

UC DAVIS STUDY OF CALIFORNIA WOMEN BUSINESS LEADERS

A Census of Women Directors and Highest-Paid Executives



2010

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ABOUT THE AUTHORS



PROFESSOR DONALD PALMER, CO-AUTHOR

Professor Donald Palmer is engaged in a series of studies in the area of corporate governance, ethics and social responsibility. His research examines why otherwise law-abiding, ethical and socially responsible people participate in wrongful courses of behavior; in particular, why such individuals join wrongful courses of action that are initiated by others. His conclusions are based on an understanding of basic psychological and social psychological processes that shape human behavior. Professor Palmer has also embarked on a study of the academic field of organization studies. Palmer brings his research findings to the classroom to apply them to problems of working with and managing others in organizations. And he is often invited to present his work in venues across the nation. In recent years, Palmer has presented his research at the University of Alberta, Simon Fraser University, New York University, Harvard University, Boston College and the University of California (Irvine and Berkeley). He has also served as Distinguished Visiting Scholar at INSEAD in France. Professor Palmer was the editor of *Administrative Science Quarterly* from 2002-2008.

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Amanda Kimball expects to earn her Ph.D. in economics from UC Davis in June 2011 with a concentration on industrial organization. She has a background in business and economics. Before beginning the Ph.D. program, she worked as a data analyst for Capital One in the credit card industry. Kimball earned her Master's degree in economics from UC Davis in 2003. She has also worked in the mutual fund and strategy consulting industries. She has been working on the *UC Davis Study of California Women Business Leaders* since its inception in 2005, and takes great pride in the contributions of women business leaders in the Bay Area and beyond.

>> www.econ.ucdavis.edu/people_graduates_info.cfm?eid=214



MESSAGE FROM THE DEAN

DEAR FRIENDS AND COLLEAGUES:

The UC Davis Graduate School of Management is proud to publish our sixth annual *UC Davis Study of California Women Business Leaders: A Census of Women Directors and Highest-Paid Executives*.

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: there is only one woman for every nine men among directors and highest-paid executives at these high-profile companies.

When we released our study each of the past five years, it was met with intense interest by the business community, state legislators and policy makers, and garnered widespread media coverage.

Yet there has been little improvement in the gender diversity of the upper echelons of decision makers at the largest public companies in California. These are several key findings of our 2010 census:

- Overall, women hold just 9.5% of board seats and highest-paid executive positions—in line with previous years in which we measured a broader category of corporate executives.
- More than one third, 141 (35.3%) of the 400 largest public companies in California have no women among their directors and highest-paid executives.
- Not a single company has an all-female board and management team.
- Sixteen (4.0%) of the 400 companies have a woman serving as CEO, up slightly from 15 CEOs in 2009, and showing some progress since 2006 (11 female CEOs).

Our results highlight the need for greater participation of women on corporate boards and in the executive suites, and to help create these opportunities. To improve the standing of women in business leadership positions, the Graduate School of Management has a strong partnership with Watermark, a nonprofit organization and network of exceptional women leaders seeking to grow their personal impact in their professions and in society. Watermark offers several pioneering programs to increase the number of women in executive and board roles and support them in those roles.

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 succeed in the upper ranks of business.

Our business school community is built on a foundation of excellence and diversity. Our faculty is now 45% female, the highest percentage among the top 100 global business schools, according to *The Financial Times* Global MBA 2010 survey. *The Princeton Review* also has recognized the UC Davis MBA program as one of nation's top 10 offering the "greatest opportunity for women"—in 2009 we were ranked among the top 5 in the U.S. and the No. 1 business school in California in this regard. When our MBA students graduate and look for opportunities, they will be terrific resources for companies headquartered in California and beyond.

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.

Steven C. Currall
Dean and Professor of Management



Ideas into Action

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MESSAGE FROM OUR PARTNER



DEAR BUSINESS LEADERS:

For the past six years, Watermark (formerly known as the Forum for Women Entrepreneurs & Executives), has been proud to partner with the UC Davis Graduate School of Management to publish the annual *UC Davis Study of California Women Business Leaders*.

The data presented in the study are aligned with Watermark's vision and values. We believe that the most innovative and successful organizations and communities are those that tap into, connect and empower talented women.

Each year, it has been disappointing to see that the representation of women in the executive suites and in the boardrooms of California's largest 400 public companies remains stagnant—with no significant improvement. This year's census creates another opportunity for companies to understand the value of diversity in top leadership ranks, and the need to create a corporate culture that identifies the bias on all sides that might be affecting change.

Why is it critical for organizations to support more women in leadership?

Studies show that greater diversity company-wide improves measured risk taking, makes for better decision making and leads to healthier companies overall.

Research from Catalyst, McKinsey and others shows that companies with the highest representation of women on their top management teams experience stronger financial performance when compared to companies with the lowest representation of women in senior positions: return on equity is 35% higher and total return to shareholders is 34% higher for companies with more senior women executives.

More significantly, women are increasing both their spending and earning power. Women make up 85% of household purchasing decisions, half of the non-farm labor workforce and half of higher paying management and professional positions. Companies woo the female dollar yet women still have little or no representation in their C-suites or on their boards.

About Watermark

Watermark is a community of exceptional women leaders in the San Francisco Bay Area seeking to grow their personal impact in their professions and in society. We provide inspiring events, pioneering programs, and foster purposeful, meaningful, and lasting connections among a diverse network of respected peers. At Watermark we are privileged to work alongside exceptional women who have achieved the highest echelons of professional success.

Board Access – Watermark empowers women to seek board roles

In December 2010, Watermark will launch an innovative Board Access program that will support accomplished leaders seeking to join public or private boards, with the intent of improving diversity of all types and enhancing board effectiveness. Watermark will tailor a program to individual needs, offering a menu of qualification assessments, personal coaching and access to a network of active board members, recruiters, CEOs and chairs of board nominating committees.

Advocating for board access

Watermark is proud to be a member of ION, the InterOrganization Network (www.ionwomen.org). Formed in 2004, ION advocates for the advancement of women to positions of power in the business world, especially to boards of directors and executive suites. Today, ION has 14 regional members nationwide, representing more than 10,000 women in business across a wide range of industries.

Wendy Beecham
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WATERMARK
For Exceptional Women

www.wearewatermark.org

INTRODUCTION

Our sixth annual *UC Davis Study of California Women Business Leaders: A Census of Women Directors and Highest-Paid Executives* reports on the status of women in the top decision-making positions of California's largest public companies.

Progress is gradual since our last census. Women comprise just 9.5% of the directors and highest-paid executives of the 400 largest companies in the state.

There has been slight progress with women directors, who now comprise 10.0% board seats, up from 9.8% in 2009, and continuing a modest upward trend from 8.8% in 2006. Of the 342 companies that were also in last year's census, 11 companies have fewer women directors this year, and 19 have more women directors.

For executive officers, we find 8.8% of highest-paid executive positions held by women. However, this percentage is not directly comparable to the figure we reported last year because of a methodological change in the study. This year we limited our examination to highest-paid executives. As a measure of women in management, the highest-paid executive team facilitates comparisons across firms, since the rules for inclusion of these five highest-paid executives are codified by the Securities and Exchange Commission (SEC) filing requirements.

Highest-paid executive positions include the chief executive officer (CEO), the chief financial officer (CFO) and the three other most highly compensated executives. In unreported analyses conducted on last year's 400 firms, women represented 8.4% of highest-paid executives. This year, women hold 8.8% of highest-paid executive positions at the 400 largest public companies, showing a slight improvement in representation at this highest level of management. In our 2010 census, 35 firms have two or more women highest-paid executives, and 16 firms have a woman serving as CEO, while almost two-thirds of the largest 400 companies in California have all-male highest-paid executive teams.

As in previous years, there is substantial variation in the representation of women across different company sizes, industry sectors and counties across in the state. The largest companies based on market capitalization continue to have about three times as many women directors as the smallest companies, but there is not a clear relationship between company size and percentage of highest-paid women executives. The very largest and very smallest firms in our sample have almost the same percentage of highest-paid women executives, 10.1% and 10.2%, respectively.

Companies in the real estate industry have the highest percentage of women directors, followed closely by the finance and health industries. The consumer products and services industry has the highest percentage of highest-paid women executives (almost one in five is a woman), followed by the media and entertainment industry.

Once again, the high-tech industries trail behind, with a notable 78% of the telecommunications industry having all-male boards. Similarly, 83% of electronic hardware companies, 78% of business services companies and 76% of firms in the software industry have all-male highest-paid executive teams.

Our study continues to paint a modest picture of the representation of women in corporate leadership, but the census does reveal slight progress and opportunities to celebrate the successes of women. Our Top 25 companies all have at least 25% women on their boards and highest-paid executive teams, and 11 of them are run by a woman CEO.

METHODOLOGY

The sample of companies used in the 2010 *UC Davis Study of California Women Business Leaders* consists of the largest 400 California companies, as measured by market capitalization in June 2010. Each firm's market capitalization on June 1 was obtained from the BoardEx database, which is produced by Management Diagnostics Limited, a London-based corporate research company.

The information in BoardEx was compiled largely from the companies' filings with the Securities and Exchange Commission (SEC). Specifically, the information used in this report can be found in each company's Definitive Proxy Report, (DEF-14A), which is a required supplement to the annual report. Where such data was unavailable from BoardEx, we gleaned the information directly from the SEC filings (47% of the firms). We used the SEC's online EDGAR database to access each company's most recent DEF 14-A filing. The BoardEx data reflect changes made prior to June 1, 2010. The SEC data reflect changes included in the most recent filing for a fiscal year ended prior to June 1, 2010.

This year we restricted our analysis of executives to the highest-paid executives designated in SEC filings. Highest-paid executives include the chief executive officer (CEO), the chief financial officer (CFO), and the three other most highly compensated executives. In addition, executives who would have qualified for this definition if they had served in the position for the entire fiscal year must also be listed in the DEF 14-A filing. In previous years, we collected and analyzed highest-paid executive data, although these analyses were unreported.

Companies that were no longer registered with the SEC in September 2010 were not included in the sample. Companies that did not have highest-paid executive data in BoardEx and also appeared to be delinquent in their SEC filings were not included in the sample.

Changes in directors and highest-paid executives that were made on or after June 1, 2009, and within the most recent fiscal year ended prior to June 1, 2010, are reflected in our 2010 census.

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

Partnering with the InterOrganization Network (ION)

The UC Davis Graduate School of Management's partner on the annual census, Watermark, is a member of ION, the InterOrganization Network. Formed in 2004, ION advocates for the advancement of women to positions of power in the business world, especially to boards of directors and executive suites. Today, ION has 14 regional members nationwide, representing more than 10,000 women in business across a wide range of industries.



www.ionwomen.org

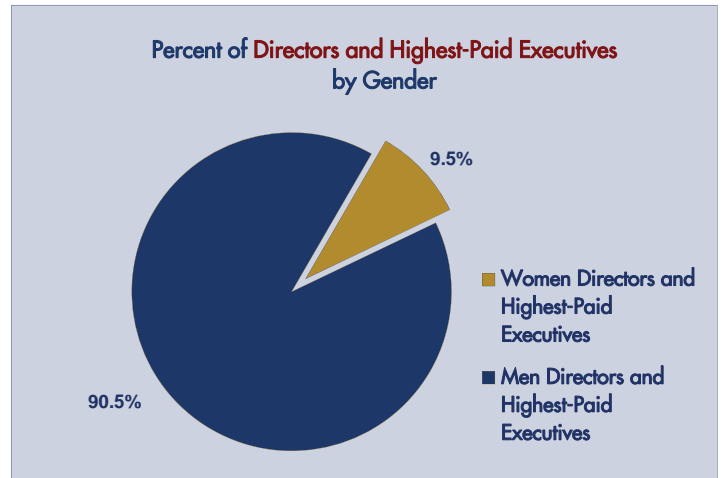
2010 EXECUTIVE SUMMARY

Directors and Highest-Paid Executives

- Women hold only 9.5% of the board seats and highest-paid executive positions in the 400 largest public companies headquartered in California.
- 141 (35.3%) of the 400 largest public companies in California have no women among their directors and highest-paid executives.

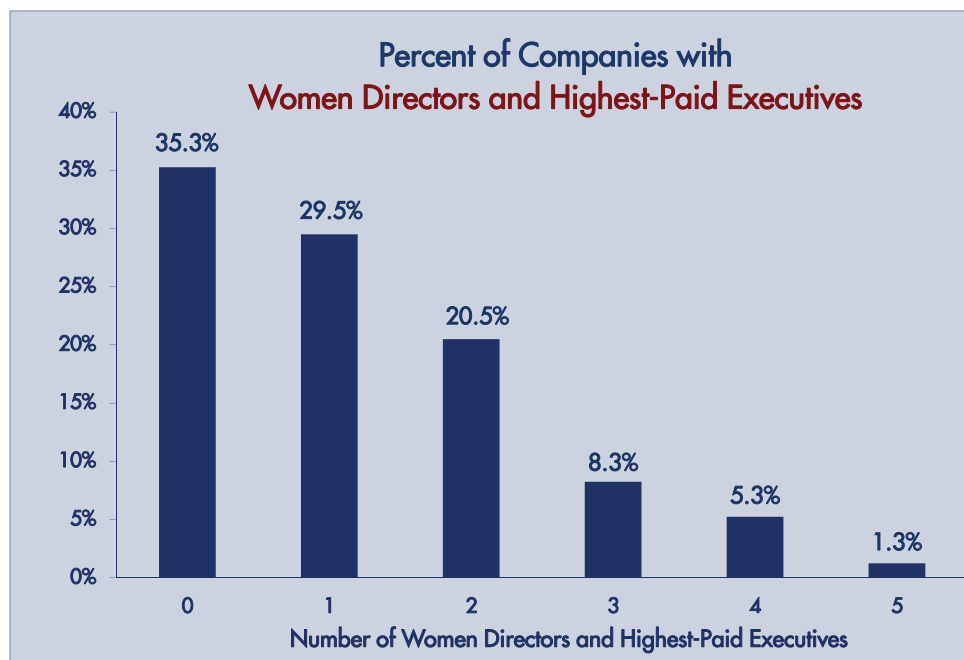
Directors

- Women hold 10.0% of the 3,266 board seats in the 400 largest public companies in California.
- Almost half (45.8%) of California's companies have no women directors.
- 32.5% of the 400 companies have only one woman director.
- Compared to our 2009 report, the percentage of women directors has increased slightly from 9.8% to 10.0% this year.



Highest-Paid Executives

- Women account for 8.8% of the 1,870 highest-paid executives in the 400 largest public companies in California.
- Two-thirds, 68.3%, of California's companies have no women among the highest-paid executives.
- Only 35 (8.8%) of the companies have two or more women among the highest-paid executives.
- Only 16 (4.0%) of the 400 largest public companies in California have a woman serving as CEO.



Industry Makes a Difference

- The real estate sector has the highest percentage of women directors, 14.4%. The finance sector ranks second with 14.0%.
- The telecommunications sector has the lowest percentage of women directors with 2.9%.
- The consumer products and services sector has the highest percentage of highest-paid women executives, 18.3%.
- The media and entertainment sector follows with 15.1%.
- Only 4.1% of highest-paid executives in the electronic hardware sector are women.

