Executive	Executive Director, Institute for Health Policy Research and Associate VP, Health Sciences Center, West Virginia University Director, Park-Ohio Holding Corporation COO EVP, Research and Development	24	26.7%
Move Inc.	Maria L. Pietroforte	Executive	President, RentNet	258	5.3%
MRV Communications Inc.				400	0.0%
Multi-Fineline Electronix Inc.				400	0.0%
National RV Holdings Inc.				400	0.0%
National Semiconductor Corp.				400	0.0%
Nationwide Health Properties Inc.				400	0.0%
Netflix Inc.	Leslie J. Kilgore	Executive	Chief Marketing Officer	171	9.1%
Netgear Inc.	Christine M. Gorjanc	Executive	VP, Finance	237	6.3%
Network Appliance Inc.	Carol A. Bartz Marilyn A. Alexander	Director Director	Chairman, Autodesk, Inc. Consultant	219	6.7%
New Century Financial Corp.	Patti M. Dodge	Executive	EVP and CFO, New Century and New Century Mortgage; CFO and Director of Home123	143	11.8%
Newport Corp.				400	0.0%
Northrop Grumman Corp.	Aulana L. Peters Rosanne P. O'Brien	Director Executive	Retired Partner, Gibson, Dunn & Crutcher Corporate VP, Communications	236	6.5%
Novatel Wireless Inc.	Catherine F. Ratcliffe	Executive	VP, Business Affairs and Secretary	196	7.7%
Novellus Systems Inc.	Ann D. Rhoads	Director	CFO, Premier Inc.	258	5.3%
NVIDIA Corp.				400	0.0%
Oakley Inc.	Mary George Colombe Nicholas Donna Gordon	Director Director Executive	Co-Chairman, Bell Sports, Inc. Consultant, Finaco Global Consulting VP, Finance & Controller	100	14.3%
Occidental Petroleum Corp.	Rosemary Tomich	Director	Owner of the Hope Cattle Company and the A.S. Tomich Construction Company.	271	4.5%
OmniVision Technologies Inc.	Y. Vicky Chou	Executive	VP, Legal and General Counsel	171	9.1%
On Assignment Inc.	Teresa A. Hopp	Director	Former CFO, Western Digital Corporation	171	9.1%
Openwave Systems Inc.				400	0.0%
Oracle Corp.	Safra Catz Naomi O. Seligman Safra Catz Jennifer L. Minton	Director Director Executive Executive	President and CFO Senior Partner, Ostriker von Simson President and CFO SVP, Finance and Operations	72	16.7%
OSI Systems Inc.				400	0.0%
Overhill Farms Inc.				400	0.0%
Overland Storage Inc.	Diane N. Gallo Christie Huff	Executive Executive	VP, Human Resources EVP, Worldwide Marketing	72	16.7%
Pacer International Inc.				400	0.0%
Pacific Capital Bancorp	Kathy J. Odell Joyce M. Clinton	Director Executive	CEO of Inogen, Inc. EVP and CFO	143	11.8%
Pacific Energy Partners	Marilyn A. Lobel	Executive	VP, Corporate Controller and Chief Accounting Officer	264	5.0%
Pacific Sunwear Of California Inc.	Sally Frame Kasaks Lou Ann Bett Wendy E. Burden	Director Executive Executive	Business consultant President, d.e.m.o. COO	33	23.1%
Palm Inc.	Donna L. Dubinsky Celeste S. Baranski Mary E. Doyle	Director Executive Executive	Chairman and CEO, Numenta, Inc. SVP, Engineering SVP, General Counsel and Secretary	68	17.6%
Pan Pacific Retail Properties Inc.				400	0.0%
PC Mall Inc.	Kristin M. Rogers	Executive	EVP, Enterprise Sales	153	11.1%
PDL BioPharma Inc.	Karen A. Dawes Laurie C. Torres	Director Executive	Principal at Knowledgeable Decisions, LLC VP, Human Resources	117	13.3%
Peet's Coffee & Tea Inc.	Hilary Billings	Director	Independent brand strategy consultant	171	9.1%
Petco Animal Supplies Inc.	Sandra N. Bane Janet D. Mitchell Razia Richter	Director Executive Executive	Retired Audit Partner from KPMG LLP SVP, Human Resources and Administration SVP, Supply Chain	87	15.8%
PFF Bancorp Inc.	Jill H. Stark Lynda Scullin Maryellen C. Herringer	Director Executive Director	Retired, Former Administrator, Claremont McKenna College and Faculty Member, Scripps College EVP and Chief Banking Administrator of PFF Bank & Trust Attorney-at-law	89	15.4%
PG&E Corp.	Mary S. Metz Barbara L. Rambo Leslie H. Everett	Director Director Executive	Retired President of S. H. Cowell Foundation CEO, Nitech Corporation SVP, Communications and Public Affairs	30	23.5%
Pico Holdings Inc.				400	0.0%
Plantronics Inc.	Barbara Scherer Joyce Shimizu	Executive Executive	SVP, Finance & Administration and CFO VP & General Manager, Home & Home Office	143	11.8%
PMC-Sierra Inc.				400	0.0%

