A topographic map of California, showing the state's terrain with various shades of green, brown, and tan. The map is split into two sections by a diagonal line, with the top-left section showing a different perspective or a different part of the state. The map is set against a blue sky background.

UC DAVIS STUDY OF CALIFORNIA WOMEN BUSINESS LEADERS

A CENSUS OF WOMEN DIRECTORS AND EXECUTIVE OFFICERS



2005

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Message from the Dean



DEAR FRIENDS AND COLLEAGUES:

The UC Davis Graduate School of Management is proud to publish the first *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 200 largest publicly held corporations headquartered in the state.

One would think that California—with the eighth largest economy in the world, and the birthplace of many of the world's most significant technological breakthroughs, social trends, and a model of economic innovation and prosperity—would be at the forefront of women's leadership in the corporate world. But the same innovative thinking that drives the state's economy is not propelling women into key leadership positions in business.

Similar studies conducted in selected states and regions in the U.S. and at the national level reveal the same telling truths—women hold a disappointingly small percentage of the top decision-making positions in corporate America.

With Sarbanes-Oxley and corporate governance reforms imposing new demands on existing directors and requiring companies to bring on new, independent directors, it presents an opportunity for corporations to achieve the goal of an independent and diverse board. Despite research that shows a connection between gender diversity and strong financial performance and good corporate governance, women continue to be a largely untapped resource to serve in the boardrooms and executive suites of California companies.¹

At the UC Davis Graduate School of Management, one of our goals is to help our MBA students prepare for and break into the upper ranks of business. In 2004, *The Princeton Review* recognized the School as one of the top three MBA programs in the country with the "greatest opportunity for women."

We take our job of teaching future business leaders—both women and men—very seriously. California's business community has a unique opportunity to become a progressive leader nationally by optimizing all talent. We recognize that it will require better understanding of both men and women for this gender disparity in leadership to be corrected.

In publishing this study, our goal is to highlight the need for greater participation of women on our corporate boards and in the executive suites. We also want this census to spark dialogue between and action on the part of women making career decisions, companies tackling gender diversity issues and universities preparing the next generation of business leaders.

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 echelons of business can only result in more profitable and well-managed corporations.

A handwritten signature in black ink, reading "Nicole Woolsey Biggart". The signature is fluid and cursive, written in a professional style.

Nicole Woolsey Biggart
Dean

Jerome J. and Elsie Suran Chair in Technology Management

INTRODUCTION

In the United States today, women have more economic, political and social clout than at any other time in history.

Women play a critical role in the financial health of the nation. They are responsible for 83% of the nation's consumer spending, a total of more than \$3.7 trillion. They control \$14 trillion in wealth and represent nearly half of all investors. They comprise 46% of the workforce, and hold more than half of all managerial and professional positions.²

With a population topping 37 million and a trillion dollar-plus economy in overdrive, California is an international force in trade and commerce, higher education, scientific research, entertainment and technology. And yet in a state that prides itself on its diversity, women remain largely absent from boardrooms and executive suites of the major public companies that are powering California's economy.

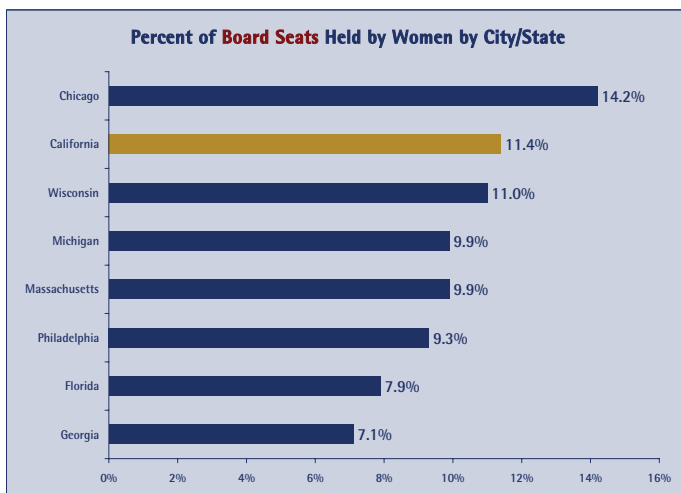
This UC Davis study is the first report on the status of women on boards of directors and in executive officer positions at California's 200 largest publicly held companies as ranked by net revenue. The results underscore the continuing scarcity of women in top decision-making positions at these firms.

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. Two years ago, they formed the InterOrganizational Network (ION) to leverage their combined strengths and influence to increase women's representation in corporate boardrooms and executive suites (*see graphs below*).

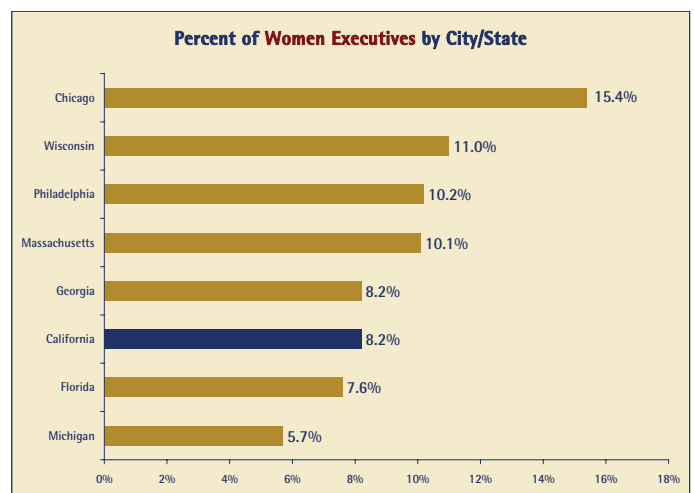
Compared to other states and cities³:

- California ranks second (11.4%) behind Chicago (14.2%) in the percentage of board seats held by women.
- California outpaces only Florida and Michigan with 8.2% of executive officer positions held by women.

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, they cannot afford to ignore the talent and perspective available in half the population and close to half the work force.



Source: ION member studies 2004, 2005.

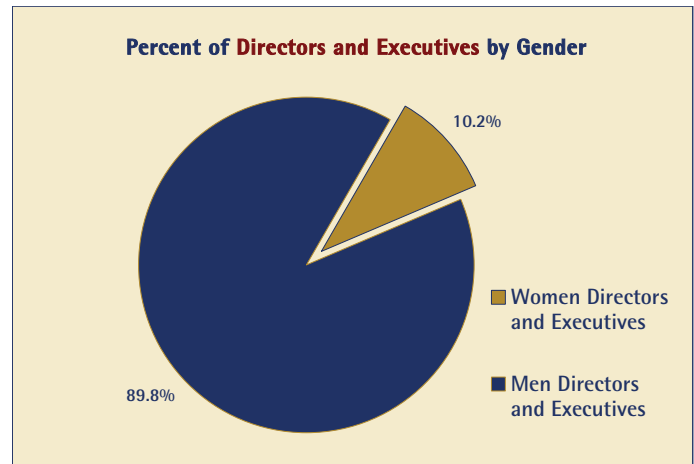


Source: ION member studies 2004, 2005.

EXECUTIVE SUMMARY

Directors and Executive Officers

- Women hold only 10.2% of the board seats and highest-paid executive officer positions in the 200 largest public companies headquartered in California. For every nine men in the executive suites and boardrooms of these companies, there is only one woman.
- Fifty five (more than 27%) of the 200 largest public companies in California have no women board directors and no women executive officers.



Directors

- Women hold 11.4% of the 1,771 board seats in the 200 largest public companies in California.
- Of these 200 largest public companies, 34% have no women directors.
- Nearly 38% of these companies have only one woman director.

Executive Officers

- Women account for 8.2% of the 1,006 highest-paid executive officers.
- Nearly 68% of the 200 largest public companies in California have no women executive officers.
- Only 8% of companies have two or more women executives.
- Only six of the 200 largest public companies in California have a woman CEO.

Industry Makes a Difference

- The Health Care sector has the highest percentage (16.1%) of women directors. The Financial sector ranks second with 15.6%. The Semiconductor sector has the lowest percentage of women directors with 5.5%.
- The Retail sector has the highest percentage (15.1%) of women executive officers. The Health Care sector follows with 14.8%. The Consumer Goods sector has no women executive officers.

Company Size Also Makes a Difference

- Larger companies, on average, have a greater number and greater share of women board members than smaller companies.
- 91% of the companies with annual revenues of \$5 billion or more have at least one woman director.
- Of the companies with annual revenues of \$1 billion and less, 46% have no women directors.
- Companies with annual revenues less than \$750 million have the greatest percentage of women executives.

THE FINDINGS

California's Top 25—The Corporate Leaders of Gender Diversity in the Boardroom and Executive Suite

Women continue to be underrepresented in corporate boardrooms and executive offices throughout California. Of the 200 largest public firms in the state surveyed, 55 companies (27%) had no women in either director or executive officer positions.

In fact, only 25 of these 200 companies have more than 20% women directors and executive officers. Of these 25, five 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.

At the top is Oakland-based Golden West Financial Corp. It is the only company in California that has achieved an equal representation of women and men on their board and in their executive offices.

Golden West Financial Corp. and the other companies in the Top 25 deserve special recognition for their commitment to gender diversity in corporate leadership.

Top 25 Companies		
RANK	COMPANY	WOMEN DIRECTORS & EXECUTIVES
1	Golden West Financial Corp.	50.0%
2	Hot Topic Inc.	41.7%
3	Westaff Inc.	40.0%
4	Gymboree Corp.	38.5%
5	Providian Financial Corp.*	35.7%
6	Autodesk Inc.	28.6%
6	Calpine Corp.	28.6%
8	Cost Plus Inc.	27.3%
9	Jack In The Box Inc.	26.7%
9	Knight Ridder Inc.	26.7%
9	Mckesson Corp.	26.7%
12	Wells Fargo & Co.	25.0%
12	WFS Financial Inc.	25.0%
14	Gap Inc.	23.5%
15	Advanced Medical Optics Inc.	23.1%
15	Guess Inc.	23.1%
15	Hewlett Packard Co.	23.1%
15	Molina Healthcare Inc.	23.1%
15	Restoration Hardware Inc.	23.1%
15	Ross Stores Inc.	23.1%
15	Sharper Image Corp.	23.1%
22	Catellus Development Corp.**	21.4%
22	Davita Inc.	21.4%
22	Safeway Inc.	21.4%
22	Williams Sonoma Inc.	21.4%

* On October 1, 2005, Providian was acquired by Washington Mutual and became the Washington Mutual Card Services division.

** On September 15, 2005, Catellus Development Corporation was merged with and into ProLogis (NYSE: PLD).

TOP-RANKED COMPANY CEOs

We asked the chief executive officers from the three top-ranked companies—Golden West Financial Corporation, Hot Topic Inc. and Westaff Inc.—to comment on how they create a corporate environment in which women leaders thrive and what the impacts are of having women on their board of directors and in top management positions.



Marion Sandler
Co-Chair and Co-CEO
Golden West Financial Corporation
Ranked #1

empowerment

"An overused word these days is 'empower' – but that's just what we do. We are a meritocracy. If you have potential, we help you to realize it."

diversity

"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."



Betsy McLaughlin
CEO
Hot Topic Inc.
Ranked #2



Trish Newman
President & CEO
Westaff Inc.
Ranked #3

balance

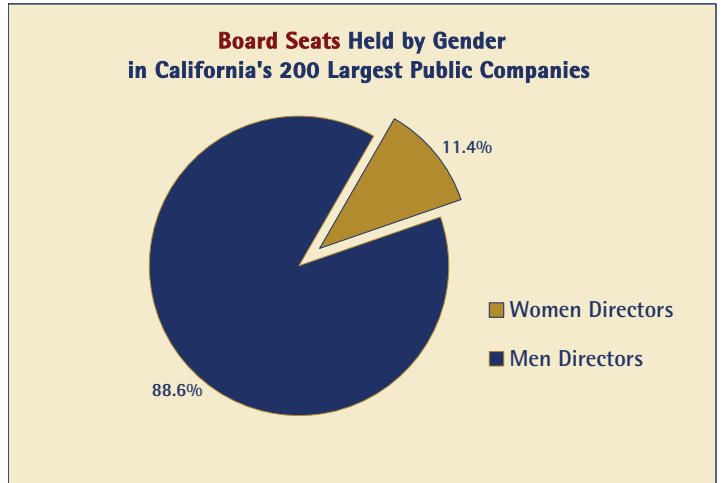
"The strength of our leadership team is in its balance. Our people come from diverse backgrounds and bring different experiences, talents and personal attributes to the table. It's not necessarily about a balance of gender, although I am very proud of the fact that women are in positions of influence at Westaff. At the corporate level, we hire and promote people based on their abilities, experience and drive to succeed, and as a result, we're seeing that behavior mirrored throughout the entire organization."