Company Size Makes a Difference

- Overall, the largest companies have larger boards and four times as many women directors as the smallest companies (1.6 women on average versus 0.4).
- California has 11 Fortune 100 companies, all of which have at least one woman director.
- Companies with the smallest market capitalization (below \$275 million) have the smallest percentage of women board members, 5.6%.
- While the largest firms tend to have the highest percentage of women directors, the relationship between corporate size and the percentage of highest-paid women executives is not positive.
- The two highest market capitalization categories (above \$7 billion and between \$2.8 billion and \$7 billion) account for the third-highest percentage of highest-paid women executives (10.1%) and the lowest percentage of highest-paid women executives (3.4%), respectively. Companies in the lowest market capitalization category (below \$275 million) have the second-highest percentage of highest-paid women executives (10.2%).

Location Makes a Difference

- Most of California's largest companies are located in Southern California (45%) and the San Francisco Bay Area (52%).
- Among counties with at least 20 companies, the Bay Area has the county with the greatest percentage of women directors, San Francisco County (14.4%), and Orange County in Southern California has the least (7.0%).
- Among counties with at least 20 companies, San Mateo County in the Bay Area is the top locale for highest-paid women executives, with 12.6% highest-paid women executives.
- Orange County and Silicon Valley (Santa Clara County) have only 4.5% and 6.7% highest-paid women executives, respectively.

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 more than 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 35% of their board seats and highest-paid executive positions.

The Top 25 companies cover a range of industries and sizes. They include a fast-food company (Jack in the Box Inc.), an entertainment company (Walt Disney Co.), a public utility (American States Water Co.) and three biopharmaceutical firms (Affymax Inc., Amylin Pharmaceuticals Inc., and Onyx Pharmaceuticals Inc.). They also include some of the largest California companies (such as McKesson Corp. and Clorox Co.) as well as some of the smaller companies in our sample (such as Hot Topic Inc. and AMN Healthcare Services Inc.).

Eleven of the Top 25 companies and six of the top eight companies have a woman serving as CEO, suggesting that women in the top position include more women on their leadership teams.

Comparing the Top 25 in 2009 and 2010

- 19 companies made the Top 25 for two consecutive years.
- Two of the four companies that topped our list in 2009, bebe stores Inc. and Affymax Inc., topped the list again this year, with bebe stores Inc. moving from fourth to first.
- Six companies are new to the list, all of which were in last year's census.
- Six companies on last year's Top 25 list did not appear on this year's list. Three were not included in this year's census. Three companies were included in this year's census but dropped in rank, primarily due to a methodology change.

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			
2010 RANK	2009 RANK	COMPANY	WOMEN DIRECTORS & HIGHEST-PAID EXECUTIVES
1	4	bebe stores Inc.	50.0%
2	13	Hot Topic Inc.	41.7%
3	13	LTC Properties Inc.	36.4%
4	3	Affymax Inc.	35.7%
5	18	Advent Software Inc.	33.3%
5	13	Genoptix Inc.	33.3%
5	5	Jack in the Box Inc.	33.3%
5	18	Peet's Coffee & Tea Inc.	33.3%
9	65	East West Bancorp Inc.	31.3%
10	18	Deckers Outdoor Corp.	30.8%
10	7	Resources Connection Inc.	30.8%
12	6	AMN Healthcare Services Inc.	30.0%
12	39	Electro Rent Corp.	30.0%
14	24	American States Water Co.	28.6%
14	22	McKesson Corp.	28.6%
16	22	Walt Disney Holding Co.	27.8%
17	20	BRE Properties Inc.	26.7%
17	19	Health Net Inc.	26.7%
17	2	Nara Bancorp Inc.	26.7%
17	127	Williams-Sonoma Inc.	26.7%
21	118	Amylin Pharmaceuticals Inc.	25.0%
21	14	Clorox Co.	25.0%
21	80	DineEquity Inc.	25.0%
21	44	Hewlett-Packard Co.	25.0%
21	18	Onyx Pharmaceuticals	25.0%

WOMEN BOARD DIRECTORS: SUMMARY

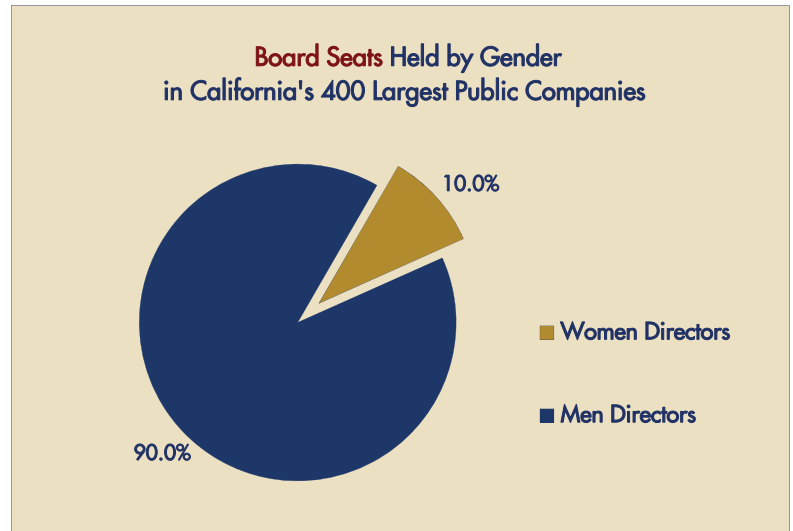
Women, for all their economic clout, continue to play a very limited role in corporate governance in California's 400 largest public companies. Among directors at these firms, only 10.0%, or 326, of the 3,266 board seats are held by women.

The size of boards of directors of California's largest companies ranges from four to 16, with an average of eight members per board.

The percentage of women directors increased slightly from 9.8% in 2009 to 10.0% in 2010.

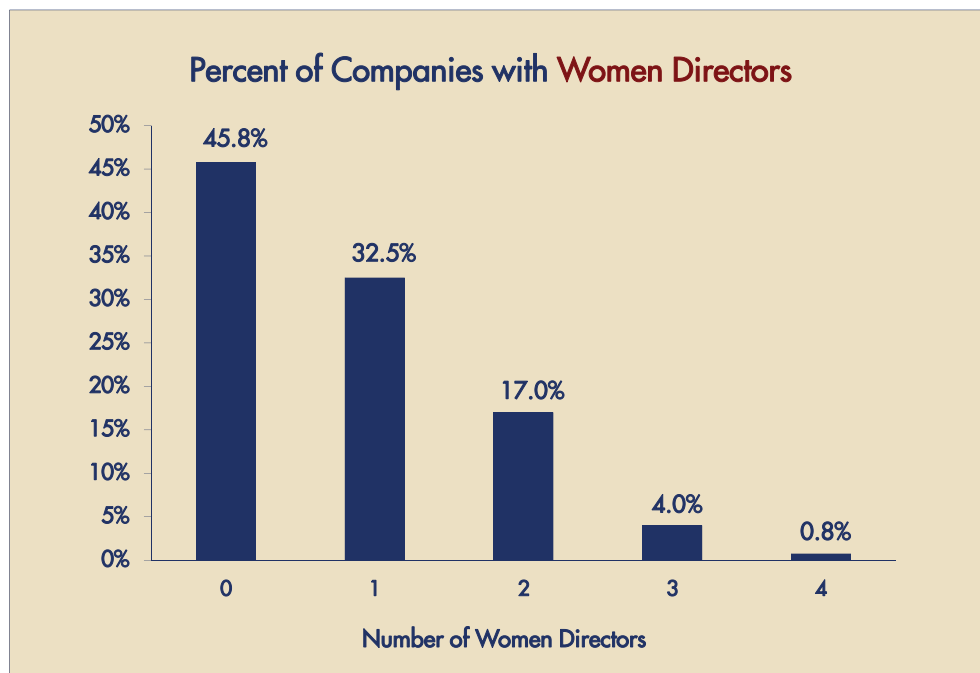
Of the 342 companies that were also in the 2009 census, 11 companies have fewer woman directors while 19 companies have more women directors.

When firms added new directors, though, the likelihood that they chose a woman exceeded the percentage of women directors in the full population. One hundred and fifty-nine companies added 274 directors since the last census and 34 (12.4%) of them were women. This suggests that firms that replace existing directors or expand the size of their boards on average increase the representation of women on their boards.



Key Statistics

- Nearly half (45.8%) of California's 400 largest public companies have no women directors.
- 32.5% of the companies have one woman director.
- Only 87 (21.8%) of the companies have two or more women directors.



WOMEN BOARD DIRECTORS BY COMPANY

There are 19 companies (4.8%) with three or more women directors.

Companies with Three or More Women Directors		
# women directors in 2010 in red (# women directors in 2009 in blue)		
SVB Financial Group 4 (3)	Deckers Outdoor Corp. 3 (3)	Mattel Inc. 3 (3)
Walt Disney Holding Co. 4 (3)	East West Bancorp Inc. 3 (2)	McClatchy Co. 3 (4)
Wells Fargo & Co. 4 (4)	Electro Rent Corp. 3 (3)	McKesson Corp. 3 (3)
Affymax Inc. 3 (3)	Genoptix Inc. 3 (3)	Resources Connection Inc. 3 (4)
Amylin Pharmaceuticals Inc. 3 (2)	Health Net Inc. 3 (2)	Visa Inc. 3 (3)
BRE Properties Inc. 3 (3)	Hot Topic Inc. 3 (3)	
Clorox Co. 3 (3)	Intel Corp. 3 (3)	

45.8% (183) of California's 400 largest public corporations have no women directors.

Companies with No Women Directors			
3PAR Inc.	Core-Mark Holding Co. Inc.	IXYS Corp.	Quicksilver Inc.
99 Cents Only Stores	CPI International Inc.	J2 Global Communications Inc.	QuinStreet Inc.
Abaxis Inc.	Cubic Corp.	Jakks Pacific Inc.	Reliance Steel & Aluminum Co.
Abraxis Bioscience Inc.	CVB Financial	Jazz Pharmaceuticals Inc.	Rentech Inc.
Acacia Research Corp.	Cymer Inc.	Kilroy Realty Corp.	Resmed Inc.
Actel Corp.	Cypress Semiconductor Corp.	KLA Tencor Corp.	Rigel Pharmaceuticals Inc.
Activision Blizzard Inc.	Cytori Therapeutics Inc.	Kratos Defense & Security Solutions Inc.	Riverbed Technology Inc.
Actuate Corp.	Dexcom Inc.	K-Swiss Inc.	Rovi Corp.
AeroVironment Inc.	Diamond Foods Inc.	Leap Wireless International Inc.	Sangamo Biosciences Inc.
Affymetrix Inc.	Dionex Corp.	Leapfrog Enterprises Inc.	Semtech Corp.
Alexandria Real Estate Equities	DivX Inc.	Linear Technology Corp.	ShoreTel Inc.
Align Technology Inc.	Dolby Laboratories Inc.	Loopnet Inc.	Sigma Designs Inc.
Alliance Healthcare Services Inc.	Ducommun Inc.	Mannkind Corp.	Silicon Image Inc.
American Reprographics Co.	Durect Corp.	Masimo Corporation	Skechers USA Inc.
American Vanguard Corp.	eHealth Inc.	Mattson Technology Inc.	Smith Micro Software Inc.
Ameron International Corp.	Electronics for Imaging Inc.	Maxim Integrated Products	Solera Holdings Inc.
Anworth Mortgage Asset Corp.	Emulex Corp.	McGrath Rentcorp	Somaxon Pharmaceuticals Inc.
Ardea Biosciences Inc.	Encore Capital Group Inc.	Medivation Inc.	Spectrum Pharmaceuticals Inc.
Arden Group Inc.	Endologix Inc.	Micrel Inc.	Standard Pacific Corp.
Aruba Networks Inc.	Entropic Communications Inc.	Microsemi Corp.	STEC Inc.
Atmel Corp.	Epicor Software Corp.	Micrus Endovascular Corp.	Supertex Inc.
Avanir Pharmaceuticals	Equinix Inc.	Mindspeed Technologies Inc.	Support.com Inc.
Bigband Networks Inc.	Essex Property Trust Inc.	Nanometrics	Synaptics Inc.
BJ's Restaurants Inc.	Exar Corp.	National Semiconductor Corp.	Synnex Corp.
Breitburn Energy Partners LP	Exelixis Inc.	Nationwide Health Properties	Taleo Corp.
Bridgepoint Education Inc.	Exponent Inc.	NetApp Inc.	Tessera Technologies Inc.
Cadence Design Systems Inc.	Extreme Networks	Netflix Inc.	Tetra Tech Inc.
Cadence Pharmaceuticals Inc.	Finisar Corp.	Netlogic Microsystems Inc.	Theravance Inc.
CAI International Inc.	Fortinet Inc.	Newport Corp.	THQ Inc.
California Pizza Kitchen Inc.	Gap Inc.	NVIDIA Corp.	True Religion Apparel Inc.
Callaway Golf Co.	Gencorp Inc.	Omnivision Technologies	TTM Technologies Inc.
Cathay General Bancorp	Globalstar Inc.	On Assignment	Ultratech Inc.
Cavium Networks Inc.	Gymboree Corp.	Oplink Communications Inc.	Universal Electronics Inc.
Center Financial Corp.	Hansen Natural Corp.	Optimer Pharmaceuticals Inc.	UTStarcom Inc.
Central Garden & Pet Co.	Harmonic Inc.	OSI Systems Inc.	ValueClick Inc.
Ceradyne Inc.	Heckmann Corp.	Pacer International Inc.	VCA Antech Inc.
Ceva Inc.	Hercules Technology Growth Capital Inc.	Pain Therapeutics	Verifone Systems Inc.
City National Corp.	ICU Medical Inc.	Pericom Semiconductor Corp.	ViaSat Inc.
Clean Energy Fuels Corp.	IMPAX Laboratories Inc.	Plantronics Inc.	VirnetX Holding Corp.
Cogent Inc.	Infinera Corp.	PMC Sierra Inc.	Volcom Inc.
Cohu Inc.	Informatica Corp.	Power Integrations Inc.	Volterra Semiconductor Corp.
Colony Financial Inc.	Integrated Device Technology Inc.	Powerwave Technologies Inc.	Waste Connections Inc.
Conexant Systems Inc.	Integrated Silicon Solution Inc.	Primoris Services Corp.	Websense Inc.
Con Way Inc.	Intermune Inc.	Quality Systems Inc.	Wet Seal Inc.
Copart Inc.	Intevac Inc.	Quest Software Inc.	Zoran Corp.
Concept Therapeutics Inc.	IPC The Hospitalist Co. Inc.	Questcor Pharmaceuticals Inc.	

WHO ARE THE WOMEN DIRECTORS?

Most women who serve on the boards of the 400 largest public companies in California serve only on one board in our census, many of these women serve on multiple boards across the country. Of the 3,266 director positions at the 400 companies, 326 positions are held by 290 women. Of these, 96 women (33.1%) sit on the board of at least one company in the 2010 Fortune 500, and furthermore 58 women (20.0%) hold exactly one board seat among Fortune 500 firms, 26 women (9.0%) hold two such seats, nine women (3.1%) hold three such seats, and three women (1.0%) each hold four such seats.

