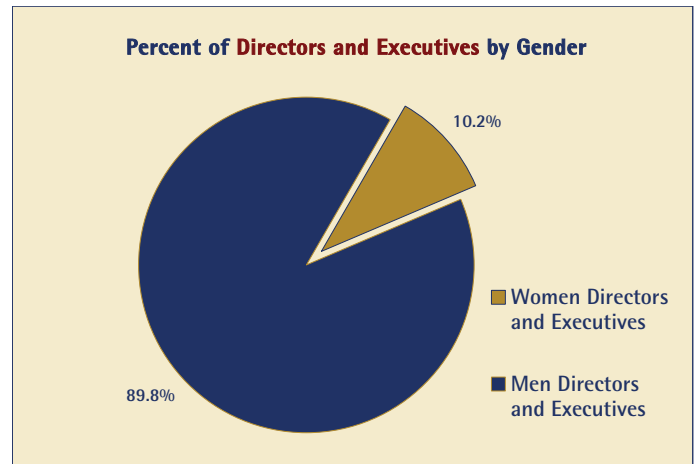


EXECUTIVE SUMMARY

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.