Who's Who

Appendix B (continued)

COMPANY	NAME	POSITION	CURRENT TITLE	COMPANY RANK	% WOMEN DIRECTORS & EXECUTIVES
PMI Group Inc.	Mariann Byerwalter	Director	Chairman of JDN Corporate Advisory LLC. Member, board of directors, SchwabFunds, Redwood Trust, Inc., Pacific LifeCorp., America First Companies, Stanford Hospital & Clinics, Lucile Packard Children's Hospital. Trustee, Stanford University	128	13.0%
	Mary Lee Widener	Director	President, CEO and Director, Neighborhood Housing Services of America, Inc. Chairman, Social Compact. Director, S.H. Cowell Foundation, Downs Community Development Corporation, Operation Hope		
	Joanne M. Berkowitz	Executive	EVP, Chief Enterprise Risk Officer		
Polycom Inc.	Betsy S. Atkins	Director	CEO, Baja Corporation LLC	160	10.5%
	Laura J. Durr	Executive	VP and Worldwide Controller		
PortalPlayer Inc.				400	0.0%
Power One Inc.	Gayla J. Delly	Director	CFO, EVP & Treasurer, Benchmark Electronics, Inc.	89	15.4%
	Veronica Tarrant	Executive	VP, Finance & Chief Accounting Officer		
Powerwave Technologies Inc.				400	0.0%
PriceSmart Inc.	Katherine L. Hensley	Director	Retired Partner of the Law Firm of O'Melveny & Myers	237	6.3%
PS Business Parks Inc.	Maria R. Hawthorne	Executive	SVP, East Coast	209	7.1%
Public Storage Inc.				400	0.0%
QAD Inc.	Pamela M. Lopker	Director	Chairman and President	33	23.1%
	Pamela M. Lopker	Executive	Chairman and President		
	Valerie J. Miller	Executive	VP, Corporate Controller and Chief Accounting Officer		
Ologie Corp.	Carol L. Miltner	Director	CEO, Positive Impact	100	14.3%
	Nancy M. Tullos	Executive	SVP, Human Resources		
QUALCOMM Inc.	Adelia A. Coffman	Director	Provides financial consulting services.	131	12.5%
	Diana Lady Dougan	Director	Chairwoman of the Cyber Century Forum and Senior Advisor at the Center For Strategic and International Studies		
	Peggy L. Johnson	Executive	President, QUALCOMM Internet Services		
Quantum Corp.	Elizabeth A. Fetter	Director	Former President and CEO, QRS Corp.	117	13.3%
	Barbara L. Barrett	Executive	VP, Human Resources		
Quest Software Inc.				400	0.0%
Quiksilver Inc.				400	0.0%
Rackable Systems Inc.	Colette LaForce	Executive	VP, Marketing	131	12.5%
	Madhu Ranganathan	Executive	VP, Finance		
Rambus Inc.	Sharon E. Holt	Executive	SVP, Sales, Licensing and Marketing	153	11.1%
	Laura S. Stark	Executive	SVP, Platform Solutions		
Realty Income Corp.	Kathleen R. Allen	Director	Professor and the Director of the Center for Technology Commercialization, Marshall School of Business, University of Southern California	209	7.1%