Women Who Serve on More than One Board in the Fortune 500

Linda Fayne Levinson	Ingram Micro Inc., Jacobs Engineering Group Inc., NCR Corp., Western Union Co.
Dr. Laura D'Andrea Tyson	AT&T Inc., CB Richard Ellis Group Inc., Eastman Kodak Co., Morgan Stanley
Ambassador Charlene Barshefsky	American Express Co., Estée Lauder Companies Inc., Intel Corp., Starwood Hotel & Resorts Worldwide
Geraldine B. Laybourne	Electronic Arts Inc., Move Inc., Symantec Corp.
Suzanne M. Nora Johnson	AIG Inc., Pfizer Inc., Visa Inc.
H. Paulett Eberhart	Advanced Micro Devices Inc., Anadarko Petroleum Corp., Fluor Corp.
Andrea Jung	Apple Inc., Avon Products Inc., General Electric Co.
Anne M. Tatlock	Fortune Brands Inc., Franklin Resources Inc., Merck & Co. Inc.
Susan (Sue) Lynne Decker	Berkshire Hathaway Inc., Costco Wholesale Corp., Intel Corp.
Aulana Louise Peters	3M Co., Deere & Co., Northrop Grumman Corp.
Jacquelyn (Jackie) M. Ward	Sanmina-SCI Corp., Sysco Corp., Wellpoint Inc.
Cathy Elizabeth Minehan	Becton Dickinson & Co., Massachusetts Mutual Life Insurance Co. Inc., Visa Inc.
Susan (Sue) M. James	Applied Materials Inc., Yahoo! Inc.
Carol Ann Bartz	Cisco Systems Inc., Yahoo! Inc.
Sherry Lee Lansing	Dole Food Co. Inc., Qualcomm Inc.
Dr. Jane Elizabeth Shaw	Intel Corp., McKesson Corp.
Linda M. Griego	Aecom Technology Corp., CBS Corp.
Dawn E. Hudson	Allergan Inc., Lowe's Companies Inc.
Debra L. Reed	Avery Dennison Corp., Halliburton Co.
Paula A. Sneed	Airgas Inc., Charles Schwab Corp.
Ambassador Linnet F. Deily	Chevron Corp., Honeywell International Inc.
M. Michele Burns	Cisco Systems Inc., Wal-Mart Stores Inc.
Jan L. Murley	Clorox Co., Qwest Communications International Inc.
Nancy S. Newcomb	DirecTV, Sysco Corp.
Dr. France Anne Córdova	Edison International, SAIC Inc.
Mary Anne Citrino	Dollar Tree Inc., Health Net Inc.
Dr. Frances Daly Fergusson	Mattel Inc., Pfizer Inc.
Hon. Lynn A. Schenk	Biogen Idec Inc, Sempra Energy Corp.
Judith (Judy) Lenora Estrin	FedEx Corp., Walt Disney Holding Co.
Monica C. Lozano	Bank of America Corp., Walt Disney Holding Co.
Sheryl Kara Sandberg	Walt Disney Holding Co., Starbucks Corp.
Susan E. Arnold	Walt Disney Holding Co., McDonald's Corp.
Susan E. Engel	Supervalu Inc., Wells Fargo & Co.
Melody L. Hobson	Estée Lauder Companies Inc., Starbucks Corp.
Dr. Bonnie Guiton Hill	Home Depot Inc., Yum! Brands Inc.
Jocelyn E. Carter-Miller	Interpublic Group of Companies, Principal Financial Group Inc.
Roxanne S. Austin	Abbott Laboratories, Target Corp.
Dr. W. Ann Reynolds	Humana Inc., Owens Corning

Note: Based on companies and directors profiled in BoardEx, including companies located outside California.

Executive Chairman

Julia A. Stewart	DineEquity Inc.
Linda A. Lang	Jack in the Box Inc.

Non-Executive Chairman

Jane E. Shaw	Intel Corp.
Kathryn A. Tunstall	Conceptus Inc.

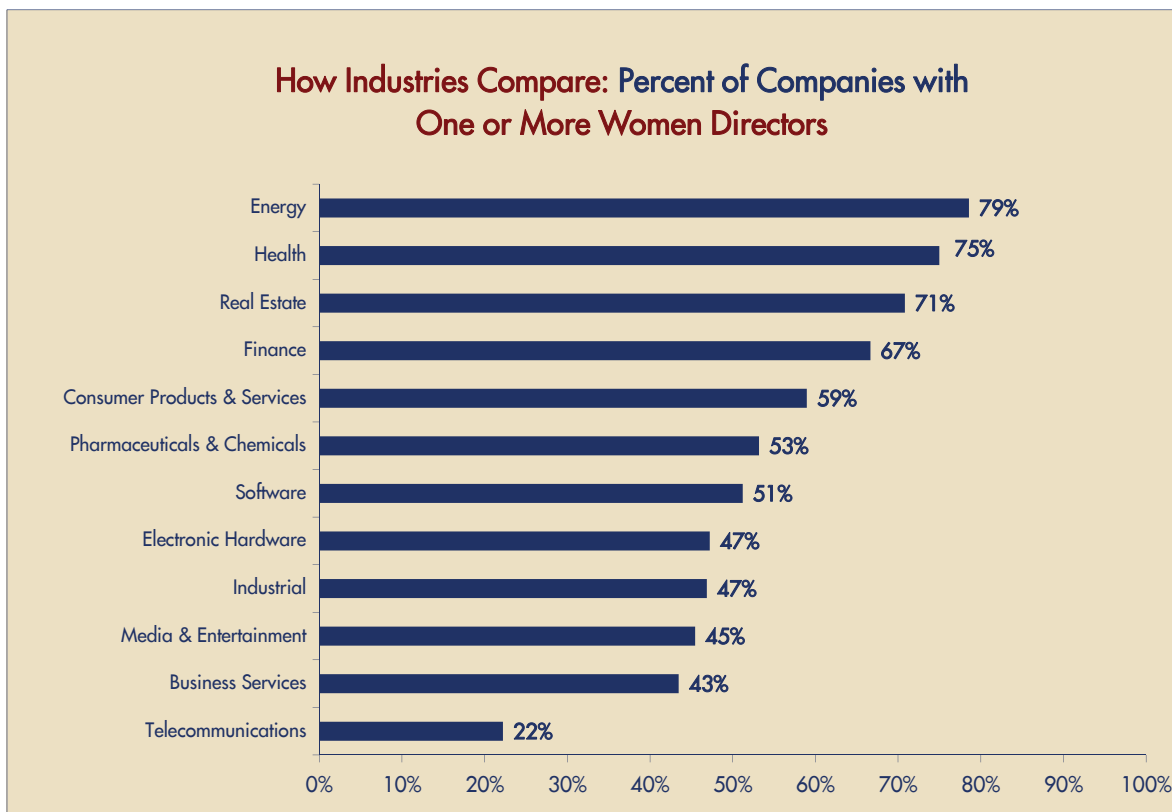
WOMEN BOARD DIRECTORS BY INDUSTRY

More than one-half (54.3%) 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 reveal a wide variation of representation of women in the boardrooms of companies across sectors.

The information in this year's report comes from the BoardEx database produced by management Diagnostics Limited. The BoardEx Industry Classification was used to sort companies by industry. We have grouped companies into 12 broad categories so that there are at least 10 companies in almost every industry. The telecommunications sector has the fewest companies (nine) and the electronic hardware sector has the most (108).

Key Statistics

- The energy sector has the largest percentage of companies, 11 out of 14 (79%), with at least one woman director, although only four of these companies—American States Water Co., California Water Services Group, Edison International, and PG&E Corp.—have more than one woman director.
- The health, real estate, and finance sectors follow with 75%, 71% and 67% of their companies, respectively, having at least one woman director. One-fifth (five of 28) of the health sector firms and one-half of the real estate and finance firms have more than one woman director (10 of 24, and 11 of 24, respectively.).
- At the other end of the spectrum, only two (22%) companies in the telecommunications sector have at least one woman director. Firms in this sector were least likely to have at least one woman director last year as well. In all other industries, at least 40% of companies have one or more women directors.



WOMEN BOARD DIRECTORS BY INDUSTRY

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

Women are significantly less likely to be present in the boardrooms of telecommunications companies, with women representing only 2.9% of directors. Women also represent only 8.0% and 8.3% of directors in the electronic hardware and industrial sectors, respectively. The industry with the highest overall percentages of women directors is the real estate sector with 14.4%. The real estate sector was also among the top three sectors with women directors in our 2009 census. This year the media and entertainment sector is something of an anomaly, having the third to lowest percentage of firms with at least one woman director but having the fourth highest percentage of total women directors. This reflects the fact that the few media and entertainment firms that have of least one woman director, have a very high (relative to other firms) percentage of women directors, including Walt Disney Holding Co., which ranks 16th overall in our study.

Percent of Women Directors by Industry		
INDUSTRY	% WOMEN DIRECTORS	# OF COMPANIES
Real Estate	14.4%	24
Finance	14.0%	24
Health	13.2%	28
Media & Entertainment	12.1%	11
Consumer Products & Services	11.8%	39
Energy	11.5%	14
Pharmaceuticals & Chemicals	9.3%	47
Business Services	8.8%	23
Software	8.7%	41
Industrial	8.3%	32
Electronic Hardware	8.0%	108
Telecommunications	2.9%	9

WOMEN BOARD DIRECTORS BY COMPANY SIZE

There is a link between corporate size and the percentage of women on the board of directors. On average, large companies have larger boards and a greater representation of women on those boards. The positive relationship between size and the representation of women on the board is clear whether size is measured by total revenue or market capitalization.

We determine whether the firms in our study appear on *Fortune* magazine's list of the largest companies, as measured by total revenue.

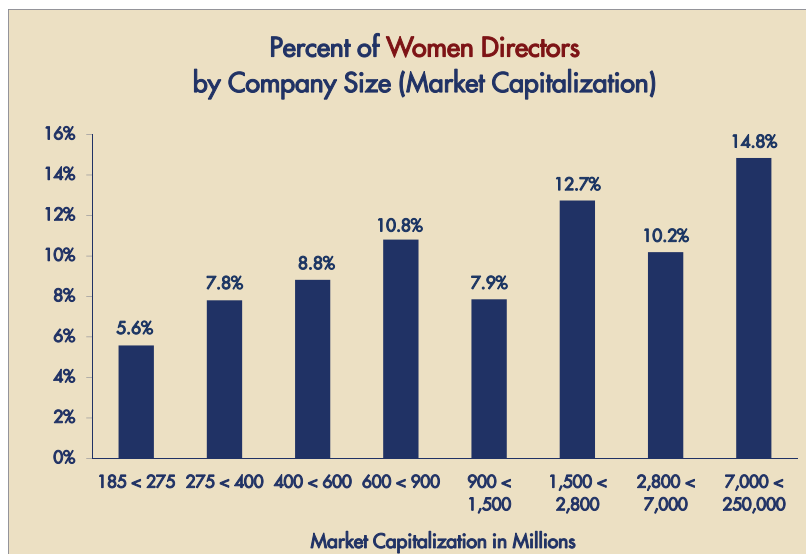
Eighty-seven of our California companies are on the Fortune 1000 list. There are 11 California public companies on the Fortune 100 list, 40 on the Fortune 101–500 list and 36 on the Fortune 501–1000 list.

Women Directors in California Companies in the Fortune 1000		
COMPANY NAME (FORTUNE RANK)	NUMBER OF WOMEN DIRECTORS	PERCENTAGE WOMEN DIRECTORS
Chevron Corp. (3)	1	6.3%
Hewlett-Packard Co. (10)	2	18.2%
McKesson Corp. (14)	3	33.3%
Wells Fargo & Co. (19)	4	25.0%
Safeway Inc. (52)	1	11.1%
Apple Inc. (56)	1	16.7%
Walt Disney Holding Co. (57)	4	30.8%
Cisco Systems Inc. (58)	2	15.4%
Northrop Grumman Corp. (61)	2	16.7%
Intel Corp. (62)	3	30.0%
Ingram Micro Inc. (80)	2	20.0%
40 companies in Fortune 101 - 500	59	14.1%
36 companies in Fortune 501 - 1000	35	10.9%

We also determined the market capitalization of the firms in our study and categorized firms into three broad market cap categories. There are three large-cap categories: \$1.5 billion to 2.8 billion (45 companies), \$2.8 billion to \$7 billion (48 companies), and \$7 billion to \$250 billion (47 companies). The largest market capitalization in our study was \$237 billion.

There are two mid-cap categories: \$600 million to \$900 million (48 companies) and \$900 million to \$1.5 billion (52 companies).

There are three small-cap categories: \$185 million to \$275 million (53 companies), \$275 to \$400 million (52 companies), and \$400 million to \$600 million (55 companies). The smallest market capitalization in our study was \$188 million.



WOMEN BOARD DIRECTORS BY COMPANY SIZE

Number of Women Directors by Company Size						
MARKET CAPITALIZATION (IN MILLIONS)	NUMBER OF COMPANIES	AVERAGE SIZE OF BOARD	NO WOMEN DIRECTORS	ONE WOMAN DIRECTOR	TWO OR MORE WOMEN DIRECTORS	PERCENT WOMEN DIRECTORS
185 < 275	53	7.4	37	12	4	5.6%
275 < 400	52	7.4	30	15	7	7.8%
400 < 600	55	7.4	31	14	10	8.8%
600 < 900	48	7.7	21	15	12	10.8%
900 < 1,500	52	7.8	28	16	8	7.9%
1,500 < 2,800	45	8.2	16	18	11	12.7%
2,800 < 7,000	48	8.8	16	21	11	10.2%
7,000 < 250,000	47	10.9	4	19	24	14.8%

Key Statistics

- All of the California Fortune 100 companies have at least one woman director. These 11 companies have boards composed of 20.0% women, on average. Of the Fortune 101–500 companies, 87.5% (35 of 40) have at least one woman director, with an average of 14.1% women directors. Of the Fortune 501–1000 firms, 75.0% (27 of 36) have at least one woman director, with an average of 10.9% women directors.
- The three large-cap categories (market capitalization greater than \$1.5 billion) have the largest boards, averaging 8.2, 8.8 and 10.9, respectively, and some of the highest average percentages of women directors. As a group, these 140 companies average 12.7% women directors, where 104 companies (74.3%) have at least one woman director and 46 companies (32.9%) have two or more women board members.
- The two mid-cap categories (\$600 million to \$1.5 billion) average 10.8% and 7.9% women directors, respectively. These companies have boards with 7.7 and 7.8 members, respectively on average; almost half (49.0%) of these 100 companies have no women directors.
- The three small-cap categories (below \$600 million) have about seven-member boards on average, and 5.6%, 7.8% and 8.8% of their board seats, respectively, on average, are filled by women.
 - > The majority (61.3%) of these 160 companies have no women board members.
 - > Only 21 (13.1%) of these companies have more than one woman director (Affymax Inc., Arena Pharmaceuticals Inc., bebe stores Inc., Big 5 Sporting Goods Corp., Biotime Inc., Celera Corp., Dine Equity Inc., DTS Inc., Echelon Corp., Electro Rent Corp., Genomic Health Inc., Genoptix Inc., Hot Topic Inc., LTC Properties Inc., McClatchy Co., Move Inc., Omnicell Inc., Peets Coffee & Tea Inc., West Marine Inc., Wilshire Bancorp Inc., Xenoport Inc.).