Women Board Directors of California's 200 Largest Public Companies

Women, for all their economic clout, play a very limited role in corporate governance in California. Among directors of California's 200 largest public companies, relatively few are women. Only 11.4%, or 202 of the 1,771 combined board seats of those companies, are held by women.

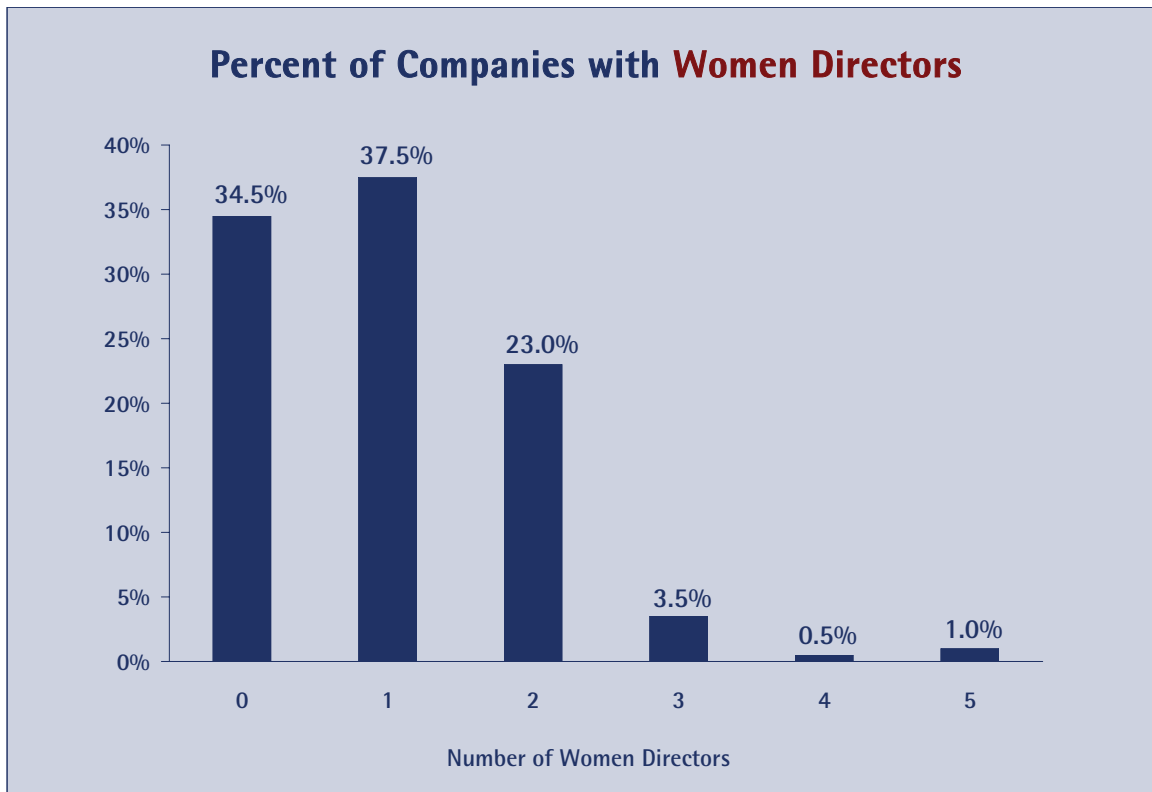
In the 100 largest of the 200 companies, women are slightly more represented as they hold 124 or 12.7% of 977 board positions. In the next 100 companies, women hold just 78 or 9.8% of 794 board seats.

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



KEY STATISTICS

- Just over one third (34.5%) of California's 200 largest public companies have no women directors.
- 37.5% of the companies have one woman director.
- Only 28% of the companies have two or more women directors.



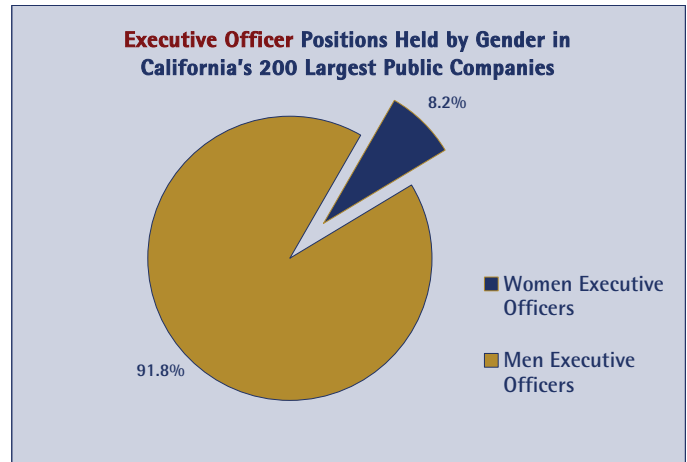
Women Executive Officers in California's 200 Largest Public Companies

Women executive officers in California's largest public companies are a rare breed.

Women account for only 8.2% of the 1,006 highest-paid executive officers in those firms.

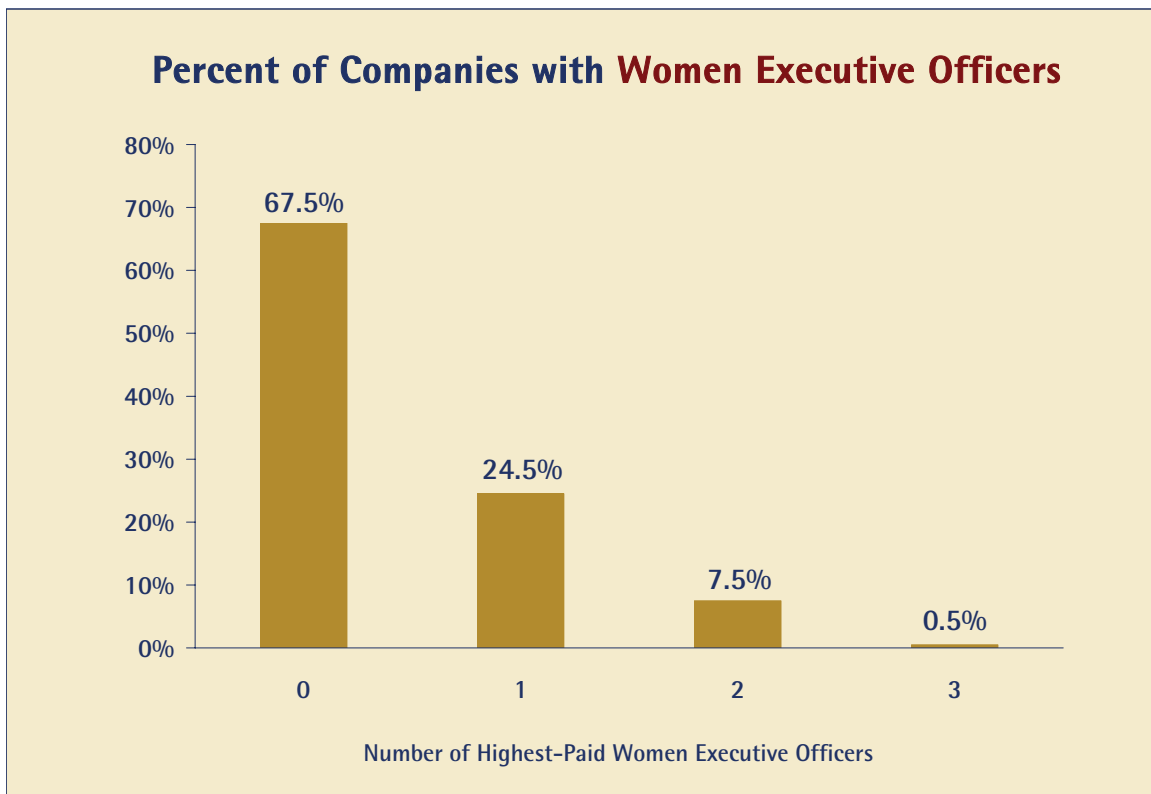
For this study, executive officer positions were formally identified using proxy statements from each company.

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

- More than two thirds (67.5%) of California's 200 largest public companies have no women executive officers.
- Just under a quarter (24.5%) of those companies have only one woman executive.
- Only 8% of the companies have two or more women executives.



Number of Women Directors by Company

Nearly 80% (158) of California's 200 largest public corporations have only one or no women directors. However, there are 10 companies with three or more women directors.

Companies with Three or More Women Directors

Golden West Financial Corp. (5)	Calpine Corp. (3)	Hot Topic Inc. (3)
Wells Fargo & Co. (5)	Gap Inc. (3)	Jack In The Box Inc. (3)
McClatchy Co. (4)	Hilton Hotels Corp. (3)	Mckesson Corp. (3)
		Providian Financial Corp. (3)

Companies with No Women Directors

Ameron International Corp.	Conexant Systems Inc.	Linear Technology Corp.	Smart & Final Inc.
Apple Computer Inc.	Cubic Corp.	LSI Logic Corp.	Standard Pacific Corp.
Apria Healthcare Group	Cypress Semiconductor Corp.	Maxim Integrated Products	Sun Healthcare Group Inc.
Arden Group Inc.	Directv Group Inc.	Maxtor Corp.	Superior Industries International
Atmel Corp.	Edwards Lifesciences Corp.	Mercury General Corp.	Sybron Dental Specialties
BEA Systems Inc.	Fremont General Corp.	Mercury Interactive Corp.	Symantec Corp.
Bell Microproducts Inc.	Genentech Inc.	National Semiconductor Corp.	Synnex Corp.
Broadcom Corp.	Google Inc.	Nvidia Corp.	Tetra Tech Inc.
Brocade Communications Systems	Guitar Center Inc.	Pacer International Inc.	THQ Inc.
Brookfield Homes Corp.	Indymac Bancorp Inc.	Pacific Energy Partners	Trimble Navigation Ltd.
Cadence Design Systems Inc.	International Rectifier Corp.	PC Mall Inc.	Univision Communications Inc.
Callaway Golf Co.	JDS Uniphase Corp.	Public Storage Inc.	UTStarcom Inc.
Central Garden & Pet Co.	Juniper Networks Inc.	Quiksilver Inc.	VCA Antech Inc.
Century Aluminum Co.	Keystone Automotive Industries Inc.	Reliance Steel & Aluminum Co.	Verisign Inc.
Charlotte Russe Holding	Lam Research Corp.	Robert Half International Inc.	Waste Connections Inc.
Cheesecake Factory Inc.	Leap Wireless International Inc.	Silicon Graphics Inc.	Wet Seal Inc.
Computer Sciences Corp.	Leapfrog Enterprises Inc.	Skechers USA Inc.	William Lyon Homes
			Yahoo Inc.

Women Who Serve on More than One Board

Sixteen women have the distinction of serving as directors on more than one board of California's 200 largest public companies.

Women Who Serve on More than One Board

NAME	COMPANIES
Carol A. Bartz	Autodesk Inc. Cisco Systems Network Appliance Inc.
Mary S. Metz	Longs Drug Stores Corp. PG&E Corp. Unionbancal Corp.
Aida Alvarez	Pacificare Health Systems Unionbancal Corp.
Judith M. Bardwick	Westcorp. WFS Financial Inc.
Deborah A. Coleman	Applied Materials Inc. Synopsys Inc.
Donna Dubinsky	Intuit Inc. palmOne Inc.
H. Paulett Eberhart	Advanced Micro Devices Solectron Corp.
Christine Garvey	Catellus Development Corp. Hilton Hotels Corp.
Mary George	Oakley Inc. Remedytemp Inc.
Maryellen C. Herringer	ABM Industries Inc. Golden West Financial Corp.
Linda Fayne Levinson	Ingram Micro Inc. Jacobs Engineering Group Inc.
Barbara L. Rambo	Gymboree Corp. PG&E Corp.
Jane E. Shaw	Intel Corp. Mckesson Corp.
Mary A. Wilderotter	McClatchy Co. Quantum Corp.
Susan Wang	Altera Corp. Calpine Corp.
Margaret C. Whitman	eBay Inc. Gap Inc.