Redback Networks Inc.				400	0.0%
Redwood Trust Inc.	Mariann Byerwalter	Director	Chairman of JDN Corporate Advisory LLC	143	11.8%
	Georganne C. Proctor	Director	EVP and CFO, TIAA-CREF		
Reliance Steel & Aluminum Co	Karla R. Lewis	Executive	EVP and CFO	62	18.8%
	Donna Newton	Executive	VP, Human Resources		
ResMed Inc.	Kay Rustand	Executive	VP and General Counsel	400	0.0%
Restoration Hardware Inc.	M. Ann Rhoades	Director	President of PeopleInk, Inc.	41	21.4%
	Marta H. Benson	Executive	SVP, General Manager of Direct Business		
	Bonnie McConnell-Orofino	Executive	SVP, General Manager of Tri-Channel		
Robert Half International Inc.				400	0.0%
Ross Stores Inc.	Sharon D. Garrett	Director	EVP, Enterprise Services, Pacificare Health Systems	30	23.5%
	Barbara Levy	Executive	EVP, Merchandising		
	Lisa Panattoni	Executive	EVP, Merchandising		
	Barbara Rentler	Executive	EVP, Chief Merchandising Officer, dd's DISCOUNTS		
Ryland Group Inc.	Leslie M. Frécon	Director	President, L Frécon Enterprises	115	13.6%
	Charlotte St. Martin	Director	EVP, Loews Hotels		
	Cathey S. Lowe	Executive	SVP, Finance and Treasurer		
Safeway Inc.	Janet E. Grove	Director	Corporate Vice Chair of Federated Department Stores, Inc.	70	17.4%
	Rebecca A. Stirn	Director	Business Consultant		
	Melissa C. Plaisance	Executive	SVP Finance and Investor Relations		
	Larree M. Renda	Executive	EVP, Retail Operations		
Salem Communications Corp.				400	0.0%
Salesforce.com Inc.	Shirley Young	Director	President of Shirley Young Associates, LLC	243	5.9%
SanDisk Corp.	Catherine P. Lego	Director	General Partner of The Photonics Fund	89	15.4%
	Judy Bruner	Executive	EVP, Administration and CFO		
Sanmina-SCI Corp.	Jacquelyn M. Ward	Director	Outside Managing Director, Intec Telecom Systems, USA	209	7.1%
SCPIE Holdings Inc.	Elizabeth A. Murphy	Director	Former EVP and CFO, Scottish Re Group Ltd	160	10.5%
	Margaret A. McComb	Executive	SVP, Claims		
Sempra Energy	G. Joyce Rowland	Executive	SVP, Human Resources	250	5.6%
Semtech Corp.	Suzanna Fabos	Executive	Corporate Counsel and Secretary	274	4.3%
Sharper Image Corp.	Tracy Wan	Executive	President, COO	219	6.7%
Silicon Image Inc.				400	0.0%
Silicon Storage Technology				400	0.0%
Simpletech Inc.				400	0.0%
Simpson Manufacturing Inc.	Jennifer A. Chatman	Director	Paul J. Cortese Distinguished Professor of Management, Haas School of Business, University of California, Berkeley	89	15.4%
	Robin G. MacGillivray	Director	President of SBC, Business Communications Services West		
SIRF Technology Holdings Inc.				400	0.0%