Overall, the largest companies have four times as many women directors as the smallest companies (1.6 women on average versus 0.4).

WOMEN BOARD DIRECTORS BY LOCATION

The majority of the 400 largest public companies in California are located in the San Francisco Bay Area (208) and in Southern California (178). The remaining are headquartered in Central Valley counties (five) and along the Central Coast (nine). Below we report the key statistics. Comparisons involving counties with only a small number of companies should be interpreted with caution.

By Region	# Firms	% Women Directors
Central Coast	9	13.3%
Central Valley	5	11.1%
Southern California	178	10.0%
Bay Area	208	9.8%

Key Statistics

- Firms headquartered in the Bay Area have about the same percentage of women directors as firms located in Southern California (9.8% versus 10.0%). There are too few firms headquartered in the Central Coast and Central Valley regions to make judicious comparisons involving firms in these regions.
- Focusing on counties with more than 20 companies, San Francisco County has the highest percentage of women board members (14.4%), while Silicon Valley (Santa Clara County), San Mateo County and Orange County have the lowest percentage of women board members (8.9%, 8.5% and 7.0%, respectively).

**For complete county-by-county data:
See Appendix C, page 44.**

Central Coast	# Firms	% Women Directors
Santa Barbara	1	37.5%
Santa Cruz	3	13.6%
Monterey	1	11.1%
Ventura	4	9.1%

Central Valley	# Firms	% Women Directors
Kern	1	12.5%
Sacramento	3	12.0%
Butte	1	8.3%

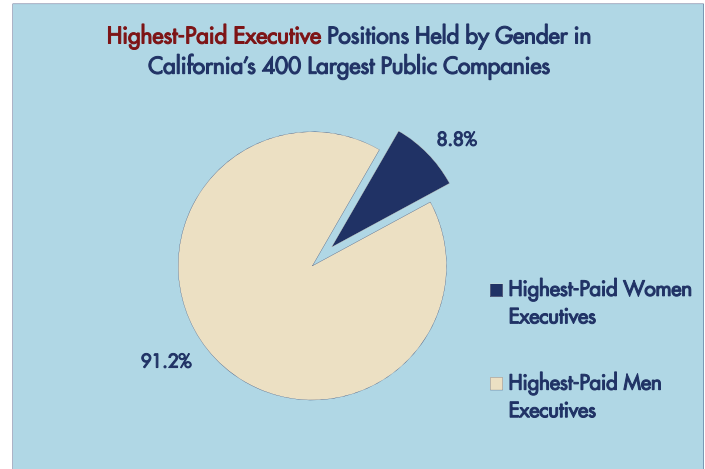
Southern California	# Firms	% Women Directors
Los Angeles	79	12.0%
San Diego	47	9.8%
Orange	48	7.0%
Riverside	3	4.0%
San Bernardino	1	0.0%

Bay Area	# Firms	% Women Directors
Marin	5	20.5%
San Francisco	23	14.4%
Alameda	27	10.4%
Santa Clara	116	8.9%
San Mateo	29	8.5%
Contra Costa	7	5.0%
Solano	1	0.0%

HIGHEST-PAID WOMEN EXECUTIVES: SUMMARY

Women executives in California's 400 largest public companies continue to be relatively scarce. This year we examine only highest-paid executive positions. See the Methodology for more information.

Women account for only 8.8% (164) of the 1,870 highest-paid executives in these firms. This percentage of women is not directly comparable to the figure we reported in 2009, which measured women in all executive positions. It is, though, comparable to unreported analyses conducted last year, which show that women accounted for 8.4% of highest-paid executives in 2009. This indicates that the percentage of women among highest-paid executives has increased slightly, by 0.4%, in the last year.

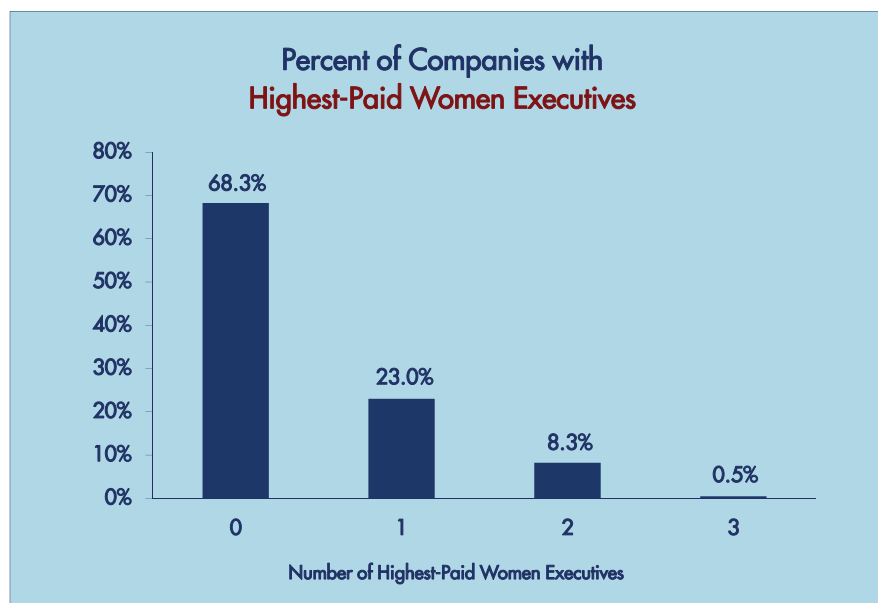


Of the 342 companies in our study that were also in the 2009 census, 327 have the same number of highest-paid women executives, seven companies have fewer women among the highest-paid executives, and eight companies have more women among highest-paid executives.

These highest-paid executive positions include the chief executive officer (CEO), the chief financial officer (CFO) and the three other most highly compensated executives.

Key Statistics

- Two-thirds (68.3%) of California's 400 largest public companies have no women among the highest-paid executives.
- Another 23.0% of the state's companies have only one woman among the highest-paid executives.
- Only 35 (8.8%) companies have two or more women among the highest-paid executives.



HIGHEST-PAID WOMEN EXECUTIVES BY COMPANY

Only 35 of California's 400 largest public companies have two or more women among highest-paid executives.

Companies with Two or More Highest-Paid Women Executives		
# women top executives in 2010 in red (# women top executives in 2009 in blue)		
bebe stores Inc. 3 (3)	East West Bancorp Inc. 2 (2)	Kratos Defense & Security Solutions Inc. 2 (2)
Nara Bancorp Inc. 3 (3)	Edison International 2 (2)	LTC Properties Inc. 2 (2)
Advent Software Inc. 2 (2)	Ensign Group Inc. 2 (0)	Onyx Pharmaceuticals 2 (2)
Affymax Inc. 2 (2)	Exelixis Inc. 2 (2)	Oplink Communications Inc. 2 (2)
American States Water Co. 2 (2)	Gap Inc. 2 (2)	Peet's Coffee & Tea Inc. 2 (2)
AMN Healthcare Services Inc. 2 (2)	Gymboree Corp. 2 (2)	Plantronics Inc. 2 (2)
California Pizza Kitchen Inc. 2 (2)	Hewlett-Packard Co. 2 (2)	Ross Stores Inc. 2 (2)
Center Financial Corp. 2 (2)	Hot Topic Inc. 2 (1)	Safeway Inc. 2 (2)
Cheesecake Factory 2 (2)	Internet Brands Inc. 2 (2)	Tejon Ranch Co. 2 (2)
Corcept Therapeutics Inc. 2 (2)	Jack in the Box Inc. 2 (2)	Williams-Sonoma Inc. 2 (2)
DineEquity Inc. 2 (1)	Juniper Networks 2 (2)	Yahoo! Inc. 2 (2)
Dreamworks Animation SKG Inc. 2 (2)	KB Home 2 (2)	

Two-thirds, or 273, of the state's 400 largest public companies have no women among the highest-paid executives. These companies report 4.6 male highest-paid executives each, on average.

- Of the 342 companies that were also in the 2009 census, 233 (68.1%) have no women among the highest-paid executives in 2010. Of these 233, 229 (98.3%) also had no women among the highest-paid executives in 2009. The remaining four (1.7%) had one woman among the highest-paid executives in 2009, but lost a woman in the last year.
- Of the 58 companies that were not in the 2009 census, 40 (69.0%) have no women among the highest-paid executives in 2010.

Companies with No Women Among the Highest-Paid Executives					
3PAR Inc.	Cadence Design Systems Inc.	Electronics for Imaging Inc.	Lam Research Corp.	Polycorn Inc.	Symmetricon Inc.
99 Cents Only Stores	Calavo Growers Inc.	Emulex Corp.	Leap Wireless International Inc.	Power Integrations Inc.	Synaptics Inc.
Abaxis Inc.	California Water Service Group	Encore Capital Group Inc.	Leapfrog Enterprises Inc.	Powerwave Technologies Inc.	Synnex Corp.
Abraxis Bioscience Inc.	Callaway Golf Co.	Endologix Inc.	Life Technologies Corp.	Pricesmart Inc.	Synopsys Inc.
Acacia Research Corp.	Cathay General Bancorp	Entropic Communications Inc.	Linear Technology Corp.	Primoris Services Corp.	Teledyne Technologies Inc.
Accuray Inc.	Cavium Networks Inc.	Epicor Software Corp.	Loopnet Inc.	QLogic Corp.	Tessera Technologies Inc.
Actel Corp.	CB Richard Ellis Group Inc.	Equinix Inc.	LSI Corp.	Qualcomm Inc.	Theravance Inc.
Activision Blizzard Inc.	Central Garden & Pet Co.	Essex Property Trust Inc.	LTX Credence Corp.	Quality Systems Inc.	Thoratec Corp.
Actuate Corp.	Century Aluminum Co.	Exar Corp.	Macerich Co.	Quantum Corp.	THQ Inc.
Adobe Systems Inc.	Cepheid	Exponent Inc.	Mannkind Corp.	Quest Software Inc.	TriCo Bancshares
Advanced Micro Devices Inc.	Ceradyne Inc.	Extreme Networks	Masimo Corporation	Questcor Pharmaceuticals Inc.	Trimble Navigation
Aecom Technology Corp.	Ceva Inc.	Finisar Corp.	Mattel Inc.	Quidel Corp.	TTM Technologies Inc.
Affymetrix Inc.	Charles Schwab Corp.	FormFactor Inc.	Mattson Technology Inc.	Quicksilver Inc.	Tutor Perini Corp.
Agilent Technologies Inc.	Cisco Systems Inc.	Fortinet Inc.	Maxim Integrated Products	Realty Income Corp.	Ultratech Inc.
Alexandria Real Estate Equities	City National Corp.	Gen-Probe Inc.	Maxwell Technologies Inc.	Rentech Inc.	United Online Inc.
Allergan Inc.	Clariant Inc.	Globalstar Inc.	McAfee Inc.	Resmed Inc.	Universal Electronics Inc.
Alliance Healthcare Services Inc.	Clean Energy Fuels Corp.	Google Inc.	McClatchy Co.	Rigel Pharmaceuticals Inc.	URS Corp.
Alphatec Holdings Inc.	Cogent Inc.	Granite Construction	McGrath Rentcorp	Riverbed Technology Inc.	US Auto Parts Network Inc.
Altera Corp.	Cohu Inc.	Guess Inc.	Mercury General Corp.	Robert Half International Inc.	UTStarcom Inc.
AMB Property Corp.	Colony Financial Inc.	Halozyme Therapeutics Inc.	Micrel Inc.	Ravi Corp.	Valeant Pharmaceuticals International
American Reprographics Co.	Con Way Inc.	Hansen Natural Corp.	Microsemi Corp.	Ryland Group Inc.	ValueClick Inc.
American Vanguard Corp.	Conceptus	Harmonic Inc.	Mindspeed Technologies Inc.	Salesforce.com Inc.	VCA Antech Inc.
Ameron International Corp.	Cooper Companies Inc.	HCP Inc.	Monolithic Power Systems Inc.	Sangamo Biosciences Inc.	Verifone Systems Inc.
Amgen Inc.	Copart Inc.	Heckmann Corp.	Move Inc.	Sanmina-SCI Corp.	Verisign Inc.
Apple Inc.	CPI International Inc.	Hercules Technology Growth Capital Inc.	Nanometrics	Sempra Energy Corp.	ViaSat Inc.
Applied Materials Inc.	Cubic Corp.	Illumina Inc.	National Semiconductor Corp.	Semtech Corp.	VirnetX Holding Corp.
Applied Signal Technologies	CVB Financial	IMPAX Laboratories Inc.	Nationwide Health Properties	Sequenom Inc.	Visa Inc.
ArcSight Inc.	Cypress Semiconductor Corp.	Infinera Corp.	Natus Medical Inc.	ShoreTel Inc.	Vivus Inc.
Arena Pharmaceuticals Inc.	Cytori Therapeutics Inc.	Infraforma Corp.	NetApp Inc.	Shutterfly Inc.	Volcano Corp.
Ariba Inc.	Del Monte Foods Co.	Ingram Micro Inc.	NetApp Inc.	Sigma Designs Inc.	Volcom Inc.
Aruba Networks Inc.	Dexcom Inc.	Integrated Device Technology Inc.	Netsuite Inc.	Silicon Image Inc.	Volterra Semiconductor Corp.
Atheros Communications Inc.	Diamond Foods Inc.	Integrated Silicon Solution Inc.	Newport Corp.	Skechers USA Inc.	Waste Connections Inc.
Atmel Corp.	Digital Realty Trust Inc.	Intel Corp.	Northrop Grumman Corp.	Smart Modular Technologies Inc.	Watson Pharmaceuticals Inc.
Autodesk Inc.	Dionex Corp.	International Rectifier Corp.	Novellus Systems Inc.	Smith Micro Software Inc.	WD-40 Co.
Avery Dennison Corp.	DirectTV	Intuit Inc.	Nuvasive Inc.	Solera Holdings Inc.	WebSense Inc.
Beckman Coulter Inc.	DivX Inc.	Intuitive Surgical Inc.	Occidental Petroleum Corp.	Somaxon Pharmaceuticals Inc.	Wells Fargo & Co.
Big 5 Sporting Goods Corp.	Dolby Laboratories Inc.	Ixia	Omnivision Technologies	Sonic Solutions	Wesco Financial Corp.
Bigband Networks Inc.	Dole Food Co. Inc.	IXYS Corp.	On Assignment	Spectrum Pharmaceuticals Inc.	West Marine Inc.
Biomarin Pharmaceutical	Douglas Emmett Inc.	Jacobs Engineering Group Inc.	Opentable Inc.	STEC Inc.	Western Digital Corp.
Biomed Realty Trust Inc.	DTS Inc.	Jakks Pacific Inc.	OSI Systems Inc.	Sun Healthcare Group Inc.	Wet Seal Inc.
BioTime Inc.	Ducommun Inc.	JDS Uniphase Corp.	Pacific Sunwear of California Inc.	Sunpower Corp.	Xenopart Inc.
BJ's Restaurants Inc.	Durect Corp.	Kaiser Aluminum Corp.	Pacwest Bancorp	Sunstone Hotel Investors Inc.	Xilinx Inc.
Breitbart Energy Partners LP	Edwards Lifesciences Corp.	Kilroy Realty Corp.	Pain Therapeutics	Superior Industries International	Zoran Corp.
Bridgepoint Education Inc.	eHealth Inc.	KKR Financial Holdings LLC	Pharmacyclics Inc.	Supertex Inc.	
Broadcom Corp.	Electro Rent Corp.	KLA Tencor Corp.	PICO Holdings Inc.	SVB Financial Group	
Brocade Communication Systems Inc.	Electronic Arts Inc.	K-Swiss Inc.	PMC Sierra Inc.	Symantec Corp.	