Number of Women Executive Officers by Company

Only 16 of California's 200 largest public companies have two or more women executive officers. Only one of these 16 companies, Gymboree Corp., has more than two women executives.

KEY STATISTICS

- Of the 16 companies with more than one woman executive officer:
 - > Six are in the Retail sector
 - > Four are in the Financial sector
 - > Two are in the Technology sector
 - > Two are in the Pharmaceutical/Biotech sector
 - > One is in the Media/Communications sector
 - > One is in the Service sector

Companies with Two or More Women Executive Officers	
Gymboree Corp. (3)	Knight Ridder Inc. (2)
Autodesk Inc. (2)	Mercury General Corp. (2)
Cost Plus Inc. (2)	Providian Financial Corp. (2)
Edwards Lifesciences Corp. (2)	Restoration Hardware Inc. (2)
Franklin Resources Inc. (2)	Ross Stores Inc. (2)
Genentech Inc. (2)	Verisign Inc. (2)
Golden West Financial Corp. (2)	Westaff Inc. (2)
Hot Topic Inc. (2)	Williams Sonoma Inc. (2)

Women in Most Important Corporate Roles

Of the 200 largest public companies in California, only six are lead by women CEOs. There are only 25 women who serve in these four top executive positions:

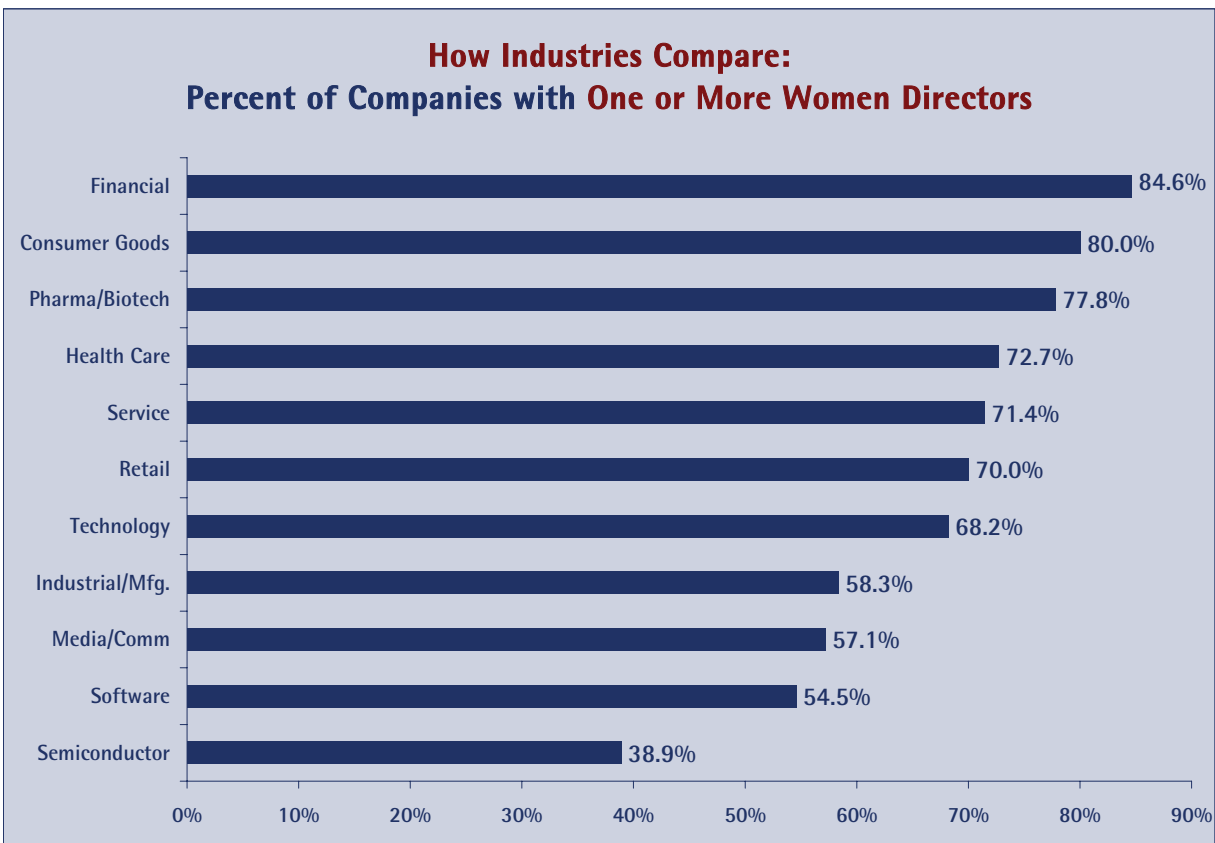
Chief Executive Officer	
Carol A. Bartz	Autodesk Inc.
Margaret C. Whitman	eBay Inc.
Marion O. Sandler	Golden West Financial Corp.
Lisa M. Harper	Gymboree Corp.
Elizabeth McLaughlin	Hot Topic Inc.
Trish Newman	Westaff Inc.
Chief Operating Officer / President	
Susan R. Nowakowski	AMN Healthcare Services Inc.
Linda A. Lang	Jack In The Box Inc.
Safra Catz	Oracle Corp.
Tracy Wan	Sharper Image Corp.
Chief Financial Officer	
Nancy H. Handel	Applied Materials Inc.
Christine A. Tsingos	Bio-Rad Laboratories Inc.
Corinne H. Lyle	Edwards Lifesciences Corp.
Yasmin R. Seyal	Gencorp Inc.
Karla R. Lewis	Reliance Steel & Aluminum Co.
Patricia A. McKay	Restoration Hardware Inc.
Judy Bruner	Sandisk Corp.
Elisha W. Finney	Varian Medical Systems Inc.
Dana L. Evan	Verisign Inc.
Sharon L. McCollam	Williams Sonoma Inc.
Susan L. Decker	Yahoo Inc.
Chief Information Officer	
Mahvash Yazdi	Edison International
Jennifer J. Bolt	Franklin Resources Inc.
Maria Fitzpatrick	Mercury General Corp.
Dawn M. Martin	Westcorp and WFS Financial

NUMBERS BY INDUSTRY

Women Directors

Two thirds of the 200 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.

The Standard Industry Classification (SIC) has been used to define companies by industry. The companies have been grouped in 11 classifications.



KEY STATISTICS

- The Financial sector has the largest percentage of companies (84.6%) with at least one woman director.
- The Consumer Goods sector follows closely with 80% of the companies having at least one woman director.
- At the other end of the spectrum, only 38.9% of companies in the Semiconductor sector have at least one women director.

Among the 200 largest public companies in California, no single industry has more than one woman for every six men serving on the companies' boards of directors.

A closer look reveals that the total percentage of women directors by industry ranges from a low of 5.5% (Semiconductor sector) to a high of 16.1% (Health Care sector).

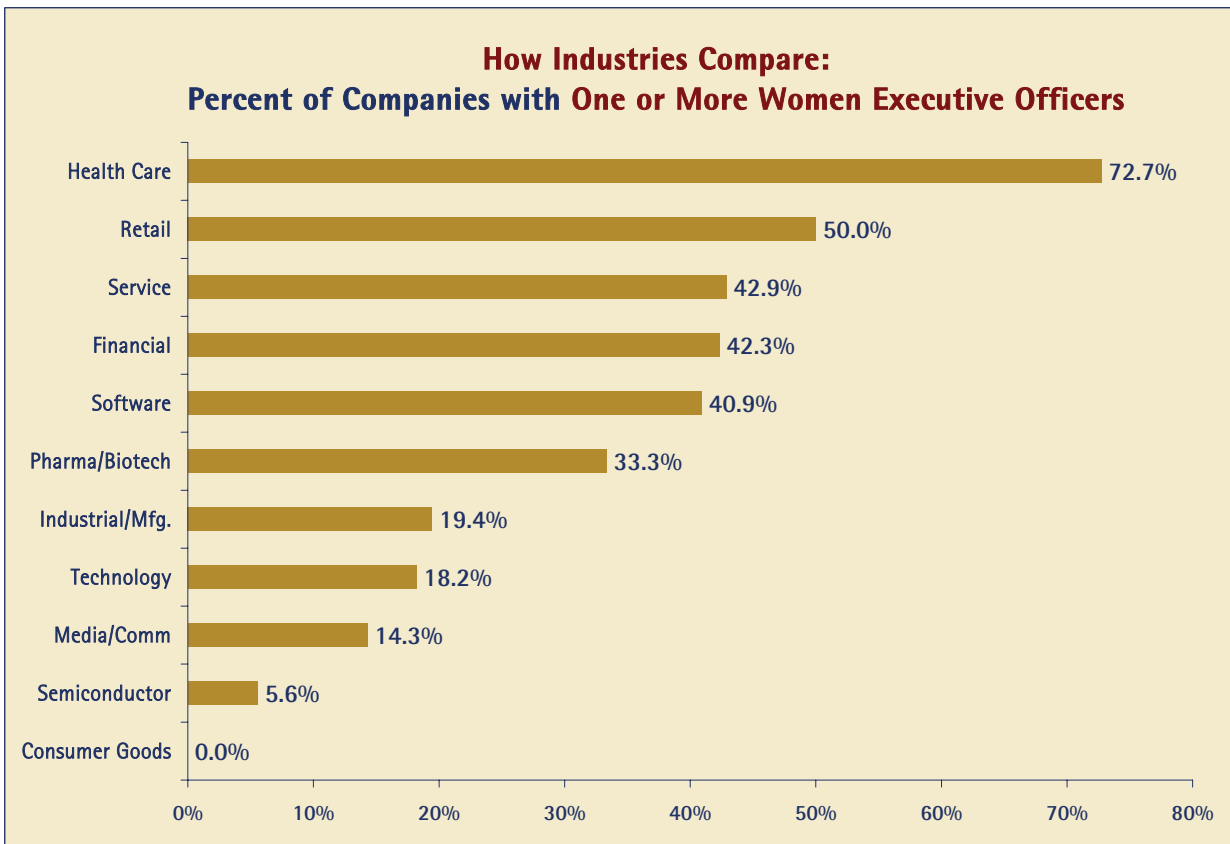
While the Consumer Goods sector ranks second with 80% of companies having one women director (*see previous page*), it is sixth overall in the total percentage of board seats held by women. An even more dramatic difference is seen in the Pharmaceutical/Biotech sector, which ranks third with 77.8% of companies having one woman director, but is ninth in the total percentage of woman directors.

Percent of Women Directors by Industry		
INDUSTRY	% WOMEN DIRECTORS	# OF COMPANIES
Health Care	16.1%	11
Financial	15.6%	26
Retail	14.7%	30
Media/Comm	14.3%	7
Service	13.6%	14
Consumer Goods	12.5%	5
Technology	10.6%	22
Industrial/Mfg.	8.6%	36
Pharma/Biotech	8.3%	9
Software	8.1%	22
Semiconductor	5.5%	18

NUMBERS BY INDUSTRY

Women Executives

Only one-third of California's 200 largest public companies have at least one woman among highest-paid executives. When the companies are categorized by industry, reveal an even greater variation in the percentage of women executive officers compared to women directors.



KEY STATISTICS

- The Health Care sector has the largest percentage of companies (72.7%) with at least one woman executive officer.
- The Consumer Goods sector has no women executive officers.

Among the 200 largest public companies in California, no single industry has more than one woman for every six men serving in executive officer positions.

A closer look reveals that the total percentage of women executives by industry varies more dramatically than it does for women directors. The Retail/Restaurant/Hotel sector leads with 15.1%, followed by the Health Care sector with 14.8%. The Consumer Goods sector has no women executive officers.