Who's Who

Appendix B (continued)

COMPANY	NAME	POSITION	CURRENT TITLE	COMPANY RANK	% WOMEN DIRECTORS & EXECUTIVES
SJW Corp.	Angela Yip	Executive	CFO and Treasurer	143	11.8%
	Suzy Papazian	Executive	Corporate Secretary and Attorney		
Skechers USA Inc.				400	0.0%
Smart & Final Inc.	Norah Morley	Executive	SVP, Marketing of Smart & Final Stores	96	15.0%
	Suzanne Mullins	Executive	SVP, Store Operations, Smart & Final Stores		
	C. Marie Robinson	Executive	VP, Distribution of Smart & Final Stores		
Smart Modular Technologies Inc.				400	0.0%
Soletron Corp.	H. Paulett Eberhart	Director	Retired, Former President, Americas at ED5	250	5.6%
Sonic Solutions	Mary C. Sauer	Director	Co-Founder, Secretary and Director	38	22.2%
	Mary C. Sauer	Executive	Co-Founder, Secretary and Director		
Southwest Water Co	Maureen A. Kindel	Director	Senior Managing Director of GCG Rose & Kindel	49	20.0%
	Cheryl L. Clary	Executive	CFO and Assistant Secretary		
	Shelley A. Farnham	Executive	VP, Human Resources and Secretary		
Spansion Inc.	Patti S. Hart	Director	Chairman and CEO, Pinnacle Systems, Inc.	117	13.3%
	Sylvia Summers	Executive	EVP, Embedded Memory Division		
Sport Chalet Inc.				400	0.0%
Standard Pacific Corp.	Jari L. Kartoziyan	Executive	SVP	153	11.1%
	Kathleen R. Wade	Executive	President, Southwest Region		
Stratex Networks Inc.	Carol A. Goudey	Executive	Treasurer and Assistant Secretary	219	6.7%
Sun Healthcare Group Inc.	Barbara B. Kennelly	Director	President and CEO, National Committee to Preserve Social Security and Medicare	72	16.7%
	Heidi J. Fisher	Executive	SVP, Human Resources		
	Tracy A. Gregg	Executive	President, SunDance Rehabilitation Corporation		
Sun Microsystems Inc.	Patricia E. Mitchell	Director	President and CEO, Public Broadcasting Service	68	17.6%
	Naomi O. Seligman	Director	Senior Partner, Ostriker von Simson		
	Robyn M. Denholm	Executive	SVP, Finance		
Sunstone Hotel Investors Inc.	Z. Jamie Behar	Director	Managing Director, Real Estate & Alternative Investments, General Motors Investment Management Corporation	171	9.1%
Superior Industries International				400	0.0%
SureWest Communications	Laurel R. Dismukes	Executive	Assistant Corporate Secretary and Director of Benefits	160	10.5%
	Darla J. Yetter	Executive	Corporate Secretary		
SVB Financial Group	Michaela K. Rodeno	Director	CEO, Skalli Corporation	96	15.0%
	Mary Dent	Executive	General Counsel and Secretary		
	Lynda Ward Pierce	Executive	Head, Human Resources		