WOMEN IN THE MOST IMPORTANT CORPORATE ROLES

Of the 400 largest public companies in California, 16 are led by women chief executive officers, up from 15 in 2009. Fourteen of these women were on last year's list. Two of these women were not on last year's list. One woman who was on last year's list does not appear on this year's list.

- Of the two women appearing on the CEO list for the first time, only one (Laura Alber) heads a firm (Williams-Sonoma Inc.) that was in last year's census. The other woman (Sylvia Dubrevil Summers) heads a firm (Trident Microsystems) that was added to the census this year. Both women are new their roles.
- One woman who was on last year's list does not appear on this year's list because the company was acquired by a firm outside of California.
- Several of the women CEOs have multiple roles (CEO and president, or chairman and CEO).
- The CFO category has the most women (35).

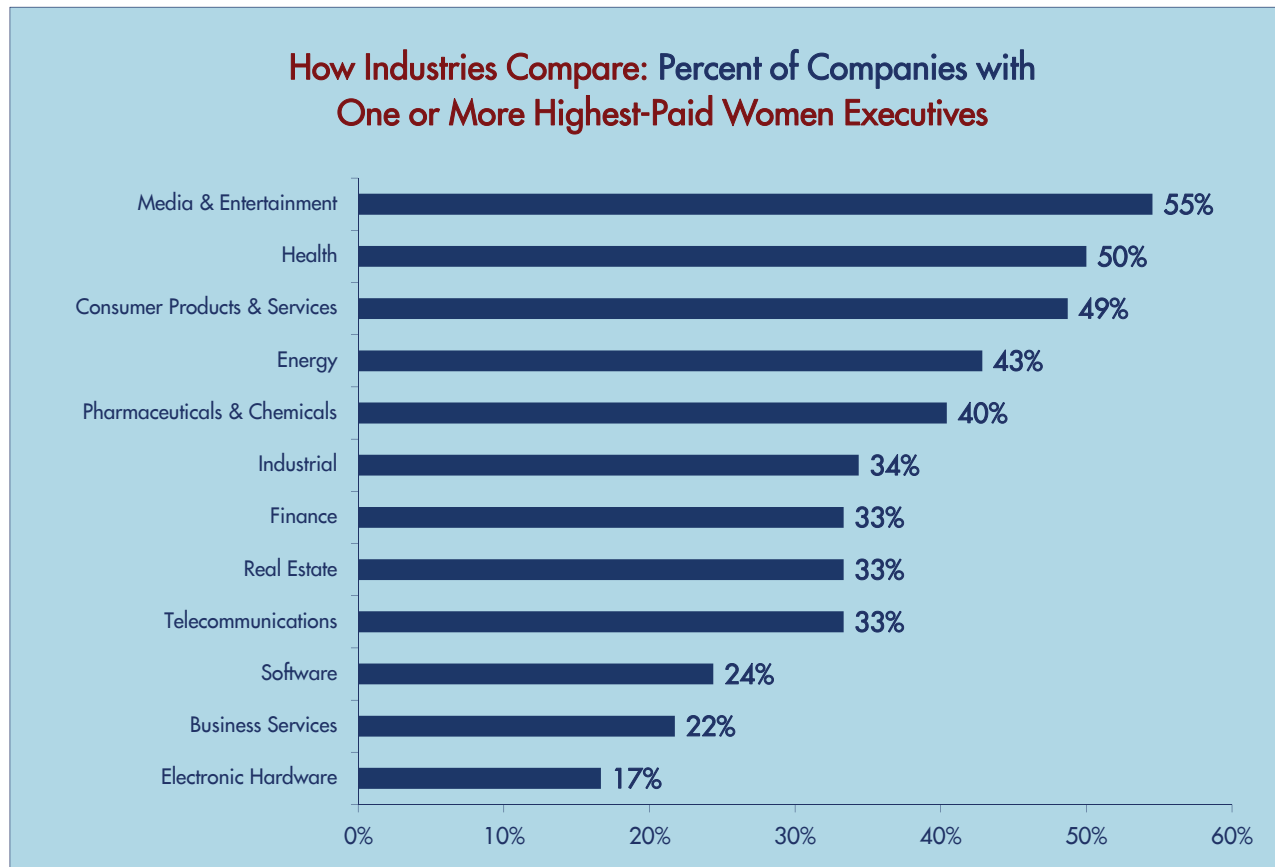
Chief Executive Officer	
Laura J. Alber	Williams-Sonoma Inc.
Carol Ann Bartz	Yahoo! Inc.
Dr. Tina S. Nova Bennett	Genoptix Inc.
Stephanie G. DiMarco	Advent Software Inc.
Joanne W. Kim	Wilshire Bancorp Inc.
Min J. Kim	Nara Bancorp Inc.
Linda A. Lang	Jack in the Box Inc.
Elizabeth (Betsy) McLaughlin	Hot Topic Inc.
Constance (Connie) B. Moore	BRE Properties Inc.
Arlene M. Morris	Affymax Inc.
Susan R. Nowakowski	AMN Healthcare Services Inc.
Kathy P. Ordoñez	Celera Corp.
Kimberly (Kim) J. Popovits	Genomic Health Inc.
Wendy L. Simpson	LTC Properties Inc.
Julia A. Stewart	DineEquity Inc.
Sylvia Dubrevil Summers	Trident Microsystems

Chief Operating Officer / President	
Laura J. Alber	Williams-Sonoma Inc.
Carol Ann Bartz	Yahoo! Inc.
Terry L. Bayer	Molina Healthcare Inc.
Jennifer J. Bolt	Franklin Resources Inc.
Laura A. Brege	Onyx Pharmaceuticals
Safra Ada Catz	Oracle Corp.
Dr. Tessie M. Che	Optimer Pharmaceuticals Inc.
Susan (Sue) M. Collyns	California Pizza Kitchen Inc.
Ann Daly	Dreamworks Animation SKG Inc.
Sook Kyong Goo	Center Financial Corp.
Julia S. Gouw	East West Bancorp Inc.
Joanne W. Kim	Wilshire Bancorp Inc.
Min J. Kim	Nara Bancorp Inc.
Linda A. Lang	Jack in the Box Inc.
Bonita I. Lee	Nara Bancorp Inc.
Sharon L. McCollam	Williams-Sonoma Inc.
Lisa Morita	Internet Brands Inc.
Susan R. Nowakowski	AMN Healthcare Services Inc.
B. Lynne Parshall	Isis Pharmaceutical
Kimberly (Kim) J. Popovits	Genomic Health Inc.
Wendy L. Simpson	LTC Properties Inc.
Julia A. Stewart	DineEquity Inc.
Bronwyn Syiek	QuinStreet Inc.

Chief Financial Officer	
Anna Brunelle	TiVo Inc.
Judy Bruner	Sandisk Corp.
Sydney Carey	TIBCO Software Inc.
Angela Chen	Pericom Semiconductor Corp.
Susan (Sue) M. Collyns	California Pizza Kitchen Inc.
Karen W. Colonias	Simpson Manufacturing Co. Inc.
Robyn M. Denholm	Juniper Networks
Elisha W. Finney	Varian Medical Systems Inc.
Christine M. Gorjanc	Netgear Inc.
Kathleen M. Griggs	J2 Global Communications Inc.
Dr. Jean Hu	Conexant Systems Inc.
Catherine A. Lesjak	Hewlett-Packard Co.
Karla R. Lewis	Reliance Steel & Aluminum Co.
Caroline M. Loewy	Corcept Therapeutics Inc.
Stacy Loretz-Congdon	Core-Mark Holding Co. Inc.
Deanna Hom Lund	Kratos Defense & Security Solutions Inc.
Anne D. McCallion	Pennymac Mortgage Investment Trust
Sharon L. McCollam	Williams-Sonoma Inc.
Diane L. Merdian	Redwood Trust Inc.
Katy Murray	Taleo Corp.
Laura J. Neumann	Arden Group Inc.
B. Lynne Parshall	Isis Pharmaceutical
Kathleen E. Redd	Gencorp Inc.
Shelly Schaffer	Support.com Inc.
Barbara Vaughn Scherer	Plantronics Inc.
Devra G. Shapiro	IPC The Hospitalist Co. Inc.
Pamela Shelley-Kessler	LTC Properties Inc.
Sabrina L. Simmons	Gap Inc.
Helene Simonet	Coherent Inc.
Suzanne D. Snapper	Ensign Group Inc.
Eva G. Tang	American States Water Co.
Christine A. Tsingos	Bio Rad Laboratories Inc.
Robin L. Washington	Gilead Sciences Inc.
Patricia (Pat) E. Yarrington	Chevron Corp.
Shirley Yin	Oplink Communications Inc.

HIGHEST-PAID WOMEN EXECUTIVES BY INDUSTRY

Slightly fewer than one-third (31.8%) of California's 400 largest public companies have at least one highest-paid woman executive. When the companies are categorized by industry, there is wide variation in the percentage of companies with highest-paid women executives. Thirty-eight percentage points separate the industry whose firms are most likely to have at least one highest-paid woman executive (55%) from the industry whose firms are least likely to have at least one highest-paid woman executive (17%).



- Among the 12 industrial sectors we identify, the 11 media and entertainment companies were the most likely (55%) to have at least one highest-paid woman executive in 2010. In the health sector and the consumer products and services sector 50% and 49% of firms, respectively, have at least one highest-paid woman executive.
- The 108 electronic hardware companies were the least likely (17%) to have at least one highest-paid woman executive in 2010. In the software and business services sectors, 24% and 22% of firms, respectively, have at least one highest-paid woman executive.

HIGHEST-PAID WOMEN EXECUTIVES BY INDUSTRY

Key Statistics

- The consumer products and services sector has the greatest percentage of highest-paid women executives. For the 39 companies in this sector, almost one in five highest-paid executives is a woman (18.3%).
- Firms in the media and entertainment sector have the second highest percentage of highest-paid women executives (15.1%). Thus, firms in this industry stand out both as being the most likely to have women in their highest-paid management teams and as having a relatively high percentage of highest-paid women executives.
- Firms in the electronic hardware, business services, and software sectors have the lowest percentages of highest-paid women executives (4.1%, 4.8% and 6.4%, respectively). Across these three industries, fewer than one in 20 highest-paid executives is a woman, on average.

Percent of Highest-Paid Women Executives by Industry		
INDUSTRY	% HIGHEST-PAID WOMEN EXECUTIVES	# OF COMPANIES
Consumer Products & Services	18.3%	39
Media & Entertainment	15.1%	11
Health	11.5%	28
Energy	11.1%	14
Finance	10.8%	24
Pharmaceuticals & Chemicals	10.6%	47
Telecommunications	9.5%	9
Industrial	8.6%	32
Real Estate	8.5%	24
Software	6.4%	41
Business Services	4.8%	23
Electronic Hardware	4.1%	108

HIGHEST-PAID WOMEN EXECUTIVES BY COMPANY SIZE

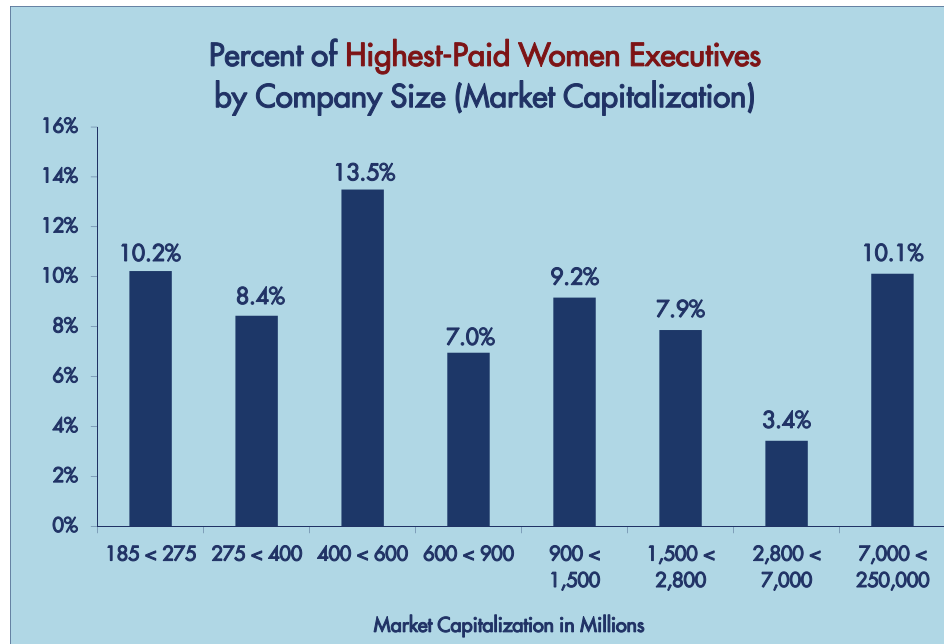
While large companies tend to have both larger boards and a greater representation of women on their boards, the relationship between firm size and the representation of women in highest-paid executive suites among California's 400 largest public companies is not positive. Indeed, the largest and smallest firms as measured by market capitalization have almost the same percentage of highest-paid women executives.

Highest-Paid Women Executives in California Companies in the Fortune 1000		
COMPANY NAME (FORTUNE RANK)	NUMBER OF HIGHEST-PAID WOMEN EXECUTIVES	PERCENTAGE OF HIGHEST-PAID WOMEN EXECUTIVES
Chevron Corp. (3)	1	33.3%*
Hewlett-Packard Co. (10)	2	40.0%
McKesson Corp. (14)	1	20.0%
Wells Fargo & Co. (19)	0	0.0%
Safeway Inc. (52)	2	40.0%
Apple Inc. (56)	0	0.0%
Walt Disney Holding Co. (57)	1	20.0%
Cisco Systems Inc. (58)	0	0.0%
Northrop Grumman Corp. (61)	0	0.0%
Intel Corp. (62)	0	0.0%
Ingram Micro Inc. (80)	0	0.0%
40 companies in Fortune 101 - 500	17	8.1%
36 companies in Fortune 501 - 1000	19	10.6%

*Of the five highest-paid executives that Chevron listed in its April 2010 DEF 14A filing, two left the role in December 2009, and were therefore not included in this census. See the Methodology, page 5, for more details about the data collection process.