Percent of Women Executive Officers by Industry		
INDUSTRY	% WOMEN EXECUTIVES	# OF COMPANIES
Retail	15.1%	30
Health Care	14.8%	11
Financial	11.2%	26
Pharma/Biotech	10.6%	9
Service	9.6%	14
Software	9.6%	22
Media/Comm	5.7%	7
Industrial/Mfg.	3.9%	36
Technology	3.7%	22
Semiconductor	1.1%	18
Consumer Goods	0.0%	5

NUMBERS BY COMPANY SIZE

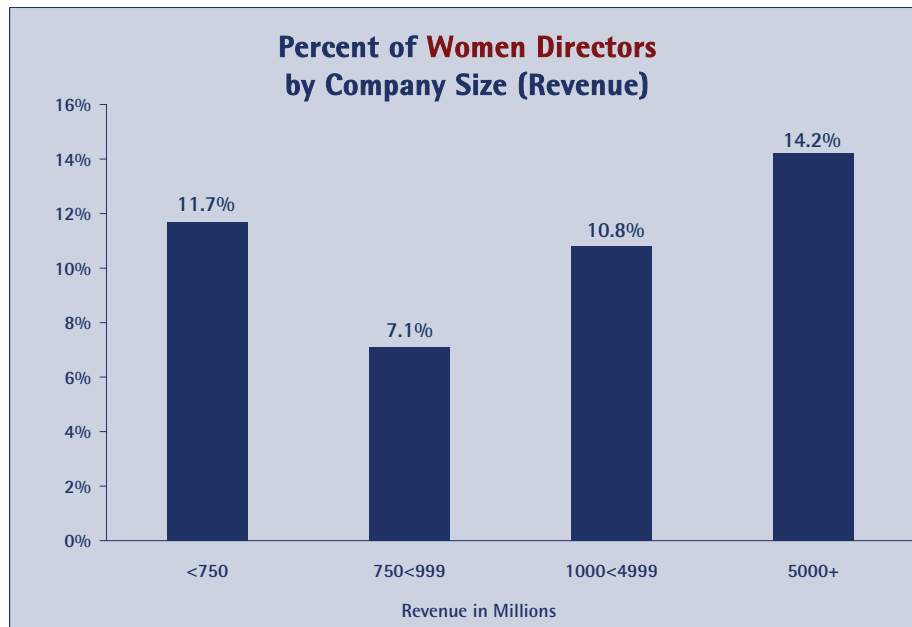
Women Directors

There is a link between corporate size as determined by revenue 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.

We have categorized California's 200 largest public companies by revenue: \$5 billion or more; between \$1 billion and \$4.999 billion; between \$750 million and \$999 million; and less than \$750 million.

KEY STATISTICS

- Companies with revenues of \$5 billion or more (33 companies) have an average of 14.2% women directors. Of these 33 largest California companies, 91% have at least one woman on their board and 45% have two or more women directors.
- Companies with revenues between \$750 million and \$1 billion (38 companies) have the lowest representation with an average of 7.1% women directors.
- Of the 85 companies with revenues of less than \$1 billion, almost half have no women directors, 33% have only one woman director and only 21% have two or more women board directors.



Number of Women Directors by Company Size							
REVENUE (IN MILLIONS)	NUMBER OF COMPANIES	AVERAGE SIZE OF BOARD	NO WOMEN DIRECTORS	ONE WOMAN DIRECTOR	TWO WOMEN DIRECTORS	THREE OR MORE WOMEN DIRECTORS	PERCENT WOMEN DIRECTORS
\$5000+	33	10.7	3	15	11	4	14.2%
\$1000 < \$4999	82	9.1	27	32	18	5	10.8%
\$750 < \$999	38	8.0	20	13	5	0	7.1%
< \$750	47	7.8	19	15	12	1	11.7%

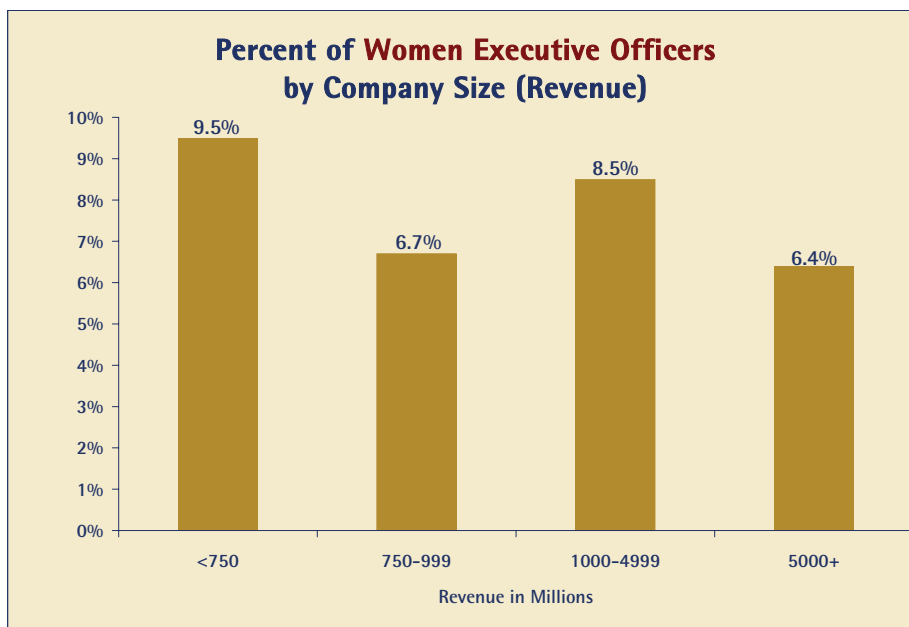
Women Executives

The linkage between large companies and greater representation of women on boards is reversed when women executives are involved. In fact, the lowest percentage of women executives is found in those companies with revenues of \$5 billion or more.

While California's largest companies seem to encourage gender diversity on their boards, the trend does not carry over to the executive suites of those companies. In fact, 67.5% of the 200 companies have no women executives.

KEY STATISTICS

- Companies with \$5 billion or more in revenue have the lowest percentage of women executives: 6.4%.
- Companies with less than \$750 million in revenue have the highest percentage of women executives: 9.5%.
- Only one company, Gymboree Corp., has three or more women executives. Gymboree has net revenue of less than \$750 million.



REVENUE (IN MILLIONS)	NUMBER OF COMPANIES	AVERAGE NUMBER OF EXECUTIVES	NO WOMEN EXECUTIVES	ONE WOMAN EXECUTIVE	TWO WOMEN EXECUTIVES	THREE OR MORE WOMEN EXECUTIVES	PERCENT WOMEN EXECUTIVES
\$5000+	33	4.9	23	10	0	0	6.4%
\$1000 < \$4999	82	5.1	55	18	9	0	8.5%
\$750 < \$999	38	5.2	28	7	3	0	6.7%
< \$750	47	4.9	29	14	3	1	9.5%

CONCLUSION

Living up to California Dreams: Equal Representation for Equal Economic Impact

This first *UC Davis Study of California Women Business Leaders* establishes a benchmark to measure how women's roles in corporate governance and executive leadership in the state's largest public companies change over time.

Our findings paint a surprising—and disappointing—picture of the current status of women 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.

Some companies have successfully diversified their boards and executive suites. They should be applauded and are models for 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 conducted by the six partners of the InterOrganization Network (ION) and nationally by Catalyst.

While this census provides a benchmark, it is not just a measurement tool. We believe that bringing more women into the boardroom and the executive ranks will lead to stronger relationships with customers and shareholders and result in more diverse and profitable businesses.

We look forward to highlighting the progress made by California's 200 largest public companies in our 2006 report.

METHODOLOGY

The sample of companies used in the *2005 UC Davis Study of California Women Business Leaders* was collected using net revenue from the Standard & Poor's Compustat database for fiscal year-end reporting between June 1, 2003, and May 31, 2004. The largest 200 public companies headquartered in California were selected for this study based on this data.

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, proxy statements (DEF14A) and annual reports (10K) issued from September 2004 to August 31, 2005, were examined.

In order to validate the information that was compiled, e-mails were sent to Investor Relations departments at each company. The e-mails requested updates and confirmations of the following:

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

Of the 200 companies contacted, 58 companies (29%) replied. Changes from SEC filings were verified from company news releases. Regardless of company confirmation, data from all 200 companies are included in the study.

Changes in directors and executive officers after August 31, 2005, will be reflected in the 2006 census.

The executive officer category only includes officers that are formally identified by the company in its proxy statement. Specifically, companies must identify beneficial stockholders, directors and officers under Section 16 of the Exchange Act of 1934. This definition of an executive officer is used for consistency across all companies.

Industry classification of companies was based on the Standard Industry Classification (SIC) code. However, the industry categories used do not always correspond exactly to SIC industries. For those companies with an SIC code that does not match the business description in the 10K filing, an industry classification matching the business description was used.

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.

APPENDICES

Appendix A – California's 200 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	NUMBER OF WOMEN DIRECTORS & EXECUTIVE OFFICERS	% WOMEN DIRECTORS & EXECUTIVE OFFICERS
1	Golden West Financial Corp.	Fin	3.8	9	5	5	2	14	7	50.0%
2	Hot Topic Inc.	Retail	0.6	7	3	5	2	12	5	41.7%
3	Westaff Inc.	Serv	0.5	5	2	5	2	10	4	40.0%
4	Gymboree Corp.	Retail	0.6	7	2	6	3	13	5	38.5%
5	Providian Financial Corp.*	Fin	2.2	9	3	5	2	14	5	35.7%
6	Autodesk Inc.	Soft	1.0	9	2	5	2	14	4	28.6%
6	Calpine Corp.	Serv	8.9	9	3	5	1	14	4	28.6%
8	Cost Plus Inc.	Retail	0.8	6	1	5	2	11	3	27.3%
9	Jack In The Box Inc.	Retail	2.1	10	3	5	1	15	4	26.7%
9	Knight Ridder Inc.	Media	2.9	10	2	5	2	15	4	26.7%
9	Mckesson Corp.	Health	69.5	10	3	5	1	15	4	26.7%
12	Wells Fargo & Co.	Fin	30.1	15	5	5	0	20	5	25.0%
12	WFS Financial Inc.	Fin	1.1	7	2	5	1	12	3	25.0%
14	Gap Inc.	Retail	15.9	13	3	4	1	17	4	23.5%
15	Advanced Medical Optics Inc.	Health	0.6	8	2	5	1	13	3	23.1%
15	Guess Inc.	Retail	0.6	7	2	6	1	13	3	23.1%
15	Hewlett Packard Co.	Tech	73.1	10	2	3	1	13	3	23.1%
15	Molina Healthcare Inc.	Health	0.8	8	2	5	1	13	3	23.1%
15	Restoration Hardware Inc.	Retail	0.4	8	1	5	2	13	3	23.1%
15	Ross Stores Inc.	Retail	3.9	8	1	5	2	13	3	23.1%
15	Sharper Image Corp.	Retail	0.6	7	2	6	1	13	3	23.1%
22	Catellus Development Corp.**	Fin	0.5	9	2	5	1	14	3	21.4%
22	Davita Inc.	Health	2.0	8	2	6	1	14	3	21.4%
22	Safeway Inc.	Retail	35.6	9	2	5	1	14	3	21.4%
22	Williams Sonoma Inc.	Retail	2.8	9	1	5	2	14	3	21.4%
26	Franklin Resources Inc.	Fin	2.7	12	2	7	2	19	4	21.1%
26	Hilton Hotels Corp.	Retail	3.9	14	3	5	1	19	4	21.1%
26	McClatchy Co.	Media	1.1	14	4	5	0	19	4	21.1%
29	eBay Inc.	Tech	2.2	10	2	5	1	15	3	20.0%
29	Pacificare Health Systems	Health	11.0	10	2	5	1	15	3	20.0%
29	Wesco Financial Corp.	Fin	0.6	6	2	4	0	10	2	20.0%
32	Charles Schwab Corp.	Fin	4.3	11	2	5	1	16	3	18.8%
33	AMN Healthcare Services Inc.	Health	0.7	7	1	4	1	11	2	18.2%
33	Sandisk Corp.	Tech	1.1	6	1	5	1	11	2	18.2%
35	Adaptec Inc.	Tech	0.5	7	2	5	0	12	2	16.7%
35	Bio-Rad Laboratories Inc.	Ind	1.0	7	1	5	1	12	2	16.7%
35	Corinthian Colleges Inc.	Serv	0.5	7	1	5	1	12	2	16.7%
35	Edwards Lifesciences Corp.	Pharma	0.9	7	0	5	2	12	2	16.7%
35	Genentech Inc.	Pharma	3.3	7	0	5	2	12	2	16.7%
35	Oakley Inc.	Retail	0.5	7	2	5	0	12	2	16.7%
35	West Marine Inc.	Retail	0.7	9	2	3	0	12	2	16.7%
42	GenCorp Inc.	Ind	1.2	8	1	5	1	13	2	15.4%
42	Hyperion Solutions Corp.	Soft	0.5	8	1	5	1	13	2	15.4%
42	Remedytemp Inc.	Serv	0.5	8	1	5	1	13	2	15.4%
42	Simpson Manufacturing Co. Inc.	Ind	0.5	8	2	5	0	13	2	15.4%
42	Sybase Inc.	Soft	0.8	8	2	5	0	13	2	15.4%
42	Synopsys Inc.	Soft	1.2	8	1	5	1	13	2	15.4%
42	Varian Medical Systems Inc.	Health	1.0	8	1	5	1	13	2	15.4%
42	WestCorp	Fin	1.1	8	1	5	1	13	2	15.4%
50	Unionbanca Corp.	Fin	2.5	15	2	5	1	20	3	15.0%

* On October 1, 2005, Providian was acquired by Washington Mutual and became the Washington Mutual Card Services division.