Sybase Inc.	Cecilia Claudio	Director	CIO, Mercury Interactive Corporation	72	16.7%
	Linda K. Yates	Director	Consultant		
	Nita C. White-Ivy	Executive	VP, Worldwide Human Resources		
Symantec Corp.	Rebecca Ranninger	Executive	SVP, Human Resources	250	5.6%
Symmetricom Inc.	Elizabeth A. Fetter	Director	Former President and CEO, QRS Corp.	89	15.4%
	Nancy Shemwell	Executive	EVP Global Sales & Support		
Synaptics Inc.				400	0.0%
Synnex Corp.				400	0.0%
Synopsis Inc.	Deborah A. Coleman	Director	General Partner of Smartforest Ventures	45	21.1%
	Vicki L. Andrews	Executive	SVP, Worldwide Sales		
	Janet S. Collinson	Executive	SVP, Human Resources and Facilities		
	Deirdre Hanford	Executive	SVP of Worldwide Applications Services		
Tarrant Apparel Group	Corazon Reyes	Director	CFO	131	12.5%
	Corazon Reyes	Executive	CFO		
Teledyne Technologies Inc.	Melanie S. Clbik	Executive	VP, Associate General Counsel and Assistant Secretary	70	17.4%
	Shelley D. Green	Executive	Treasurer		
	Susan L. Main	Executive	VP and Controller		
	Robyn E. McGowan	Executive	VP, Administration and Human Resources and Assistant Secretary		
Tetra Tech Inc.	Janis B. Salin	Executive	VP, General Counsel and Secretary	271	4.5%
Thomas Weisel Partners Group				400	0.0%
Thoratec Corp.	Cynthia Lucchese	Executive	SVP and CFO	196	7.7%
THQ Inc.				400	0.0%
Tibco Software Inc.	Sydney L. Carey	Executive	SVP, Corporate Controller	196	7.7%
TiVo Inc.				400	0.0%
Trimble Navigation Ltd.	Debi Hirshlag	Executive	VP, Human Resources	264	5.0%
Trizetto Group Inc.	Lois A. Evans	Director	Retired	72	16.7%
	Kathleen Earley	Executive	President and COO		
	Patricia E. Gorman	Executive	EVP, Business Solutions		
TTM Technologies Inc.				400	0.0%
UCBH Holdings Inc.	Li-Lin Ko	Director	President of Anchor Financial, Inc.	117	13.3%
	Sylvia Loh	Executive	EVP and Chief Lending Officer		
Ultra Clean Holdings Inc.	Sue Billat	Director	Principal, Benchmark Strategies	26	25.0%
	Deborah Hayward	Executive	VP, Sales		
	Sowmya Krishnan	Executive	VP, Technology and Chief Technology Officer		
UnionBanCal Corp.	Aida Alvarez	Director	Former Administrator of the U.S. Small Business Administration	99	14.8%
	Mary S. Metz	Director	Retired President of S. H. Cowell Foundation		
	Linda F. Betzer	Executive	EVP		
	JoAnn M. Bourne	Executive	EVP		
United Online Inc.	Carol A. Scott	Director	Professor, The John E. Anderson Graduate School of Management, University of California at Los Angeles	196	7.7%
United Panam Financial Corp.				400	0.0%