Number of Highest-Paid Women Executives by Company Size						
MARKET CAPITALIZATION (IN MILLIONS)	NUMBER OF COMPANIES	AVERAGE NUMBER OF HIGHEST-PAID EXECUTIVES	NO WOMEN AMONG HIGHEST-PAID EXECUTIVES	ONE HIGHEST-PAID WOMAN EXECUTIVE	TWO OR MORE HIGHEST-PAID WOMEN EXECUTIVES	PERCENT OF HIGHEST-PAID WOMEN EXECUTIVES
185 < 275	53	4.1	36	12	5	10.2%
275 < 400	52	4.6	36	13	3	8.4%
400 < 600	55	4.6	31	15	9	13.5%
600 < 900	48	4.8	33	14	1	7.0%
900 < 1,500	52	4.6	36	10	6	9.2%
1,500 < 2,800	45	4.8	31	11	3	7.9%
2,800 < 7,000	48	4.9	42	4	2	3.4%
7,000 < 250,000	47	5.3	28	13	6	10.1%

HIGHEST-PAID WOMEN EXECUTIVES BY COMPANY SIZE



Key Statistics

- Six of the 11 California companies in the Fortune 100 have no women among the highest-paid executives: Apple Inc., Cisco Systems Inc., Ingram Micro Inc., Intel Corp., Northrop Grumman Corp. and Wells Fargo Co. Two of the Fortune 100 companies have two women on their highest-paid executive teams: Hewlett-Packard Co. and Safeway Inc. On average, the Fortune 100 companies have 13.7% highest-paid women executives. The Fortune 101 – 500 companies have an average of 8.1% highest-paid women executives and the Fortune 501 – 1000 companies have an average of 10.6%.
- The three categories of large-cap companies (market capitalization greater than \$1.5 billion) have average percentages of highest-paid women executives that range averages between 3.4% and 10.1%. Almost 8% of the large companies (11 of 140) have two or more highest-paid women executives. Notably, firms in the second-largest size category have the lowest representation of women among highest-paid executives (3.4%). Firms in this category (\$2.8 billion to \$7 billion) are significantly more likely than in any other category to have no women among the highest-paid executives (87.5%).
- The two categories of mid-cap companies (\$600 million to \$1.5 billion) average 7.0% and 9.2% women among the highest-paid executives. Seven of these companies (7.0%) have two or more highest-paid women executives.
- The three categories of small-cap companies (below \$600 million) have women serving in 8.4% to 13.5% of highest-paid executive posts. More than one-tenth (10.6%) of these companies have two or more women among the highest-paid executives. The smallest firms, those with market capitalization below \$275 million, have the second highest percentage of women among the highest-paid executives, 10.2%.

HIGHEST-PAID WOMEN EXECUTIVES BY LOCATION

The number of highest-paid women executives at the largest public companies in California varies considerably at the county level. Below we report the key statistics, again noting that comparisons involving counties with small numbers of companies should be made with caution.

By Region	# Firms	% Highest-Paid Women Executives
Central Valley	5	13.0%
Bay Area	208	8.9%
Southern California	178	8.6%
Central Coast	9	6.8%

Key Statistics

- The Bay Area and Southern California companies have approximately the same percentage (8.9% and 8.6%, respectively) women among the highest-paid executives.
- Focusing on counties with at least 20 companies, San Mateo County has the greatest percentage of highest-paid women executives (12.9%), while Orange County and Silicon Valley (Santa Clara County) have the lowest percentages (4.5% and 12.6%, respectively).

Central Valley	# Firms	% Highest-Paid Women Executives
Kern	1	40.0%
Sacramento	3	7.7%
Butte	1	0.0%

Southern California	# Firms	% Highest-Paid Women Executives
Los Angeles	79	12.3%
San Diego	47	7.1%
Orange	48	4.5%
Riverside	3	0.0%
San Bernardino	1	0.0%

Bay Area	# Firms	% Highest-Paid Women Executives
Contra Costa	7	12.9%
San Mateo	29	12.6%
San Francisco	23	11.9%
Alameda	27	11.2%
Marin	5	8.0%
Santa Clara	116	6.7%
Solano	1	0.0%

Central Coast	# Firms	% Highest-Paid Women Executives
Santa Barbara	1	20.0%
Santa Cruz	3	15.4%
Monterey	1	0.0%
Ventura	4	0.0%

For complete county-by-county data, see Appendix C, page 44.

CONCLUSION

As in past years, the 2010 census shows that women occupy only a small minority of the board and top management positions in California's 400 largest corporations. Among these companies, there is variation in the representation of women in the board seats and highest-paid executive positions, ranging from no women at all (141 firms, or 35% of the sample) to equal shares of men and women (1 firm, or 0.25% of the sample). This variation can be attributed partly to differences in the primary industries, headquarters locations, and sizes of firms. Firms in the high-tech industries and located in Silicon Valley tend to include fewer women on the board and in top management. The largest firms tend to have more women directors and managers. These results are consistent with the findings from previous years.

Time Trend

Examining the census results over time, there is relatively little variation. For the past five years, the percentage of women on the boards of California's largest 400 firms has hovered around 10%. Although not reported in 2010, the proportion of women in the top management teams of these firms has fluctuated around slightly less than 12%. This year we report the share of women among the highest-paid executives, which has wavered just below 9% in the last four years (using previously unreported data). See the accompanying graph, page 26.

It appears that individual companies are slow to change. Approximately 91% of the 342 firms included in this and last year's census had the same number of women directors in 2009 and 2010. Approximately 96% of the firms included in this and last year's census had the same number of women highest-paid executives. Although 19 firms had more women on their boards this year than last year, 11 firms had fewer women on their boards. Additionally, while 8 firms had more women in their highest-paid management teams this year than last year, 7 had fewer. This stability was reflected in the correlation between the representation of women in 2009 and 2010 among the firms in our census in both years. The correlation between the numbers of women directors in the two years was 0.94 (where a correlation of 1.0 represents a perfect association). The correlation between the numbers of women highest-paid executives across the two years was also 0.94.

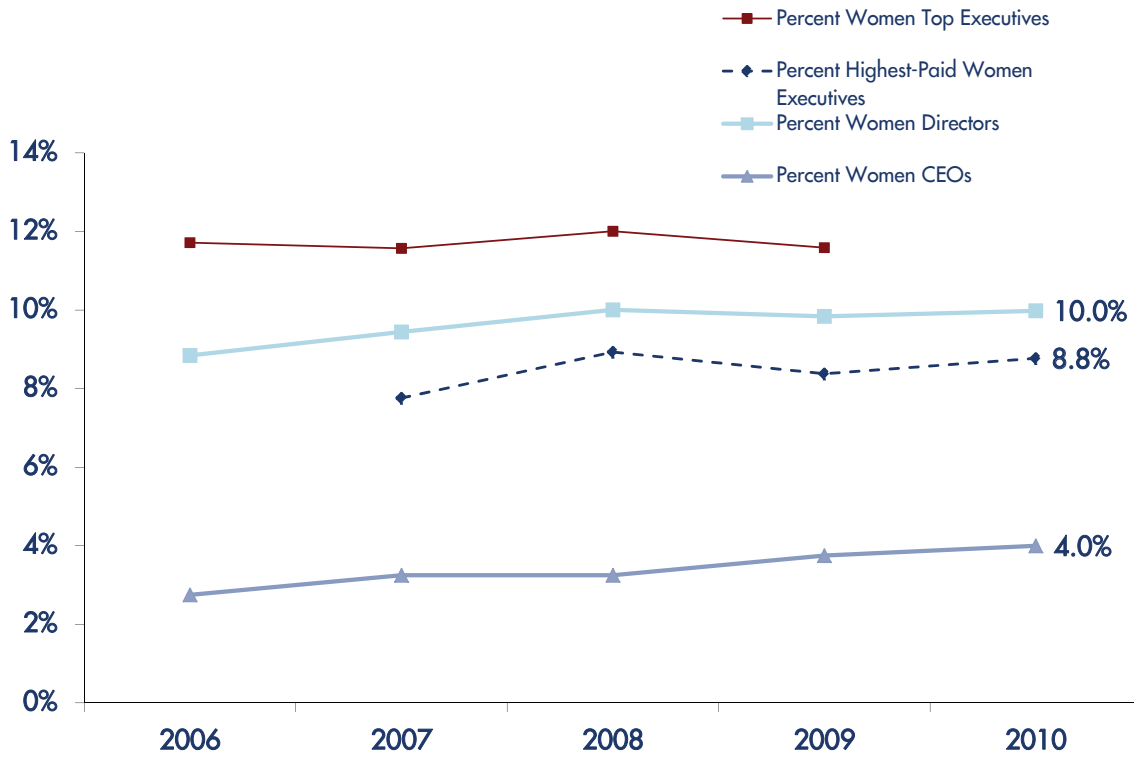
A Sign of Hope?

Although there has been relatively little change in the representation of women on the boards and top management teams of California's largest 400 firms over time, the little change that is visible points towards greater incorporation of women in the leadership of California's largest firms.

The firms in our sample hired 274 new directors this year, which was offset by 212 director positions vacated this year. Of the new directors, 12.4% are women. Thus, when firms added new directors, the likelihood that they chose a woman exceeded the percentage of women directors in the full population.

Similarly, 79 of the highest-paid executives in our census are new to the category this year, and 12.7% of these newly highest-paid executives are women. Thus, when an individual became one of the highest-paid executives (whether through promotion, enlistment, or attrition) the likelihood of that individual being female exceeded the percentage of women in this category in the full population. These observations show that firms have been increasing the representation of women, albeit at an extremely modest pace. Whether this modest trend will accelerate, hold steady, or stall is an open question for our census in future years.

Percent of Women Directors and Executives in California's 400 Largest Companies*



*The 2005 census is excluded because it included only 200 firms.

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

RANK	COMPANY NAME	INDUSTRY	MARKET CAPITALIZATION (\$B)	TOTAL DIRECTORS		NUMBER OF HIGHEST-PAID EXECUTIVES		TOTAL DIRECTORS & HIGHEST-PAID EXECUTIVES		% WOMEN DIRECTORS & HIGHEST-PAID EXECUTIVES
				TOTAL DIRECTORS	NUMBER OF WOMEN DIRECTORS	TOTAL HIGHEST-PAID EXECUTIVES	NUMBER OF HIGHEST-PAID WOMEN EXECUTIVES	TOTAL WOMEN DIRECTORS & HIGHEST-PAID EXECUTIVES	TOTAL DIRECTORS & HIGHEST-PAID EXECUTIVES	
1	bebe stores Inc.	Consumer Products & Services	0.57	5	2	5	3	10	5	50.0%
2	Hot Topic Inc.	Consumer Products & Services	0.24	7	3	5	2	12	5	41.7%
3	LTC Properties Inc.	Real Estate	0.60	6	2	5	2	11	4	36.4%
4	Alfymax Inc.	Pharmaceuticals & Chemicals	0.48	9	3	5	2	14	5	35.7%
5	Advent Software Inc.	Software	1.09	7	2	5	2	12	4	33.3%
5	Genoptix Inc.	Health	0.44	8	3	4	1	12	4	33.3%
5	Jack in the Box Inc.	Consumer Products & Services	1.21	8	2	4	2	12	4	33.3%
5	Peet's Coffee & Tea Inc.	Consumer Products & Services	0.51	8	2	4	2	12	4	33.3%
9	East West Bancorp Inc.	Finance	2.41	11	3	5	2	16	5	31.3%
10	Deckers Outdoor Corp.	Consumer Products & Services	1.83	8	3	5	1	13	4	30.8%
10	Resources Connection Inc.	Business Services	0.71	9	3	4	1	13	4	30.8%
12	AMN Healthcare Services Inc.	Health	0.27	6	1	4	2	10	3	30.0%
12	Electro Rent Corp.	Electronic Hardware	0.31	7	3	3	0	10	3	30.0%
14	American States Water Co.	Energy	0.63	9	2	5	2	14	4	28.6%
14	McKesson Corp.	Health	18.68	9	3	5	1	14	4	28.6%
16	Walt Disney Holding Co.	Media & Entertainment	65.27	13	4	5	1	18	5	27.8%
17	BRE Properties Inc.	Real Estate	2.52	11	3	4	1	15	4	26.7%
17	Health Net Inc.	Finance	2.43	10	3	5	1	15	4	26.7%
17	Nara Bancorp Inc.	Finance	0.28	10	1	5	3	15	4	26.7%
17	Williams-Sonoma Inc.	Consumer Products & Services	3.10	10	2	5	2	15	4	26.7%
21	Amylin Pharmaceuticals Inc.	Pharmaceuticals & Chemicals	2.33	11	3	5	1	16	4	25.0%
21	Clorox Co.	Pharmaceuticals & Chemicals	8.83	11	3	5	1	16	4	25.0%
21	DineEquity Inc.	Consumer Products & Services	0.55	10	2	6	2	16	4	25.0%
21	Hewlett-Packard Co.	Electronic Hardware	106.88	11	2	5	2	16	4	25.0%
21	Onyx Pharmaceuticals	Pharmaceuticals & Chemicals	1.39	7	1	5	2	12	3	25.0%
26	SVB Financial Group	Finance	1.80	12	4	5	0	17	4	23.5%
26	Yahoo! Inc.	Software	20.80	11	2	6	2	17	4	23.5%
28	Celera Corp.	Health	0.56	8	2	5	1	13	3	23.1%
28	Cheesecake Factory	Consumer Products & Services	1.50	8	1	5	2	13	3	23.1%
28	Echelon Corp.	Electronic Hardware	0.34	8	2	5	1	13	3	23.1%
28	Ensign Group Inc.	Health	0.36	6	1	7	2	13	3	23.1%
28	Internet Brands Inc.	Media & Entertainment	0.44	8	1	5	2	13	3	23.1%
28	Korn/Ferry International	Business Services	0.63	8	2	5	1	13	3	23.1%
28	Molina Healthcare Inc.	Health	0.70	8	2	5	1	13	3	23.1%
28	PS Business Parks Inc.	Real Estate	1.31	9	2	4	1	13	3	23.1%
28	Ross Stores Inc.	Consumer Products & Services	6.45	8	1	5	2	13	3	23.1%
28	Tejon Ranch Co.	Consumer Products & Services	0.41	8	1	5	2	13	3	23.1%
28	Wilshire Bancorp Inc.	Finance	0.29	10	2	3	1	13	3	23.1%
39	Wesco Financial Corp.	Business Services	2.49	6	2	3	0	9	2	22.2%
40	Genomic Health Inc.	Health	0.42	9	2	5	1	14	3	21.4%
40	KB Home	Industrial	1.21	9	1	5	2	14	3	21.4%
40	Netgear Inc.	Electronic Hardware	0.77	9	2	5	1	14	3	21.4%
40	Omniceil Inc.	Industrial	0.41	9	2	5	1	14	3	21.4%
40	Redwood Trust Inc.	Real Estate	1.14	9	2	5	1	14	3	21.4%
40	Safeway Inc.	Consumer Products & Services	8.60	9	1	5	2	14	3	21.4%
40	Simpson Manufacturing Co. Inc.	Industrial	1.37	8	2	6	1	14	3	21.4%
40	Westamerica Bancorp	Finance	1.60	9	2	5	1	14	3	21.4%
48	Applied Micro Circuits Corp.	Electronic Hardware	0.71	7	1	3	1	10	2	20.0%
48	Corinthian Colleges Inc.	Media & Entertainment	1.13	10	2	5	1	15	3	20.0%
48	Farmer Bros Co.	Consumer Products & Services	0.27	7	1	3	1	10	2	20.0%
48	Intel Corp.	Electronic Hardware	117.82	10	3	5	0	15	3	20.0%
48	Juniper Networks	Software	13.07	9	1	6	2	15	3	20.0%
48	Kratos Defense & Security Solutions Inc.	Industrial	0.19	6	0	4	2	10	2	20.0%
48	Oplink Communications Inc.	Telecommunications	0.28	5	0	5	2	10	2	20.0%
48	West Marine Inc.	Consumer Products & Services	0.24	6	2	4	0	10	2	20.0%
56	Wells Fargo & Co.	Finance	147.13	16	4	5	0	21	4	19.0%
57	Dreamworks Animation SKG Inc.	Media & Entertainment	2.30	10	1	6	2	16	3	18.8%
57	Franklin Resources Inc.	Finance	21.72	11	2	5	1	16	3	18.8%
59	Big 5 Sporting Goods Corp.	Real Estate	0.31	6	2	5	0	11	2	18.2%
59	Biomed Realty Trust Inc.	Real Estate	1.90	7	2	4	0	11	2	18.2%
59	Coherent Inc.	Electronic Hardware	0.89	7	1	4	1	11	2	18.2%
59	Corcept Therapeutics Inc.	Pharmaceuticals & Chemicals	0.22	7	0	4	2	11	2	18.2%
59	Corvel Corp.	Health	0.45	6	1	5	1	11	2	18.2%
59	Dole Food Co. Inc.	Consumer Products & Services	0.80	7	2	4	0	11	2	18.2%
59	Edison International	Energy	10.27	12	2	10	2	22	4	18.2%
59	MIPS Technologies Inc.	Electronic Hardware	0.22	7	1	4	1	11	2	18.2%
59	Multi Fineline Electronix Inc.	Electronic Hardware	0.65	7	1	4	1	11	2	18.2%
59	TIBCO Software Inc.	Software	1.86	6	1	5	1	11	2	18.2%
69	Mattel Inc.	Industrial	7.76	12	3	5	0	17	3	17.6%
69	McClatchy Co.	Media & Entertainment	0.26	12	3	5	0	17	3	17.6%
69	PG&E Corp.	Energy	15.16	11	2	6	1	17	3	17.6%