** On September 15, 2005, Catellus Development Corporation was merged with and into ProLogis (NYSE: PLD).

Rankings

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
51	ABM Industries Inc.	Serv	2.3	9	2	5	0	14	2	14.3%
51	Adobe Systems Inc.	Soft	1.3	9	2	5	0	14	2	14.3%
51	Downey Financial Corp.	Fin	0.6	9	2	5	0	14	2	14.3%
51	Gemstar TV Guide International Inc.	Media	0.9	9	2	5	0	14	2	14.3%
51	Intuit Inc.	Soft	1.7	9	1	5	1	14	2	14.3%
51	Longs Drug Stores Corp.	Retail	4.5	9	2	5	0	14	2	14.3%
51	Mercury General Corp.	Fin	2.3	9	0	5	2	14	2	14.3%
51	PG&E Corp.	Serv	10.4	9	2	5	0	14	2	14.3%
51	Valeant Pharmaceuticals	Pharma	0.7	9	1	5	1	14	2	14.3%
60	City National Corp.	Fin	0.7	10	1	5	1	15	2	13.3%
60	Dreyers Grand Ice Cream Holdings	Cons Gds	1.2	10	2	5	0	15	2	13.3%
60	Fluor Corp.	Ind	8.8	10	2	5	0	15	2	13.3%
60	Granite Construction Inc.	Ind	1.8	10	2	5	0	15	2	13.3%
60	Mattel Inc.	Cons Gds	5.0	10	2	5	0	15	2	13.3%
60	palmOne Inc.	Tech	0.9	10	1	5	1	15	2	13.3%
60	Unocal Corp.	Ind	6.4	10	2	5	0	15	2	13.3%
67	21st Century Insurance Group	Fin	1.2	11	2	5	0	16	2	12.5%
67	Activision Inc.	Soft	0.9	9	1	7	1	16	2	12.5%
67	Applied Materials Inc.	Semi	4.5	11	1	5	1	16	2	12.5%
67	Beckman Coulter Inc.	Ind	2.2	11	2	5	0	16	2	12.5%
67	Ingram Micro Inc.	Ind	22.6	12	2	4	0	16	2	12.5%
67	Intel Corp.	Semi	30.1	11	2	5	0	16	2	12.5%
67	Oracle Corp.	Soft	10.2	11	1	5	1	16	2	12.5%
67	Ryland Group Inc.	Ind	3.4	11	2	5	0	16	2	12.5%
67	Verisign Inc.	Soft	1.1	10	0	6	2	16	2	12.5%
76	Chevron Corp.	Ind	112.9	12	1	5	1	17	2	11.8%
76	Edison International	Serv	12.1	10	1	7	1	17	2	11.8%
76	Jacobs Engineering Group Inc.	Ind	4.6	12	2	5	0	17	2	11.8%
76	KB Home	Ind	5.9	12	1	5	1	17	2	11.8%
76	Walt Disney Co.	Media	27.1	12	2	5	0	17	2	11.8%
81	Cisco Systems Inc.	Tech	18.9	13	2	5	0	18	2	11.1%
81	First American Corp.	Fin	6.1	13	2	5	0	18	2	11.1%
81	PC Mall Inc.	Retail	1.0	4	0	5	1	9	1	11.1%
81	Qualcomm Inc.	Tech	4.0	13	2	5	0	18	2	11.1%
85	Greater Bay Bancorp	Fin	0.6	14	1	5	1	19	2	10.5%
86	Cheesecake Factory Inc.	Retail	0.8	5	0	5	1	10	1	10.0%
86	PMI Group Inc.	Fin	0.9	15	2	5	0	20	2	10.0%
86	THQ Inc.	Soft	0.6	5	0	5	1	10	1	10.0%
86	VCA Antech Inc.	Serv	0.5	5	0	5	1	10	1	10.0%
90	Ologie Corp.	Semi	0.5	7	1	4	0	11	1	9.1%
90	Sun Healthcare Group Inc.	Health	0.8	6	0	5	1	11	1	9.1%
92	Gateway Inc.	Tech	3.4	7	1	5	0	12	1	8.3%
92	McAfee, Inc.	Soft	0.9	7	1	5	0	12	1	8.3%
92	Quantum Corp.	Tech	0.8	7	1	5	0	12	1	8.3%
92	Varian Inc.	Ind	0.8	7	1	5	0	12	1	8.3%
92	Wet Seal Inc.	Retail	0.5	6	0	6	1	12	1	8.3%
97	Advanced Micro Devices	Semi	3.5	8	1	5	0	13	1	7.7%
97	Altera Corp.	Semi	0.8	8	1	5	0	13	1	7.7%
97	Building Materials Holding Co.	Retail	1.4	8	1	5	0	13	1	7.7%
97	Health Net Inc.	Health	11.1	8	1	5	0	13	1	7.7%
97	Intersil Corp.	Semi	0.5	8	1	5	0	13	1	7.7%

Rankings

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97	Pricesmart Inc.	Retail	0.7	8	1	5	0	13	1	7.7%
97	Reliance Steel & Aluminum Co.	Ind	1.9	8	0	5	1	13	1	7.7%
97	Siebel Systems Inc.	Soft	1.4	8	1	5	0	13	1	7.7%
97	Teledyne Technologies Inc.	Serv	0.8	8	1	5	0	13	1	7.7%
97	Xilinx Inc.	Semi	1.4	8	1	5	0	13	1	7.7%
107	Agilent Technologies Inc.	Ind	6.1	9	1	5	0	14	1	7.1%
107	AMB Property Corp.	Fin	0.6	9	1	5	0	14	1	7.1%
107	Del Monte Foods Co.	Cons Gds	3.1	9	1	5	0	14	1	7.1%
107	Electronic Arts Inc.	Soft	3.0	9	1	5	0	14	1	7.1%
107	Gilead Sciences Inc.	Pharma	0.9	8	1	6	0	14	1	7.1%
107	K2 Inc.	Ind	0.7	9	1	5	0	14	1	7.1%
107	Novellus Systems Inc.	Tech	0.9	9	1	5	0	14	1	7.1%
107	Pacific Sunwear of California Inc.	Retail	1.0	9	1	5	0	14	1	7.1%
107	Petco Animal Supplies Inc.	Retail	1.7	9	1	5	0	14	1	7.1%
107	Sanmina-Sci Corp.	Tech	10.4	9	1	5	0	14	1	7.1%
107	Solectron Corp.	Tech	11.0	9	1	5	0	14	1	7.1%
107	Standard Pacific Corp.	Ind	2.4	9	0	5	1	14	1	7.1%
107	Sun Microsystems Inc.	Tech	11.4	9	1	5	0	14	1	7.1%
107	URS Corp.	Serv	3.2	9	1	5	0	14	1	7.1%
107	Watson Pharmaceuticals Inc.	Pharma	1.5	9	1	5	0	14	1	7.1%
107	Western Digital Corp.	Tech	2.7	9	1	5	0	14	1	7.1%
107	William Lyon Homes	Ind	0.9	9	0	5	1	14	1	7.1%
107	Zenith National Insurance Co.	Fin	0.8	9	1	5	0	14	1	7.1%
125	CB Richard Ellis Group Inc.	Fin	1.6	10	1	5	0	15	1	6.7%
125	Chiron Corp.	Pharma	1.6	10	1	5	0	15	1	6.7%
125	Invitrogen Corp.	Pharma	0.8	10	1	5	0	15	1	6.7%
125	KLA Tencor Corp.	Ind	1.3	10	1	5	0	15	1	6.7%
125	Network Appliance Inc.	Tech	1.2	10	1	5	0	15	1	6.7%
125	New Century Financial Corp.	Fin	1.0	10	1	5	0	15	1	6.7%
125	Northrop Grumman Corp.	Ind	26.2	10	1	5	0	15	1	6.7%
125	Titan Corp.	Soft	1.8	10	1	5	0	15	1	6.7%
125	Yahoo Inc.	Soft	1.6	10	0	5	1	15	1	6.7%
134	Avery Dennison Corp.	Ind	4.8	11	1	5	0	16	1	6.3%
134	CKE Restaurants Inc.	Retail	1.4	11	1	5	0	16	1	6.3%
134	Clorox Co.	Cons Gds	4.1	11	1	5	0	16	1	6.3%
134	Fleetwood Enterprises	Ind	2.6	11	1	5	0	16	1	6.3%
134	Gottschalks Inc.	Retail	0.7	11	1	5	0	16	1	6.3%
134	Macerich Co.	Fin	0.5	9	1	7	0	16	1	6.3%
140	Amgen Inc.	Pharma	8.4	12	1	5	0	17	1	5.9%
140	Occidental Petroleum Corp.	Ind	9.3	12	1	5	0	17	1	5.9%
140	Sempra Energy	Serv	7.9	12	1	5	0	17	1	5.9%
143	Allergan Inc.	Pharma	1.8	12	1	6	0	18	1	5.6%
143	CNF Inc.	Ind	5.1	13	1	5	0	18	1	5.6%
145	Countrywide Financial Corp.	Fin	13.5	14	1	5	0	19	1	5.3%
146	Ameron International Corp.	Ind	0.6	7	0	5	0	12	0	0.0%
146	Apple Computer Inc.	Tech	6.2	7	0	5	0	12	0	0.0%
146	Apria Healthcare Group	Health	1.4	6	0	4	0	10	0	0.0%
146	Arden Group Inc.	Retail	0.5	6	0	1	0	7	0	0.0%
146	Atmel Corp.	Semi	1.3	8	0	5	0	13	0	0.0%
146	BEA Systems Inc.	Soft	1.0	7	0	4	0	11	0	0.0%
146	Bell Microproducts Inc.	Ind	2.2	9	0	5	0	14	0	0.0%