Who's Who

Appendix B (continued)

COMPANY	NAME	POSITION	CURRENT TITLE	COMPANY RANK	% WOMEN DIRECTORS & EXECUTIVES
Universal Electronics Inc.				400	0.0%
Univision Communications Inc.				400	0.0%
URS Corp.	Betsy J. Bernard Susan B. Kilgannon	Director Executive	Former President, AT&T Corporation VP, Communications	143	11.8%
UTStarcom Inc.				400	0.0%
Valeant Pharmaceuticals International	Elaine S. Ullian Eileen C. Pruette	Director Executive	President and CEO of Boston Medical Center EVP and General Counsel	117	13.3%
ValueClick Inc.				400	0.0%
Varian Inc.	Elizabeth E. Tallett	Director	Principal of Hunter Partners, LLC	196	7.7%
Varian Medical Systems Inc.	Susan L. Bostrom Elisha W. Finney	Director Executive	SVP of the Internet Business Solutions Group and Worldwide Government Affairs for Cisco SVP and CFO	131	12.5%
VCA Antech Inc.	Dawn R. Olsen	Executive	Principal Accounting Officer VP and Controller	164	10.0%
VeriFone Holdings Inc.				400	0.0%
Verisign Inc.	Michelle Guthrie Dana L. Evan Judy Lin	Director Executive Executive	CEO of STAR EVP, Finance and Administration and CFO EVP, Security Services	87	15.8%
ViaSat Inc.	Cathy B. Akin	Executive	VP, Human Resources	219	6.7%
Virco Manufacturing Corp.	Lori L. Swafford	Executive	VP, Legal Affairs	264	5.0%
Volcom Inc.				400	0.0%
Walt Disney Co.	Judith L. Estrin Monica C. Lozano Christine M. McCarthy	Director Director Executive	President and CEO, Packet Design, LLC Publisher and CEO, La Opinión, Senior Vice President of Impremedia LLC EVP, Corporate Finance and Real Estate, and Treasurer	72	16.7%
Waste Connections Inc.	Jerri L. Hunt	Executive	VP, Human Resources	237	6.3%
Watson Pharmaceuticals Inc.	Catherine M. Klema Susan Skara	Director Executive	President of Nettleton Advisors LLC SVP, Human Resources	153	11.1%
WD-40 Co.	Linda A. Lang	Director	Chairman & CEO, Jack in the Box, Inc.	219	6.7%
WebEx Communications Inc.	Dean MacIntosh	Executive	VP, Finance and Principal Accounting Officer	196	7.7%
Websense Inc.	Karen V. Goodrum Susan E. Engel Cynthia H. Milligan	Executive Director Director	VP, Finance & Accounting Chairwoman, CEO, and a Director of Department 56, Inc. Dean of the College of Business Administration, University of Nebraska-Lincoln	209	7.1%
Wells Fargo & Co.	Judith M. Runstad Susan G. Swenson Patricia R. Callahan Avid Modjtabei Carrie L. Tolstedt	Director Director Executive Executive Executive	Counsel to Foster Pepper & Shefelman PLLC Former COO, T-Mobile USA EVP, Compliance and Risk Management EVP, Human Resources Group EVP, Regional Banking	23	26.9%
Wesco Financial Corp.	Carolyn H. Carlburg Elizabeth Caspers Peters	Director Director	CEO, AIDS Research Alliance of America, Inc. Private Investor	49	20.0%
West Marine Inc.	Diane Greene Alice M. Richter	Director Director	EVP, EMC Corporation and President of VM Ware Retired, Former Partner KPMG LLP	89	15.4%
Westaff Inc.	Janet M. Brady Patricia Newman Patricia Newman	Director Director Executive	Retired, Former VP Human Resources, Clorox Company President and CEO President and CEO	21	27.3%
Westamerica Bancorporation	Etta Allen Catherine Cope MacMillan Jennifer J. Finger	Director Director Executive	President and owner of Allen Heating and 1988 Sheet Metal General Counsel for Nob Hill 1985 Properties, Inc. SVP & Treasurer	49	20.0%
Western Digital Corp.	Kathleen A. Cote	Director	Former CEO, Worldport Communications, Inc.	219	6.7%
Wet Seal Inc.	Dyan Jozwick	Executive	Chief Merchandise Officer	196	7.7%
Williams Sonoma Inc.	Jeanne P. Jackson Laura J. Alber Sharon L. McCollam	Director Executive Executive	Founding Partner of MSP Capital President, Pottery Barn Brands EVP, CFO	72	16.7%
Wind River Systems Inc.				400	0.0%
Wireless Facilities Inc.	Deanna Hom Lund Laura L. Siegal	Executive Executive	SVP and CFO VP, Finance and Corporate Controller	64	18.2%
Xilinx Inc.	Elizabeth Vanderslice	Director	Former General Manager, Terra Lycos Inc.	219	6.7%
Yahoo! Inc.	Susan L. Decker	Executive	EVP, Finance and Administration, and CFO	250	5.6%
Zenith National Insurance Corp.	Catherine B. Reynolds Kari Van Gundy	Director Executive	Chairman and CEO, the Catherine B. Reynolds Foundation SVP and CFO	131	12.5%
Zhone Technologies Inc.	Jeanette Symons	Executive	Chief Technology Officer	171	9.1%
Zoran Corp.				400	0.0%

THE FORUM FOR WOMEN ENTREPRENEURS AND EXECUTIVES' BOARDMATCH

Increasingly, companies are looking to grow the number of women and minorities on their boards, but they are having a difficult time finding women board members with corporate experience who are willing to serve. The results of this census prove the scarcity of women in leadership positions – only 8.8 percent of directors at California's largest public companies are women.