Rankings

Appendix A (continued)

RANK	COMPANY NAME	INDUSTRY	MARKET CAPITALIZATION (\$B)	TOTAL DIRECTORS	NUMBER OF WOMEN DIRECTORS	TOTAL HIGHEST-PAID EXECUTIVES	NUMBER OF HIGHEST-PAID WOMEN EXECUTIVES	TOTAL DIRECTORS & HIGHEST-PAID EXECUTIVES	TOTAL WOMEN DIRECTORS & HIGHEST-PAID EXECUTIVES	% WOMEN DIRECTORS & HIGHEST-PAID EXECUTIVES
72	Bio Rad Laboratories Inc.	Health	2.05	7	1	5	1	12	2	16.7%
72	Blue Coat Systems Inc.	Software	0.88	7	1	5	1	12	2	16.7%
72	California Pizza Kitchen Inc.	Consumer Products & Services	0.44	6	0	6	2	12	2	16.7%
72	Digital Realty Trust Inc.	Real Estate	4.40	7	2	5	0	12	2	16.7%
72	Gilead Sciences Inc.	Pharmaceuticals & Chemicals	31.54	13	2	5	1	18	3	16.7%
72	Gymboree Corp.	Consumer Products & Services	1.30	7	0	5	2	12	2	16.7%
72	Isis Pharmaceutical	Pharmaceuticals & Chemicals	0.90	8	1	4	1	12	2	16.7%
72	Kennedy-Wilson Holdings Inc. (Previously Prospect Acquisition Corp.)	Real Estate	0.46	7	1	5	1	12	2	16.7%
72	Netsuite Inc.	Software	0.86	7	2	5	0	12	2	16.7%
72	Oclaro Inc.	Electronic Hardware	0.61	7	1	5	1	12	2	16.7%
72	Oracle Corp.	Software	111.40	12	2	6	1	18	3	16.7%
72	Plantronics Inc.	Electronic Hardware	1.39	7	0	5	2	12	2	16.7%
72	Realty Income Corp.	Real Estate	3.19	7	2	5	0	12	2	16.7%
72	SuccessFactors Inc.	Software	1.60	7	1	5	1	12	2	16.7%
72	Super Micro Computer Inc.	Electronic Hardware	0.46	7	1	5	1	12	2	16.7%
87	Biotime Inc.	Pharmaceuticals & Chemicals	0.21	9	2	4	0	13	2	15.4%
87	California Water Service Group	Energy	0.73	8	2	5	0	13	2	15.4%
87	Center Financial Corp.	Finance	0.23	8	0	5	2	13	2	15.4%
87	Guess Inc.	Consumer Products & Services	3.33	8	2	5	0	13	2	15.4%
87	Halozyne Therapeutics Inc.	Pharmaceuticals & Chemicals	0.65	8	2	5	0	13	2	15.4%
87	Lam Research Corp.	Electronic Hardware	4.72	8	2	5	0	13	2	15.4%
87	Move Inc.	Business Services	0.32	9	2	4	0	13	2	15.4%
87	Sandisk Corp.	Industrial	10.34	9	1	4	1	13	2	15.4%
87	TiVo Inc.	Telecommunications	0.99	8	1	5	1	13	2	15.4%
87	VMware Inc.	Software	7.07	8	1	5	1	13	2	15.4%
87	Xenopart Inc.	Pharmaceuticals & Chemicals	0.29	8	2	5	0	13	2	15.4%
98	Visa Inc.	Finance	35.36	16	3	4	0	20	3	15.0%
99	Atheros Communications Inc.	Electronic Hardware	2.29	9	2	5	0	14	2	14.3%
99	Autodesk Inc.	Software	6.55	9	2	5	0	14	2	14.3%
99	Capstone Turbine Corp.	Energy	0.26	9	1	5	1	14	2	14.3%
99	Carefusion Corp.	Health	5.58	9	1	5	1	14	2	14.3%
99	Del Monte Foods Co.	Consumer Products & Services	2.90	9	2	5	0	14	2	14.3%
99	DTS Inc.	Electronic Hardware	0.56	9	2	5	0	14	2	14.3%
99	Geron Corp.	Pharmaceuticals & Chemicals	0.52	9	1	5	1	14	2	14.3%
99	International Rectifier Corp.	Electronic Hardware	1.44	10	2	4	0	14	2	14.3%
99	Intersil Corp.	Electronic Hardware	1.60	9	1	5	1	14	2	14.3%
99	Kaiser Aluminum Corp.	Industrial	0.71	9	2	5	0	14	2	14.3%
99	KKR Financial Holdings LLC	Finance	1.26	11	2	3	0	14	2	14.3%
99	Neurocrine Biosciences Inc.	Pharmaceuticals & Chemicals	0.22	9	1	5	1	14	2	14.3%
99	PICO Holdings Inc.	Finance	0.70	9	2	5	0	14	2	14.3%
99	PMI Group Inc.	Finance	0.65	9	1	5	1	14	2	14.3%
99	SJW Corp.	Energy	0.44	9	1	5	1	14	2	14.3%
99	Trident Microsystems	Electronic Hardware	0.28	9	1	5	1	14	2	14.3%
99	Varian Medical Systems Inc.	Health	6.15	9	1	5	1	14	2	14.3%
116	Arena Pharmaceuticals Inc.	Pharmaceuticals & Chemicals	0.31	10	2	5	0	15	2	13.3%
116	Broadcom Corp.	Electronic Hardware	15.03	7	2	8	0	15	2	13.3%
116	Charles Schwab Corp.	Finance	19.05	10	2	5	0	15	2	13.3%
116	Electronic Arts Inc.	Software	5.30	10	2	5	0	15	2	13.3%
116	Exelixis Inc.	Pharmaceuticals & Chemicals	0.53	10	0	5	2	15	2	13.3%
116	Gap Inc.	Consumer Products & Services	14.28	10	0	5	2	15	2	13.3%
116	HCP Inc.	Real Estate	9.22	10	2	5	0	15	2	13.3%
116	Ingram Micro Inc.	Electronic Hardware	2.73	10	2	5	0	15	2	13.3%
116	Intuit Inc.	Software	11.07	10	2	5	0	15	2	13.3%
116	MAP Pharmaceuticals Inc.	Pharmaceuticals & Chemicals	0.37	10	1	5	1	15	2	13.3%
116	Orexigen Therapeutics Inc.	Pharmaceuticals & Chemicals	0.25	10	1	5	1	15	2	13.3%
116	Pennymac Mortgage Investment Trust	Real Estate	0.28	10	1	5	1	15	2	13.3%
116	Rambus Inc.	Electronic Hardware	2.59	10	1	5	1	15	2	13.3%
116	Ryland Group Inc.	Industrial	0.79	9	2	6	0	15	2	13.3%
130	Arden Group Inc.	Consumer Products & Services	0.28	6	0	2	1	8	1	12.5%
130	Avery Dennison Corp.	Industrial	3.65	11	2	5	0	16	2	12.5%
130	CAI International Inc.	Business Services	0.24	5	0	3	1	8	1	12.5%
130	CB Richard Ellis Group Inc.	Real Estate	4.86	10	2	6	0	16	2	12.5%
130	eBay Inc.	Consumer Products & Services	27.39	11	1	5	1	16	2	12.5%
130	Google Inc.	Software	118.43	9	2	7	0	16	2	12.5%
130	Northrop Grumman Corp.	Industrial	17.93	12	2	4	0	16	2	12.5%
130	Qualcomm Inc.	Electronic Hardware	57.50	12	2	4	0	16	2	12.5%
138	Allergan Inc.	Pharmaceuticals & Chemicals	18.03	12	2	5	0	17	2	11.8%
138	Beckman Coulter Inc.	Electronic Hardware	4.04	12	2	5	0	17	2	11.8%
138	Public Storage	Real Estate	15.48	12	1	5	1	17	2	11.8%
141	Amgen Inc.	Pharmaceuticals & Chemicals	48.63	13	2	5	0	18	2	11.1%
141	Cisco Systems Inc.	Electronic Hardware	131.30	13	2	5	0	18	2	11.1%
141	FormFactor Inc.	Electronic Hardware	0.61	6	1	3	0	9	1	11.1%
141	Medivation Inc.	Pharmaceuticals & Chemicals	0.38	5	0	4	1	9	1	11.1%

Rankings

Appendix A (continued)

RANK	COMPANY NAME	INDUSTRY	MARKET CAPITALIZATION (\$B)	TOTAL DIRECTORS	NUMBER OF WOMEN DIRECTORS	TOTAL HIGHEST-PAID EXECUTIVES	NUMBER OF HIGHEST-PAID WOMEN EXECUTIVES	TOTAL DIRECTORS & HIGHEST-PAID EXECUTIVES	TOTAL WOMEN DIRECTORS & HIGHEST-PAID EXECUTIVES	% WOMEN DIRECTORS & HIGHEST-PAID EXECUTIVES
141	Pharmacyclics Inc.	Pharmaceuticals & Chemicals	0.34	6	1	3	0	9	1	11.1%
146	Chevron Corp.	Energy	145.26	16	1	3	1	19	2	10.5%
147	Apple Inc.	Electronic Hardware	237.32	6	1	4	0	10	1	10.0%
147	Avanir Pharmaceuticals	Pharmaceuticals & Chemicals	0.23	7	0	3	1	10	1	10.0%
147	Conceptus	Electronic Hardware	0.52	7	1	3	0	10	1	10.0%
147	Intermune Inc.	Pharmaceuticals & Chemicals	0.48	6	0	4	1	10	1	10.0%
147	Pacific Sunwear of California Inc.	Consumer Products & Services	0.25	9	1	1	0	10	1	10.0%
147	Sonic Solutions	Business Services	0.36	5	1	5	0	10	1	10.0%
147	Virus Inc.	Health	0.99	5	1	5	0	10	1	10.0%
154	AeroVironment Inc.	Industrial	0.53	6	0	5	1	11	1	9.1%
154	Anworth Mortgage Asset Corp.	Real Estate	0.79	6	0	5	1	11	1	9.1%
154	Applied Signal Technologies	Electronic Hardware	0.23	7	1	4	0	11	1	9.1%
154	Gencorp Inc.	Industrial	0.30	8	0	3	1	11	1	9.1%
154	Intevac Inc.	Industrial	0.25	6	0	5	1	11	1	9.1%
154	Ixia	Electronic Hardware	0.63	6	1	5	0	11	1	9.1%
154	J2 Global Communications Inc.	Telecommunications	1.02	7	0	4	1	11	1	9.1%
154	Natus Medical Inc.	Electronic Hardware	0.46	6	1	5	0	11	1	9.1%
154	Netlogic Microsystems Inc.	Electronic Hardware	1.75	6	0	5	1	11	1	9.1%
154	Pericom Semiconductor Corp.	Electronic Hardware	0.24	7	0	4	1	11	1	9.1%
154	QLogic Corp.	Electronic Hardware	2.00	6	1	5	0	11	1	9.1%
154	Sunstone Hotel Investors Inc.	Real Estate	1.03	7	1	4	0	11	1	9.1%
154	Support.com Inc. (Previously Supportsoft Inc.)	Software	0.19	7	0	4	1	11	1	9.1%
154	Taleo Corp.	Software	1.00	7	0	4	1	11	1	9.1%
154	True Religion Apparel Inc.	Consumer Products & Services	0.66	7	0	4	1	11	1	9.1%
169	Agilent Technologies Inc.	Electronic Hardware	10.95	8	1	4	0	12	1	8.3%
169	Align Technology Inc.	Electronic Hardware	1.09	8	0	4	1	12	1	8.3%
169	Ardea Biosciences Inc.	Pharmaceuticals & Chemicals	0.54	7	0	5	1	12	1	8.3%
169	Ariba Inc.	Business Services	1.32	8	1	4	0	12	1	8.3%
169	Biomarin Pharmaceutical	Pharmaceuticals & Chemicals	1.95	7	1	5	0	12	1	8.3%
169	Conexant Systems Inc.	Electronic Hardware	0.22	7	0	5	1	12	1	8.3%
169	Core-Mark Holding Co. Inc.	Consumer Products & Services	0.29	7	0	5	1	12	1	8.3%
169	Douglas Emmett Inc.	Real Estate	1.84	8	1	4	0	12	1	8.3%
169	ICU Medical Inc.	Health	0.42	7	0	5	1	12	1	8.3%
169	LTX Credence Corp.	Electronic Hardware	0.48	8	1	4	0	12	1	8.3%
169	Maxwell Technologies Inc.	Energy	0.31	9	1	3	0	12	1	8.3%
169	Micrus Endovascular Corp.	Health	0.29	7	0	5	1	12	1	8.3%
169	Netflix Inc.	Media & Entertainment	5.61	7	0	5	1	12	1	8.3%
169	Nuvasive Inc.	Health	1.50	7	1	5	0	12	1	8.3%
169	Optimer Pharmaceuticals Inc.	Pharmaceuticals & Chemicals	0.39	7	0	5	1	12	1	8.3%
169	Pacer International Inc.	Business Services	0.27	7	0	5	1	12	1	8.3%
169	Polycom Inc.	Electronic Hardware	2.51	7	1	5	0	12	1	8.3%
169	Quidel Corp.	Health	0.32	7	1	5	0	12	1	8.3%
169	QuinStreet Inc.	Media & Entertainment	0.62	7	0	5	1	12	1	8.3%
169	Shutterfly Inc.	Consumer Products & Services	0.61	7	1	5	0	12	1	8.3%
169	Sunpower Corp.	Energy	0.68	7	1	5	0	12	1	8.3%
169	Tetra Tech Inc.	Business Services	1.34	7	0	5	1	12	1	8.3%
169	Thoratec Corp.	Electronic Hardware	2.46	8	1	4	0	12	1	8.3%
169	United Online Inc.	Software	0.56	7	1	5	0	12	1	8.3%
193	Accuray Inc.	Health	0.35	8	1	5	0	13	1	7.7%
193	Altera Corp.	Electronic Hardware	6.96	7	1	6	0	13	1	7.7%
193	AMB Property Corp.	Real Estate	4.22	9	1	4	0	13	1	7.7%
193	Clariant Inc.	Health	0.25	9	1	4	0	13	1	7.7%
193	Cooper Companies Inc.	Health	1.64	8	1	5	0	13	1	7.7%
193	Cymer Inc.	Industrial	0.90	9	0	4	1	13	1	7.7%
193	Edwards Lifesciences Corp.	Pharmaceuticals & Chemicals	5.90	8	1	5	0	13	1	7.7%
193	Granite Construction	Industrial	1.09	9	1	4	0	13	1	7.7%
193	Illumina Inc.	Electronic Hardware	5.05	8	1	5	0	13	1	7.7%
193	IPC The Hospitalist Co. Inc.	Health	0.48	9	0	4	1	13	1	7.7%
193	LSI Corp.	Electronic Hardware	3.38	9	1	4	0	13	1	7.7%
193	Monolithic Power Systems Inc.	Electronic Hardware	0.68	8	1	5	0	13	1	7.7%
193	Nektar Therapeutics	Pharmaceuticals & Chemicals	1.14	9	1	4	0	13	1	7.7%
193	Novellus Systems Inc.	Industrial	2.43	8	1	5	0	13	1	7.7%
193	Openable Inc.	Consumer Products & Services	0.92	8	1	5	0	13	1	7.7%
193	Pricesmart Inc.	Consumer Products & Services	0.72	8	1	5	0	13	1	7.7%
193	Robert Half International Inc.	Business Services	3.70	8	1	5	0	13	1	7.7%
193	Standard Pacific Corp.	Industrial	0.48	8	0	5	1	13	1	7.7%
193	Sun Healthcare Group Inc.	Health	0.40	8	1	5	0	13	1	7.7%
193	Superior Industries International	Business Services	0.38	8	1	5	0	13	1	7.7%
193	Symmetricom Inc.	Electronic Hardware	0.22	9	1	4	0	13	1	7.7%
193	Synopsys Inc.	Software	3.18	8	1	5	0	13	1	7.7%
193	Trimble Navigation	Electronic Hardware	3.43	8	1	5	0	13	1	7.7%