Rankings

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146	Broadcom Corp.	Semi	1.6	7	0	6	0	13	0	0	0.0%
146	Brocade Communications Systems	Tech	0.5	9	0	5	0	14	0	0	0.0%
146	Brookfield Homes Corp.	Ind	1.0	9	0	4	0	13	0	0	0.0%
146	Cadence Design Systems Inc.	Soft	1.1	8	0	6	0	14	0	0	0.0%
146	Callaway Golf Co.	Ind	0.8	7	0	5	0	12	0	0	0.0%
146	Central Garden & Pet Co	Ind	1.1	7	0	4	0	11	0	0	0.0%
146	Century Aluminum Co.	Ind	0.8	8	0	5	0	13	0	0	0.0%
146	Charlotte Russe Holding	Retail	0.5	7	0	3	0	10	0	0	0.0%
146	Computer Sciences Corp.	Soft	14.8	8	0	5	0	13	0	0	0.0%
146	Conexant Systems Inc.	Semi	0.6	10	0	5	0	15	0	0	0.0%
146	Cubic Corp.	Ind	0.6	9	0	6	0	15	0	0	0.0%
146	Cypress Semiconductor Corp.	Semi	0.8	8	0	5	0	13	0	0	0.0%
146	Directv Group Inc.	Media	10.1	10	0	5	0	15	0	0	0.0%
146	Fremont General Corp.	Fin	0.9	7	0	6	0	13	0	0	0.0%
146	Google Inc.	Soft	1.0	9	0	7	0	16	0	0	0.0%
146	Guitar Center Inc.	Retail	1.3	8	0	5	0	13	0	0	0.0%
146	Indymac Bancorp. Inc.	Fin	1.0	10	0	5	0	15	0	0	0.0%
146	International Rectifier Corp.	Semi	0.9	7	0	5	0	12	0	0	0.0%
146	JDS Uniphase Corp.	Semi	0.7	8	0	5	0	13	0	0	0.0%
146	Juniper Networks Inc.	Tech	0.7	9	0	5	0	14	0	0	0.0%
146	Keystone Automotive Industries Inc.	Ind	0.5	7	0	6	0	13	0	0	0.0%
146	Lam Research Corp.	Tech	0.8	8	0	5	0	13	0	0	0.0%
146	Leap Wireless International Inc.	Media	0.8	6	0	5	0	11	0	0	0.0%
146	Leapfrog Enterprises Inc.	Cons Gds	0.7	8	0	5	0	13	0	0	0.0%
146	Linear Technology Corp.	Semi	0.6	5	0	5	0	10	0	0	0.0%
146	LSI Logic Corp.	Semi	1.7	9	0	5	0	14	0	0	0.0%
146	Maxim Integrated Products	Semi	1.2	5	0	5	0	10	0	0	0.0%
146	Maxtor Corp.	Tech	4.1	6	0	5	0	11	0	0	0.0%
146	Mercury Interactive Corp.	Soft	0.5	7	0	5	0	12	0	0	0.0%
146	National Semiconductor Corp.	Semi	2.0	8	0	5	0	13	0	0	0.0%
146	Nvidia Corp.	Semi	1.8	9	0	5	0	14	0	0	0.0%
146	Pacer International Inc.	Ind	1.7	8	0	5	0	13	0	0	0.0%
146	Pacific Energy Partners	Ind	0.5	10	0	5	0	15	0	0	0.0%
146	Public Storage Inc.	Fin	0.9	10	0	5	0	15	0	0	0.0%
146	Quiksilver Inc.	Retail	1.0	8	0	5	0	13	0	0	0.0%
146	Robert Half International Inc.	Serv	2.0	7	0	6	0	13	0	0	0.0%
146	Silicon Graphics Inc.	Tech	1.0	6	0	5	0	11	0	0	0.0%
146	Skechers USA Inc.	Retail	0.8	7	0	5	0	12	0	0	0.0%
146	Smart & Final Inc.	Retail	1.7	8	0	6	0	14	0	0	0.0%
146	Superior Industries International	Ind	0.8	9	0	5	0	14	0	0	0.0%
146	Sybron Dental Specialties	Health	0.5	8	0	5	0	13	0	0	0.0%
146	Symantec Corp.	Soft	1.9	10	0	5	0	15	0	0	0.0%
146	Synnex Corp.	Soft	4.1	6	0	5	0	11	0	0	0.0%
146	Tetra Tech Inc.	Serv	0.9	7	0	5	0	12	0	0	0.0%
146	Trimble Navigation Ltd.	Ind	0.5	7	0	5	0	12	0	0	0.0%
146	Univision Communications Inc.	Media	1.3	9	0	5	0	14	0	0	0.0%
146	UTStarcom Inc.	Tech	2.0	6	0	5	0	11	0	0	0.0%
146	Waste Connections Inc.	Serv	0.6	5	0	5	0	10	0	0	0.0%

Appendix B – Who's Who of Women Directors and Executive Officers of California's 200 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 VP, Intel Corporation	67	12.5%
	Roxani M. Gillespie	Director	Partner, Barger & Wolen		
ABM Industries Inc.	Maryellen C. Heringer	Director	Attorney-At-Law	51	14.3%
	Linda L. Chavez	Director	President, Center for Equal Opportunity; author, nationally syndicated columnist and television commentator		
Activision Inc.	Kathy Vrabeck	Executive	President, Activision Publishing division	67	12.5%
Adaptec Inc.	Barbara S. Isgur	Director	Consultant	35	16.7%
	Lucie Fjeldstad	Director	Former President and CEO, DataChannel		
Adobe Systems Inc.	Ilene H. Lang	Director	President, Catalyst	51	14.3%
	Carol Mills	Director	Executive VP and General Manager, Infrastructure Products Group, Juniper Networks		
Advanced Medical Optics Inc.	Colleen M. Pouliot	Director	Attorney-At-Law	15	23.1%
	Jane E. Rady	Executive	Corporate VP, Strategy and Technology		
Advanced Micro Devices	Deborah J. Neff	Director	President and CEO, Predicant Biosciences, Inc.	97	7.7%
	Elizabeth H. Dávila	Director	Former Chairman and CEO, VISX		
Agilent Technologies Inc.	H. Paulett Eberhart	Director	Retired, Former President, Americas at EDS	107	7.1%
Allergan Inc.	Heidi Kunz	Director	EVP and CFO, Blue Shield of California	143	5.6%
Altera Corp.	Karen R. Osar	Director	EVP and CFO, Crompton Corporation	97	7.7%
AMB Property Corp.	Susan Wang	Director	Retired, Former EVP and CFO, Solectron Corporation	107	7.1%
Ameron International Corp.	Lydia H. Kennard	Director	Chairman, KDG Development Construction Consulting	146	0.0%
Amgen Inc.	Judith C. Pelham	Director	President-Emeritus, Trinity Health	140	5.9%
AMN Healthcare Services Inc.	Susan R. Nowakowski	Executive	President and COO	33	18.2%
	Susan R. Nowakowski	Director	President and COO		
Apple Computer Inc.				146	0.0%
Applied Materials Inc.	Nancy H. Handel	Executive	SVP and CFO	67	12.5%
	Deborah A. Coleman	Director	General Partner, Smartforest Ventures LLC		
Apria Healthcare Group				146	0.0%
Arden Group Inc.				146	0.0%
Atmel Corp.				146	0.0%
Autodesk Inc.	Carol A. Bartz	Executive	Chairman, CEO and President	6	28.6%
	Marcia K. Sterling	Executive	SVP, General Counsel and Secretary		
	Carol A. Bartz	Director	Chairman, CEO and President		
	Mary Alice Taylor	Director	Consultant		
Avery Dennison Corp.	Julia A. Stewart	Director	President, CEO and COO, IHOP	134	6.3%
BEA Systems Inc.				146	0.0%
Beckman Coulter Inc.	Betty Woods	Director	Retired, Former President and CEO, Premera Blue Cross	67	12.5%
Bell Microproducts Inc.	Risa J. Lavizzo-Mourey	Director	President and CEO, Robert Wood Johnson Foundation	146	0.0%
Bio-Rad Laboratories Inc.	Christine A. Tsingos	Executive	VP and CFO	35	16.7%
Broadcom Corp.	Alice N. Schwartz	Director	Retired, Former Research Associate, University of California	146	0.0%
Brocade Communications Systems				146	0.0%
Brookfield Homes Corp.				146	0.0%
Building Materials Holding Co.	Sara L. Beckman	Director	Member, Operations and Information Technology Management Faculty, Haas School of Business, University of California Berkeley	97	7.7%
Cadence Design Systems Inc.				146	0.0%
Callaway Golf Co.				146	0.0%
Calpine Corp.	Ann B. Curtis	Executive	EVP, Vice Chairman of the Board and Corporate Secretary	6	28.6%
	Ann B. Curtis	Director	EVP, Vice Chairman of the Board and Corporate Secretary		
	Susan C. Schwab	Director	President and CEO, University System of Maryland Foundation		
	Susan Wang	Director	Retired, Former EVP and CFO, Solectron Corporation		
Catellus Development Corp.**	Vanessa L. Washington	Executive	SVP and General Counsel	22	21.4%
	Christine Garvey	Director	Consultant		
	Deanna W. Oppenheimer	Director	President, CameoWorks		
CB Richard Ellis Group Inc.	Patrice Marie Daniels	Director	Founding Partner, Onyx Capital Ventures, L.P.	125	6.7%
Central Garden & Pet Co.				146	0.0%
Century Aluminum Co.				146	0.0%
Charles Schwab Corp.	Carrie E. Dwyer	Executive	EVP, General Counsel and Secretary	32	18.8%
	Nancy H. Bechtle	Director	Member, San Francisco Symphony Board of Governors		
	Paula A. Sneed	Director	SVP, Global Marketing Resources, Kraft Foods, Inc.		

** On September 15, 2005, Catellus Development Corporation was merged with and into ProLogis (NYSE: PLD).

Who's Who

COMPANY	NAME	POSITION	CURRENT TITLE	COMPANY RANK	% WOMEN DIRECTORS & EXECUTIVES
Charlotte Russe Holding				146	0.0%
Cheesecake Factory Inc.	Debby R. Zurzolo	Executive	EVP, General Counsel and Secretary	86	10.0%
Chevron Corp.	Patricia A. Woertz	Executive	EVP Worldwide Refining, Marketing, Lubricants, Supply and Trading Businesses	76	11.8%
	Carla Anderson Hills	Director	Chairman and CEO, Hills & Company International Consultants		
Chiron Corp.	Denise M. O'Leary	Director	Private Venture Capital Investor	125	6.7%
Cisco Systems Inc.	Carol A. Bartz	Director	Chairman and CEO, Autodesk, Inc.	81	11.1%
	M. Michele Burns	Director	EVP, CFO, Mirant Corporation		
City National Corp.	Jan R. Cloyde	Executive	EVP, Banking Services, City National Bank	60	13.3%
	Andrea L. Van De Kamp	Director	President, Andrea Van de Kamp Consulting Services		
CKE Restaurants Inc.	Janet E. Kerr	Director	Professor of Law, Executive Director of the Center for Entrepreneurship and Technology Law, Pepperdine University School of Law	134	6.3%
Clorox Co.	Jan L. Murley	Director	CEO, The Boyds Collection, Ltd.	134	6.3%
CNF Inc.	Margaret G. Gill	Director	Chair and President, Stephen and Margaret Gill Family Foundation	143	5.6%
Computer Sciences Corp.				146	0.0%
Conexant Systems Inc.				146	0.0%
Corinthian Colleges Inc.	Beth Wilson	Executive	EVP, Operations	35	16.7%
	Linda Arcy Skladany	Director	Retired, Former Senior Associate Commissioner, the Office of External Relations, United States Food and Drug Administration		
Cost Plus Inc.	Theresa A. Strickland	Executive	EVP, Merchandising and Marketing	8	27.3%
	Judith A. Soares	Executive	SVP, Cost Plus Management Services, Inc.		
	Kim D. Robbins	Director	Independent Management Consultant		
Countrywide Financial Corp.	Kathleen Brown	Director	Senior Advisor, Public Finance, Western Region, Goldman Sachs & Co.	145	5.3%
Cubic Corp.				146	0.0%
Cypress Semiconductor Corp.				146	0.0%
Davita Inc.	Lori S. Richardson-Pelliccioni	Executive	Chief Compliance Officer	22	21.4%
	Nancy-Ann DeParle	Director	Senior Advisor, JP Morgan Partners, LLC		
	Michele J. Hooper	Director	Managing Partner, The Directors' Council; President, MJH Consulting		
Del Monte Foods Co.	Mary R. Henderson	Director	Independent Consultant	107	7.1%
Directv Group Inc.				146	0.0%
Downey Financial Corp.	Cheryl E. Olson	Director	Vice Chairman, Downey Financial Corp.	51	14.3%
	Jane Wolfe	Director	Retired, Former EVP and CAO, Downey Financial Corp.		
Dreyers Grand Ice Cream Holdings	Jan L. Booth	Director	Private Investor	60	13.3%
	Tahira Hassan	Director	SVP, Strategic Supply Chain, Nestlé SA		
eBay Inc.	Margaret C. Whitman	Executive	President and CEO	29	20.0%
	Margaret C. Whitman	Director	President and CEO		
	Dawn G. Lepore	Director	CEO and Chairman, drugstore.com, Inc.		
Edison International	Mahvash Yazdi	Executive	SVP of Business Integration and CIO	76	11.8%
	France A. Cordova	Director	Chancellor, University of California, Riverside		
Edwards Lifesciences Corp.	Anita B. Bessler	Executive	CVP, Global Franchise Management	35	16.7%
	Corinne H. Lyle	Executive	CVP, CFO and Treasurer		
Electronic Arts Inc.	Linda J. Srere	Director	Marketing and Advertising Consultant	107	7.1%
First American Corp.	Roslyn B. Payne	Director	President, Jackson Street Partners, Ltd.	81	11.1%
	Virginia M. Ueberroth	Director	Chairman, Ueberroth Family Foundation		
Fleetwood Enterprises	Margaret S. Dano	Director	VP, Worldwide Operations, Garrett Engine Boosting Systems	134	6.3%
Fluor Corp.	Suzanne H. Woolsey	Director	Trustee, Van Kampen Funds, Inc.	60	13.3%
	Vilma S. Martinez	Director	Partner, Munger, Tolles & Olson LLP		
	Anne M. Tatlock	Executive	Vice Chairman and Member, Office of the Chairman of the Company, CEO of Fiduciary Trust Company International		
Franklin Resources Inc.	Jennifer J. Bolt	Executive	SVP and CIO	26	21.1%
	Anne M. Tatlock	Director	Vice Chairman and Member, Office of the Chairman of the Company, CEO of Fiduciary Trust Company International		
	Laura Stein	Director	SVP, General Counsel, The Clorox Company		
Fremont General Corp.				146	0.0%
Gap Inc.	Jenny J. Ming	Executive	President, Old Navy Division	14	23.5%
	Doris F. Fisher	Director	Former Merchandiser, Gap Inc.		
	Penelope L. Hughes	Director	Director, Trinity Mirror PLC, Vodafone PLC, Skandinaviska Enskilda Banken AB, Web-Angel PLC, and Great Little Trading Co.		
	Margaret C. Whitman	Director	President and CEO, eBay, Inc.		