To help companies address this challenge, The Forum for Women Entrepreneurs and Executives (FWE&E), a non-profit network of senior executive women, is pleased to introduce **BoardMatch**.

BoardMatch is a placement service that identifies and recommends experienced and qualified women for openings on public and private company boards. Many of FWE&E's members already hold board positions.

FWE&E makes it easy for companies to place women on their boards by tapping into an extensive database of qualified women candidates who are ready to serve on boards.

After an assessment of each company's specific board placement needs, a Search Manager investigates FWE&E's wide network of executive women to identify candidates for the company's review.

BoardMatch has deep connections with professional women to accelerate the search for accomplished and gifted directors.

For more information on **BoardMatch**, please contact The Forum for Women Entrepreneurs and Executives (FWE&E):

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AUTHOR OF 2006 UC DAVIS STUDY OF CALIFORNIA WOMEN BUSINESS LEADERS

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AUTHOR'S ACKNOWLEDGEMENTS

This census report would not be possible without the sponsorship of Weststaff Inc.; the research assistance of Fabiana Alves, Kaiyi Chu and Amanda Kimball; the input, support the design and production work by Christina Lozano; and the marketing and editing assistance of Timothy Akin. The author gratefully acknowledge center co-directors Dean Nicole Woolsey Biggart, Professor Kimberly Elsbach, and Assistant Professor Beth Bechky, as well as volunteer Cindi Rich, who contributed valuable time and expertise in effectively communicating the findings and message. The author is appreciative of the efforts of these individuals to make the 2006 census project a reality.

Appreciation and thanks go to the corporate representatives of the 68 California companies who responded to our requests to verify the 2006 census data.

**For more information and data:
www.gsm.ucdavis.edu/census**

ABOUT THE UC DAVIS CENTER FOR WOMEN AND LEADERSHIP

As a Center of Excellence at the UC Davis Graduate School of Management, the mission of the UC Davis Center for Women and Leadership is to improve the standing of women in business leadership positions. The center focuses on four main initiatives:

- > Research on women and leadership issues and concerns
- > Education on leadership issues relevant to women and their companies
- > Outreach and alliances with women's leadership organizations
- > Collaborations with student groups promoting women in leadership

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ABOUT THE UC DAVIS GRADUATE SCHOOL OF MANAGEMENT

Established in 1981, the UC Davis Graduate School of Management celebrates its 25th anniversary this academic year. The School provides management education to more than 400 students enrolled in Daytime MBA and Working Professional MBA programs on the UC Davis campus, in Sacramento and the San Francisco Bay Area. The School also offers a technology management minor program for undergraduates and innovative business development programs in which doctoral students in the sciences and engineering work with MBA students to develop skills to commercialize research.

The UC Davis Graduate School of Management has been ranked among the nation's top 50 MBA programs for 11 consecutive years. It is the youngest MBA program to have achieved a top-50 national ranking as measured by academic excellence, quality of students and scope of faculty research.

Under the leadership of Dean Nicole Woolsey Biggart, the Graduate School of Management has forged partnerships with both campus and corporate leaders to better serve regional industries spark the creation of new businesses and develop the future workforce. As part of these efforts, the UC Davis Graduate School of Management has established four centers that are devoted to research and activities that have a powerful impact on the business world: the UC Davis Center for Entrepreneurship, the UC Davis Center for Investor Welfare and Corporate Responsibility, the UC Davis MBA Consulting Center, and the UC Davis Center for Women and Leadership.

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