

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

Although women are sorely underrepresented in the corporate boardrooms and top executive offices of the 400 largest public companies headquartered in California, there are firms that incorporate a significant percentage of women in their leadership. Our Top 25 list highlights the companies with the highest percentage of women leaders. At each of these companies women occupy at least 25% of the board seats and highest-paid executive positions.

The top four companies stand out for their commitment to incorporate women into key leadership roles. These companies each have women in at least one-third of their board seats and highest-paid executive positions.

The Top 25 companies cover a range of industries and sizes. They include a number of companies that provide consumer goods and services (e.g., Walt Disney Co., Jack in the Box Inc., Peet's Coffee & Tea Inc. and Netflix Inc.). They also include two pharmaceutical firms (Amylin Pharmaceuticals Inc. and Bio-Rad Laboratories Inc.), several computer hardware and software companies (such as Hewlett-Packard Co. and Advent Software Inc.) and a public utility (American States Water Co.). Some of the largest California companies (such as Wells Fargo & Co. and McKesson Corp.) appear on this list, as do some of the smallest companies in our sample (such as QAD Inc. and AMN Healthcare Services Inc.).

Eleven of these companies and eight of the top 12 companies have a woman serving as CEO, suggesting that women in the top position include more women on their leadership teams. However, it is important not to read too much into that figure, as companies with a woman CEO who also serves on the board receive an extra boost in our rankings for having a woman in both of those positions.

Comparing the Top 25 in 2011 and 2012

- Two of the four companies that top our list in 2012, bebe stores inc. and LTC Properties Inc., have been among the top four companies for three years in a row.
- Nine companies are new to the Top 25 this year: Bio-Rad Laboratories Inc., Corinthian Colleges Inc., Jack in the Box Inc., Juniper Networks Inc., Netflix Inc., NETGEAR Inc., QAD Inc., QuinStreet Inc. and West Marine Inc.
- Eight companies on last year's Top 25 list did not appear on this year's list. Two were not included in this year's census. Six companies were included in this year's census but dropped in rank.

With so few women business leaders, the loss of even one or two from a company can have a significant impact on the gender diversity of its board room and executive suite.

California's Top 25 Companies

California's Top 25 Companies*			
2012 RANK	2011 RANK	COMPANY	DIRECTOR & HIGHEST-PAID EXECUTIVE POSITIONS HELD BY WOMEN
1	9	Williams-Sonoma Inc.	46.7%
2	1	bebe stores inc.	40.0%
3	7	American States Water Co.	37.5%
4	2	LTC Properties Inc.	36.4%
5	2	Advent Software Inc.	33.3%
5	2	AMN Healthcare Services Inc.	33.3%
5	19	Walt Disney Co.	33.3%
5	2	Wet Seal Inc.	33.3%
9	19	Wells Fargo & Co.	31.6%
10	6	Hewlett-Packard Co.	31.3%
11	30	Jack in the Box Inc.	30.8%
12	9	Deckers Outdoor Corp	28.6%
12	9	Hot Topic Inc.	28.6%
12	13	McKesson Corp	28.6%
12	30	NETGEAR Inc.	28.6%
16	-	QAD Inc.	27.3%
16	-	West Marine Inc.	27.3%
18	7	BRE Properties Inc.	26.7%
18	44	Corinthian Colleges Inc.	26.7%
18	120	Juniper Networks Inc.	26.7%
21	21	Amylin Pharmaceuticals Inc.	25.0%
21	60	Bio-Rad Laboratories Inc.	25.0%
21	16	DineEquity Inc.	25.0%
21	14	Ensign Group Inc.	25.0%
21	74	Netflix Inc.	25.0%
21	14	Peet's Coffee & Tea Inc.	25.0%
21	21	PS Business Parks Inc.	25.0%
21	173	QuinStreet Inc.	25.0%

*There are 28 companies included in our Top 25 because of ties in the rankings.