Appendix B (continued)

Who's Who

COMPANY	NAME	POSITION	CURRENT TITLE	COMPANY RANK	% WOMEN DIRECTORS & EXECUTIVES
Gateway Inc.	Janet M. Clarke	Director	President and Founder, Clarke Littlefield LLC	92	8.3%
Gemstar TV Guide International Inc.	Ruthann Quindlen	Director	General Partner, Institutional Venture Partners	51	14.3%
	Anthea Disney	Director	EVP, Content, News Corporation		
GenCorp. Inc.	Yasmin R. Seyal	Executive	SVP and CFO	42	15.4%
	Dr. Sheila E. Widnall	Director	Institute Professor, Massachusetts Institute of Technology		
Genentech Inc.	Myrtle S. Potter	Executive	President, Commercial Operations	35	16.7%
	Susan D. Desmond-Hellmann	Executive	President, Product Development		
Gilead Sciences Inc.	Gayle E. Wilson	Director	Director, Chela Financial, Inc. and the Ralph M. Parsons Foundation	107	7.1%
Golden West Financial Corp.	Marion O. Sandler	Executive	Chairman and CEO	1	50.0%
	Georganne C. Proctor	Executive	EVP		
	Patricia A. King	Director	Professor of Law, Georgetown University		
	Marion O. Sandler	Director	Chairman and CEO		
	Leslie Tang Schilling	Director	President of L.T.D.D., Inc.		
	Antonia Hernandez	Director	President and CEO, CA Community Foundation		
	Maryellen C. Herringer	Director	Attorney-At-Law		
Google Inc.				146	0.0%
Gottschalks Inc.	Sharon Levy	Director	Retired, Former elected member of the Board of Supervisors, Fresno County	134	6.3%
Granite Construction Inc.	Rebecca A. McDonald	Director	President, Gas and Power, BHP Billiton	60	13.3%
	Linda Griego	Director	President and CEO, Griego Enterprises, Inc.; Managing General Partner, Engine Co. No. 28		
Greater Bay BanCorp.	Peggy Hiraoka	Executive	EVP, Human Resources	85	10.5%
	Linda R. Meier	Director	Director, California Water Service Group		
Guess Inc.	Nancy Shachtman	Executive	President, Wholesale	15	23.1%
	Alice Kane	Director	Founder, Q-Cubed Alternative Advisor LLC		
	Karen Neuburger	Director	Founder Karen Neuburger brand products; Owner and a principal of KN Ltd. and San Francisco Network		
Guitar Center Inc.				146	0.0%
Gymboree Corp.	Lisa M. Harper	Executive	Chairman and CEO	4	38.5%
	Marina Armstrong	Executive	VP, Human Resources and Secretary		
	Lisa T. Bayne	Executive	SVP, Brand		
	Lisa M. Harper	Director	Chairman and CEO		
	Barbara L. Rambo	Director	CEO, Nitech Corporation		
Health Net Inc.	Gale S. Fitzgerald	Director	Former Chair and CEO, Computer Task Group	97	7.7%
Hewlett Packard Co.	Ann M. Livermore	Executive	EVP, Technology Solutions Group	15	23.1%
	Patricia C. Dunn	Executive	Vice Chairman, Barclays Global Investors		
	Lucille S. Salhany	Executive	President and CEO, JHMedia		
Hilton Hotels Corp.	Madeleine A. Kleiner	Executive	EVP, General Counsel and Corporate Secretary	26	21.1%
	Barbara Bell Coleman	Director	President, BBC Associates, LLC		
	Christine Garvey	Director	Consultant		
	Donna F. Tuttle	Director	Partner, Elmore/Tuttle Sports Group and President, Korn Tuttle Capital Group		
Hot Topic Inc.	Elizabeth McLaughlin	Executive	CEO	2	41.7%
	Patricia Van Cleave	Executive	President, Torrid		
	Cynthia Cohen	Director	President, Strategic Mindshare		
	Elizabeth McLaughlin	Director	CEO		
	Kathleen Mason	Director	President and CEO, Tuesday Morning Corporation		
Hyperion Solutions Corp.	Nazhin Zarghamee	Executive	CMO	42	15.4%
	Terry Carlitz	Director	Consultant		
Indymac BanCorp. Inc.				146	0.0%
Ingram Micro Inc.	Martha R. Ingram	Director	Chairman, Ingram Industries	67	12.5%
	Linda Fayne Levinson	Director	Independent investor and advisor		
	Jane E. Shaw	Director	Retired, Former Chairman and CEO, Aerogen, Inc.		
Intel Corp.	Charlene Barshefsky	Director	Senior International Partner, Wilmer Cutler Pickering Hale and Dorr LLP	67	12.5%
International Rectifier Corp.				146	0.0%
Intersil Corp.	Mercedes Johnson	Director	Former CFO, Lam Research	97	7.7%
Intuit Inc.	Lorrie M. Norrington	Executive	EVP, Office of the CEO	51	14.3%
	Donna L. Dubinsky	Director	CEO and Chairman, Numenta		
Invitrogen Corp.	W. Ann Reynolds		Retired, Former President, University of Alabama at Birmingham	125	6.7%

Who's Who

COMPANY	NAME	POSITION	CURRENT TITLE	COMPANY RANK	% WOMEN DIRECTORS & EXECUTIVES
Jack In The Box Inc.	Linda A. Lang	Executive	President and COO	9	26.7%
	Alice B. Hayes	Director	President Emerita, University of San Diego		
	Linda A. Lang	Director	President and COO		
	Anne B. Gust	Director	Former CAO and EVP, Gap, Inc.		
Jacobs Engineering Group Inc.	Linda K. Jacobs	Director	Chair, Near East Foundation	76	11.8%
	Linda Fayne Levinson	Director	Independent investor and advisor		
JDS Uniphase Corp.				146	0.0%
Juniper Networks Inc.				146	0.0%
K2 Inc.	Ann Meyers	Director	Sports announcer and analyst, Women's National Basketball Association for ESPN, ABC Sports, and NBC	107	7.1%
KB Home	Leah S.W. Bryant	Executive	Regional General Manager	76	11.8%
	Melissa Lora	Director	CFO, Taco Bell Corp.		
Keystone Automotive Industries Inc.				146	0.0%
KLA Tencor Corp.	Lida Urbanek		Private Investor	125	6.7%
Knight Ridder Inc.	Mary Jean Connors	Executive	SVP, Human Resources	9	26.7%
	Hilary Schneider	Executive	SVP, Newspaper operations and technology		
	Kathleen Foley Feldstein	Director	President, Economics Studies, Inc.		
	Patricia Mitchell	Director	President and CEO, Public Broadcasting Service		
Lam Research Corp.				146	0.0%
Leap Wireless International Inc.				146	0.0%
Leapfrog Enterprises Inc.				146	0.0%
Linear Technology Corp.				146	0.0%
Longs Drug Stores Corp.	Mary S. Metz	Director	Retired, Former President, S. H. Cowell Foundation	51	14.3%
	Donna A. Tanoue	Director	Vice Chairman and CAO, Bank of Hawaii		
LSI Logic Corp.				146	0.0%
Macerich Co.	Diana M. Laing	Director	CFO, Triple Net Properties, LLC	134	6.3%
	Dr. Andrea L. Rich	Director	President, CEO and Director, Los Angeles County Museum of Art		
Mattel Inc.	Kathy Brittain White	Director	Founder, Horizon Institute of Technology; President and Chairman, Arkansas Rural Sourcing, Inc.	60	13.3%
Maxim Integrated Products				146	0.0%
Maxtor Corp.				146	0.0%
McAfee, Inc.	Liane Wilson	Director	Consultant	92	8.3%
McClatchy Co.	Elizabeth Ballantine	Director	President, EBA Associates	26	21.1%
	Mary A. Wilderotter	Director	President and CEO, Citizens Communications		
	Molly Maloney Evangelisti	Director	Former employee, The Sacramento Bee		
	Joan F. Lane	Director	Special Assistant to the Board of Trustees and to the President, Stanford University		
McKesson Corp.	Pamela J. Pure	Executive	EVP, McKesson Provider Technologies	9	26.7%
	Jane E. Shaw	Director	Retired, Former Chairman and CEO, Aerogen, Inc.		
	M. Christine Jacobs	Director	Chairman, President and CEO, Theragenics Corporation		
	Marie L. Knowles	Director	Retired, Former EVP, CFO, Arco		
Mercury General Corp.	Joanna Y. Moore		VP and Chief Claims Officer	51	14.3%
	Maria Fitzpatrick		VP and CIO		
Mercury Interactive Corp.				146	0.0%
Molina Healthcare Inc.	M. Martha Bernadett	Executive	EVP, Development	15	23.1%
	Sally K. Richardson	Director	Executive Director, Institute for Health Policy Research and Associate VP, Health Sciences Center, West Virginia University		
	Ronna Romney	Director	Former Chairperson, President's Commission on White House Fellowships		
National Semiconductor Corp.				146	0.0%
Network Appliance Inc.	Carol A. Bartz	Director	Chairman and CEO, Autodesk, Inc.	125	6.7%
New Century Financial Corp.	Marilyn A. Alexander	Director	Consultant	125	6.7%
Northrop Grumman Corp.	Aulana L. Peters	Director	Retired Partner, Gibson, Dunn & Crutcher	125	6.7%
Novellus Systems Inc.	Ann D. Rhoads	Director	CFO, Premier, Inc.	107	7.1%
Nvidia Corp.				146	0.0%
Oakley Inc.	Mary George	Director	Chairman, Bell Sports, Inc.	35	16.7%
	Colombe Nicholas	Director	Consultant, Finaco Global Consulting		
Occidental Petroleum Corp.	Rosemary Tomich	Director	Owner, Hope Cattle Company and the A.S. Tomich Construction Company	140	5.9%
Oracle Corp.	Safra Catz	Executive	President	67	12.5%
	Safra Catz	Director	President		
Pacer International Inc.				146	0.0%
Pacific Energy Partners				146	0.0%

Appendix B (continued)

Who's Who

COMPANY	NAME	POSITION	CURRENT TITLE	COMPANY RANK	% WOMEN DIRECTORS & EXECUTIVES
Pacific Sunwear of California Inc.	Sally Frame Kasaks	Director	Business Consultant	107	7.1%
	Jacqueline B. Kosecoff	Executive	EVP, Specialty Companies		
	Aida Alvarez	Director	Consultant. Serves on the Diversity Advisory Board, Deloitte & Touche, LLP		
Pacificare Health Systems	Linda Rosenstock	Director	Dean, UCLA School of Public Health; Professor of Environmental Health Services, School of Public Health and Professor of Medicine, School of Medicine, UCLA	29	20.0%
palmOne Inc.	Mary E. Doyle	Executive	SVP, General Counsel and Secretary	60	13.3%
	Donna Dubinsky	Director	CEO and Chairman, Numenta		
PC Mall Inc.	Kristin M. Rogers	Executive	EVP, Enterprise Sales	81	11.1%
Petco Animal Supplies Inc.	Sandra N. Bane	Director	Retired, Former Audit Partner, KPMG LLP	107	7.1%
	Mary S. Metz	Director	Retired, Former President, S. H. Cowell Foundation		
PG&E Corp.	Barbara L. Rambo	Director	CEO, Nietech Corporation	51	14.3%
	Mariann Byerwalter	Director	Chairman, JDN Corporate Advisory LLC		
PMI Group Inc.	Mary Lee Widener	Director	Chairman, Social Compact; Director, S.H. Cowell Foundation, Downs Community Development Corporation and Operation Hope	86	10.0%
Pricesmart Inc.	Katherine L. Hensley	Director	Retired, Former Partner, O'Melveny & Myers	97	7.7%
	Ellen Richey	Executive	Vice Chairman, Enterprise Risk Management, Chief Legal Officer and Corporate Secretary		
Providian Financial Corp.*	Chaomei Chen	Executive	Vice Chairman, Credit and Collections, and Chief Credit Officer	5	35.7%
	Francesca Ruiz de Luzuriaga	Director	Independent Business Development Consultant		
	Ruth M. Owades	Director	President, Owades Enterprises		
	Jane A. Truelove	Director	Private investor		
Public Storage Inc.				146	0.0%
Ologic Corp.	Carol L. Miltner	Director	CEO, Positive Impact	90	9.1%
Qualcomm Inc.	Adelia A. Coffman	Director	Founder, Qualcomm		
	Diana Lady Dougan	Director	Chairwoman, Cyber Century Forum; Senior Advisor, Center For Strategic and International Studies	81	11.1%
Quantum Corp.	Mary A. Wilderotter	Director	President and CEO, Citizens Communications	92	8.3%
Quiksilver Inc.				146	0.0%
Reliance Steel & Aluminum Co.	Karla R. Lewis		EVP and CFO	97	7.7%
Remedytemp Inc.	Janet L. Hawkins	Executive	SVP, Sales and Marketing		
	Mary George	Director	Chairman, Bell Sports, Inc.	42	15.4%
	Patricia A. McKay	Executive	EVP, CFO and Secretary		
Restoration Hardware Inc.	Marta H. Benson	Executive	SVP, Merchandise & Marketing	15	23.1%
	M. Ann Rhoades	Director	President, PeopleInk, Inc.		
Robert Half International Inc.				146	0.0%
Ross Stores Inc.	Lisa Panattoni	Executive	SVP and General Merchandise Manager		
	Irene A. Jamieson	Executive	SVP and General Merchandise Manager	15	23.1%
	Sharon D. Garrett	Director	EVP, Enterprise Services, Pacificare Health Systems		
Ryland Group Inc.	Leslie M. Frécon	Director	President, L Frécon Enterprises	67	12.5%
	Charlotte St. Martin	Director	EVP, Loews Hotels		
Safeway Inc.	Larree M. Renda	Executive	EVP, Retail Operations		
	Rebecca A. Stirn	Director	Business Consultant	22	21.4%
	Janet E. Grove	Director	Corporate Vice Chair, Federated Department Stores, Inc.		
Sandisk Corp.	Judy Bruner	Executive	EVP, Administration & CFO	33	18.2%
	Catherine P. Lego	Director	General Partner, The Photonics Fund		
Sanmina-Sci Corp.	Jacquelyn M. Ward	Director	Outside Managing Director, Intec Telecom Systems, USA	107	7.1%
Sempra Energy	Denise K. Fletcher	Director	SVP and CFO, DaVita Inc.	140	5.9%
	Tracy Wan	Executive	President, COO		
Sharper Image Corp.	Pamela Joyner	Director	Founder, Managing Partner, Avid Partners, LLC	15	23.1%
	Tracy Wan	Director	President, COO		
Siebel Systems Inc.	Patricia A. House	Director	Vice Chairman, Co-Founder	97	7.7%
Silicon Graphics Inc.				146	0.0%
Simpson Manufacturing Co Inc.	Jennifer A. Chatman	Director	Paul J. Cortese Distinguished Professor of Management, Haas School of Business, University of California, Berkeley	42	15.4%
	Robin G. MacGillivray	Director	President of SBC, Business Communications Services West		
Skechers USA Inc.				146	0.0%
Smart & Final Inc.				146	0.0%
Soletron Corp.	H. Paulett Eberhart	Director	Retired, Former President, Americas at EDS	107	7.1%
Standard Pacific Corp.	Kathleen R. Wade	Executive	President, Southwest Region	107	7.1%
Sun Healthcare Group Inc.	Tracy A. Gregg		President, SunDance Rehabilitation Corporation	90	9.1%
Sun Microsystems Inc.	Naomi O. Seligman	Director	Senior Partner, Ostriker Von Simson, Inc.	107	7.1%

* On October 1, 2005, Providian was acquired by Washington Mutual and became the Washington Mutual Card Services division.

Who's Who

COMPANY	NAME	POSITION	CURRENT TITLE	COMPANY RANK	% WOMEN DIRECTORS & EXECUTIVES
Superior Industries International				146	0.0%
Sybase Inc.	Cecilia Claudio	Director	SVP and CIO, Farmer's Group	42	15.4%
	Linda K. Yates	Director	Co-founder, Strategos		
Sybron Dental Specialties				146	0.0%
Symantec Corp.				146	0.0%
Synnex Corp.				146	0.0%
Synopsys Inc.	Vicki L. Andrews	Executive	SVP, Worldwide Sales	42	15.4%
	Deborah A. Coleman	Director	Co-Founder and General Partner, Smartforest Ventures		
Teledyne Technologies Inc.	Diane C. Creel	Director	President and CEO, Ecovation Inc.	97	7.7%
Tetra Tech Inc.				146	0.0%
THQ Inc.	Tiffany Ternan	Director	SVP, North American Sales and Distribution	86	10.0%
Titan Corp.	Susan Golding	Director	Founder, President and CEO, Golding Group	125	6.7%
Trimble Navigation Ltd.				146	0.0%
Unionbanca Corp.	Linda F. Betzer	Executive	EVP		
	Aida Alvarez	Director	Former Administrator, U.S. Small Business Administration	50	15.0%
	Mary S. Metz	Director	Retired, Former President, S. H. Cowell Foundation		
Univision Communications Inc.				146	0.0%
Unocal Corp.	Marina Whitman	Director	Professor, Business Administration and Public Policy, University of Michigan	60	13.3%
	Ferrell P. McClean	Director	Former Managing Director, Investment Banking, and Senior Advisor to Head of Global Oil & Gas Investment Banking, J.P. Morgan Chase & Co.		
URS Corp.	Betsy J. Bernard	Director	Former President, AT&T Corporation	107	7.1%
UTStarcom Inc.				146	0.0%
Valeant Pharmaceuticals	Eileen C. Pruette	Executive	EVP and General Counsel	51	14.3%
	Elaine S. Ullian	Director	President and CEO, Boston Medical Center		
Varian Inc.	Elizabeth E. Tallett	Director	Principal, Hunter Partners, LLC	92	8.3%
	Elisha W. Finney	Executive	SVP and CFO		
Varian Medical Systems Inc.	Susan L. Bostrom	Director	SVP, Internet Business Solutions Group and Worldwide Government Affairs, Cisco Systems	42	15.4%
VCA Antech Inc.	Dawn R. Olsen	Executive	Principal Accounting Officer, VP and Controller	86	10.0%
Verisign Inc.	Dana L. Evan	Executive	EVP, Finance and Administration and CFO	67	12.5%
	Judy Lin	Executive	EVP and General Manager, Security Services		
Walt Disney Co.	Judith L. Estrin	Director	President and CEO, Packet Design, LLC	76	11.8%
	Monica C. Lozano	Director	Publisher and CEO, La Opinión, SVP, Impremedia LLC		
Waste Connections Inc.				146	0.0%
Watson Pharmaceuticals Inc.	Catherine M. Klema	Director	President, Nettleton Advisors LLC	107	7.1%
	Susan E. Engel	Director	Chairwoman, CEO, and Director, Department 56, Inc.		
	Reatha Clark King	Director	Chairwoman, Board of Trustees, General Mills Foundation		
Wells Fargo & Co.	Cynthia H. Milligan	Director	Dean, College of Business Administration, University of Nebraska-Lincoln	12	25.0%
	Judith M. Runstad	Director	Counsel, Foster Pepper & Shefelman PLLC		
	Susan G. Swenson	Director	COO, T-Mobile USA		
Wesco Financial Corp.	Carolyn H. Carlborg	Director	Attorney-At-Law	29	20.0%
	Elizabeth Caspers Peters		Private Investor		
West Marine Inc.	Diane Greene	Director	EVP, EMC Corporation; President, VM Ware	35	16.7%
	Alice M. Richter	Director	Retired, Former Partner KPMG LLP		
	Trish Newman	Executive	President and CEO		
Westaff Inc.	Christa C. Leonard	Executive	VP and Treasurer	3	40.0%
	Trish Newman	Director	President and CEO		
	Janet M. Brady	Director	Retired, Former VP, Human Resources, Clorox Company		
WestCorp	Dawn M. Martin	Executive	SVP and CIO	42	15.4%
	Judith M. Bardwick	Director	President and Founder, Bardwick and Associates		
Western Digital Corp.	Kathleen A. Cote	Director	Former CEO, Worldport Communications, Inc.	107	7.1%
Wet Seal Inc.	Jennifer Pritchard		Divisional President, Arden B	92	8.3%
WFS Financial Inc.	Dawn M. Martin	Executive	EVP and CIO		
	Judith M. Bardwick	Director	President and Founder, Bardwick and Associates	12	25.0%
	Fredricka Taubitz	Director	Former CFO and EVP, Zenith National Insurance Corp.		
William Lyon Homes	Mary J. Connelly		SVP and Nevada Division President	107	7.1%
Williams Sonoma Inc.	Laura J. Alber	Executive	President, Pottery Barn Brands		
	Sharon L. McCollam	Executive	EVP and CFO	22	21.4%
	Jeanne P. Jackson	Director	Founding Partner, MSP Capital		
Xilinx Inc.	Elizabeth Vanderslice	Director	Former General Manager, Terra Lycos, Inc.	97	7.7%

Who's Who

COMPANY	NAME	POSITION	CURRENT TITLE	COMPANY RANK	% WOMEN DIRECTORS & EXECUTIVES
Yahoo Inc.	Susan L. Decker	Executive	EVP, Finance and Administration, and CFO	125	6.7%
Zenith National Insurance Co.	Catherine B. Reynolds	Director	Chairman and CEO, the Catherine B. Reynolds Foundation; Chairman and CEO, Educap Inc.	107	7.1%

FOOTNOTES

- 1 Catalyst, *The Bottom Line: Connecting Corporate Performance and Gender Diversity*, New York: Catalyst, 2004. Catalyst is a leading non-profit research and advisory organization working to advance women in business. www.catalystwomen.org
- 2 2005 WOW! Quick Facts, Washington, D.C.: Diversity Best Practices and Business Women's Network, p. 8.
- 3 Statistics found in most recent reports issued by members of the InterOrganization Network (ION), six regional organizations in the United States that advocate increasing the number of women on corporate boards and in executive positions. Current membership consists of: The Boston Club, The Chicago Network, The Forum of Executive Women in Philadelphia, Board of Directors Network in Atlanta, Milwaukee Women inc, and Women's Leadership Forum in Detroit. These organizations publish annual census reports on the status of women directors and executive officers in public companies in their respective geographic areas.

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To download and for more information
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