Rankings

Appendix A (continued)

RANK	COMPANY NAME	INDUSTRY	MARKET CAPITALIZATION (\$B)	TOTAL DIRECTORS	NUMBER OF WOMEN DIRECTORS	TOTAL HIGHEST-PAID EXECUTIVES	NUMBER OF HIGHEST-PAID WOMEN EXECUTIVES	TOTAL DIRECTORS & HIGHEST-PAID EXECUTIVES	TOTAL WOMEN DIRECTORS & HIGHEST-PAID EXECUTIVES	% WOMEN DIRECTORS & HIGHEST-PAID EXECUTIVES
193	US Auto Parts Network Inc.	Consumer Products & Services	0.24	8	1	5	0	13	1	7.7%
193	WD-40 Co.	Pharmaceuticals & Chemicals	0.54	8	1	5	0	13	1	7.7%
193	Western Digital Corp.	Electronic Hardware	7.69	10	1	3	0	13	1	7.7%
193	Xilinx Inc.	Electronic Hardware	6.61	8	1	5	0	13	1	7.7%
220	Advanced Micro Devices Inc.	Electronic Hardware	5.49	9	1	5	0	14	1	7.1%
220	Alphatec Holdings Inc.	Health	0.45	9	1	5	0	14	1	7.1%
220	ArcSight Inc.	Software	0.71	9	1	5	0	14	1	7.1%
220	Brocade Communication Systems Inc.	Electronic Hardware	2.35	9	1	5	0	14	1	7.1%
220	Century Aluminum Co.	Industrial	0.90	9	1	5	0	14	1	7.1%
220	Cepheid	Electronic Hardware	1.02	9	1	5	0	14	1	7.1%
220	Intuitive Surgical Inc.	Electronic Hardware	12.70	9	1	5	0	14	1	7.1%
220	Macerich Co.	Real Estate	5.17	9	1	5	0	14	1	7.1%
220	Mercury General Corp.	Finance	2.32	9	1	5	0	14	1	7.1%
220	NVIDIA Corp.	Electronic Hardware	7.20	8	0	6	1	14	1	7.1%
220	Quantum Corp.	Electronic Hardware	0.49	9	1	5	0	14	1	7.1%
220	Reliance Steel & Aluminum Co.	Industrial	3.24	8	0	6	1	14	1	7.1%
220	Sequenom Inc.	Pharmaceuticals & Chemicals	0.38	9	1	5	0	14	1	7.1%
220	Smart Modular Technologies Inc.	Electronic Hardware	0.37	8	1	6	0	14	1	7.1%
220	Teledyne Technologies Inc.	Electronic Hardware	1.39	9	1	5	0	14	1	7.1%
220	Verisign Inc.	Software	4.97	8	1	6	0	14	1	7.1%
220	Volcano Corp.	Health	1.15	9	1	5	0	14	1	7.1%
237	Adobe Systems Inc.	Software & Computer Services	16.91	10	1	5	0	15	1	6.7%
237	Cadence Pharmaceuticals Inc.	Pharmaceuticals and Biotechnology	0.37	10	0	5	1	15	1	6.7%
237	Gen-Probe Inc.	Health	2.15	9	1	6	0	15	1	6.7%
237	Jazz Pharmaceuticals Inc.	Pharmaceuticals and Biotechnology	0.29	12	0	3	1	15	1	6.7%
237	McAfee Inc.	Software & Computer Services	4.84	10	1	5	0	15	1	6.7%
237	Salesforce.com Inc.	Software & Computer Services	10.92	9	1	6	0	15	1	6.7%
237	Sanmina-SCI Corp.	Electronic & Electrical Equipment	1.13	10	1	5	0	15	1	6.7%
237	Sempra Energy Corp.	Utilities - Other	11.11	10	1	5	0	15	1	6.7%
237	Tutor Perini Corp. (Previously Perini Corp.)	Construction & Building Materials	0.97	10	1	5	0	15	1	6.7%
237	URS Corp.	Business Services	3.58	10	1	5	0	15	1	6.7%
237	Valeant Pharmaceuticals International	Pharmaceuticals and Biotechnology	3.45	10	1	5	0	15	1	6.7%
248	Aecom Technology Corp.	Business Services	2.82	11	1	5	0	16	1	6.3%
248	Applied Materials Inc.	Engineering & Machinery	16.91	11	1	5	0	16	1	6.3%
248	Jacobs Engineering Group Inc.	Construction & Building Materials	5.03	11	1	5	0	16	1	6.3%
248	Symantec Corp.	Software & Computer Services	11.06	11	1	5	0	16	1	6.3%
248	Watson Pharmaceuticals Inc.	Pharmaceuticals and Biotechnology	5.37	11	1	5	0	16	1	6.3%
253	DirectTV	Telecommunication Services	33.24	11	1	6	0	17	1	5.9%
253	JDS Uniphase Corp.	Electronic & Electrical Equipment	2.36	11	1	6	0	17	1	5.9%
253	Occidental Petroleum Corp.	Oil & Gas	65.01	13	1	4	0	17	1	5.9%
253	Pacwest Bancorp	Banks	0.71	12	1	5	0	17	1	5.9%
253	TriCo Bancshares	Banks	0.28	12	1	5	0	17	1	5.9%
258	Calavo Growers Inc.	Food Producers & Processors	0.23	13	1	5	0	18	1	5.6%
259	Life Technologies Corp.	Pharmaceuticals and Biotechnology	9.00	13	1	7	0	20	1	5.0%
400	3PAR Inc.	Software & Computer Services	0.66	10	0	5	0	15	0	0.0%
400	99 Cents Only Stores	General Retailers	1.03	7	0	4	0	11	0	0.0%
400	Abaxis Inc.	Health	0.49	5	0	5	0	10	0	0.0%
400	Abraxis Bioscience Inc.	Pharmaceuticals and Biotechnology	2.05	7	0	1	0	8	0	0.0%
400	Acacia Research Corp.	Electronic & Electrical Equipment	0.50	6	0	5	0	11	0	0.0%
400	Actel Corp.	Electronic & Electrical Equipment	0.36	8	0	5	0	13	0	0.0%
400	Activision Blizzard Inc.	Software & Computer Services	13.14	12	0	7	0	19	0	0.0%
400	Actuate Corp.	Software & Computer Services	0.20	5	0	5	0	10	0	0.0%
400	Affymetrix Inc.	Electronic & Electrical Equipment	0.46	8	0	3	0	11	0	0.0%
400	Alexandria Real Estate Equities	Real Estate	2.84	7	0	3	0	10	0	0.0%
400	Alliance Healthcare Services Inc.	Wholesale Trade	0.28	7	0	5	0	12	0	0.0%
400	American Reprographics Co.	Business Services	0.43	7	0	4	0	11	0	0.0%
400	American Vanguard Corp.	Chemicals	0.21	8	0	5	0	13	0	0.0%
400	Ameron International Corp.	Construction & Building Materials	0.58	7	0	6	0	13	0	0.0%
400	Aruba Networks Inc.	Software & Computer Services	1.20	9	0	4	0	13	0	0.0%
400	Atmel Corp.	Electronic & Electrical Equipment	2.30	7	0	5	0	12	0	0.0%
400	Bigband Networks Inc.	Software & Computer Services	0.19	8	0	3	0	11	0	0.0%
400	BJ's Restaurants Inc.	Leisure & Hotels	0.63	8	0	5	0	13	0	0.0%
400	Breitburn Energy Partners LP	Oil & Gas	0.79	6	0	6	0	12	0	0.0%
400	Bridgepoint Education Inc.	Education	1.15	6	0	5	0	11	0	0.0%
400	Cadence Design Systems Inc.	Software & Computer Services	1.76	7	0	6	0	13	0	0.0%
400	Callaway Golf Co.	Diversified Industrials	0.52	9	0	5	0	14	0	0.0%
400	Cathay General Bancorp	Banks	0.83	11	0	5	0	16	0	0.0%
400	Cavium Networks Inc.	Information Technology Hardware	1.19	6	0	4	0	10	0	0.0%
400	Central Garden & Pet Co.	Wholesale Trade	0.42	6	0	4	0	10	0	0.0%
400	Ceradyne Inc.	Electronic & Electrical Equipment	0.52	6	0	5	0	11	0	0.0%
400	Ceva Inc.	Electronic & Electrical Equipment	0.24	8	0	3	0	11	0	0.0%
400	City National Corp.	Banks	2.98	11	0	5	0	16	0	0.0%

Rankings

Appendix A (continued)

RANK	COMPANY NAME	INDUSTRY	MARKET CAPITALIZATION (\$B)	TOTAL DIRECTORS	NUMBER OF WOMEN DIRECTORS	TOTAL HIGHEST-PAID WOMEN EXECUTIVES	NUMBER OF HIGHEST-PAID WOMEN EXECUTIVES	TOTAL DIRECTORS & HIGHEST-PAID EXECUTIVES	TOTAL WOMEN DIRECTORS & HIGHEST-PAID EXECUTIVES	% WOMEN DIRECTORS & HIGHEST-PAID EXECUTIVES
400	Clean Energy Fuels Corp.	Oil & Gas	0.84	7	0	5	0	12	0	0.0%
400	Cogent Inc.	Business Services	0.78	4	0	4	0	8	0	0.0%
400	Cohu Inc.	Electronic & Electrical Equipment	0.32	5	0	5	0	10	0	0.0%
400	Colony Financial Inc.	Real Estate	0.26	5	0	1	0	6	0	0.0%
400	Con Way Inc.	Transport	1.77	10	0	5	0	15	0	0.0%
400	Copart Inc.	Automobiles & Parts	2.98	7	0	5	0	12	0	0.0%
400	CPI International Inc.	Electronic & Electrical Equipment	0.25	6	0	5	0	11	0	0.0%
400	Cubic Corp.	Electronic & Electrical Equipment	0.94	9	0	5	0	14	0	0.0%
400	CVB Financial	Finance	1.03	8	0	5	0	13	0	0.0%
400	Cypress Semiconductor Corp.	Electronic Hardware	1.82	8	0	5	0	13	0	0.0%
400	Cytori Therapeutics Inc.	Health	0.20	7	0	5	0	12	0	0.0%
400	Dexcom Inc.	Electronic Hardware	0.56	7	0	7	0	14	0	0.0%
400	Diamond Foods Inc.	Consumer Products & Services	0.86	10	0	5	0	15	0	0.0%
400	Dionex Corp.	Electronic Hardware	1.35	6	0	4	0	10	0	0.0%
400	DivX Inc.	Media & Entertainment	0.23	6	0	3	0	9	0	0.0%
400	Dolby Laboratories Inc.	Electronic Hardware	3.46	9	0	5	0	14	0	0.0%
400	Ducommun Inc.	Business Services	0.20	9	0	5	0	14	0	0.0%
400	Durect Corp.	Pharmaceuticals & Chemicals	0.21	8	0	5	0	13	0	0.0%
400	eHealth Inc.	Finance	0.30	7	0	5	0	12	0	0.0%
400	Electronics for Imaging Inc.	Electronic Hardware	0.48	6	0	2	0	8	0	0.0%
400	Emulex Corp.	Electronic Hardware	0.83	8	0	5	0	13	0	0.0%
400	Encore Capital Group Inc.	Finance	0.47	9	0	3	0	12	0	0.0%
400	Endologix Inc.	Health	0.21	7	0	5	0	12	0	0.0%
400	Entropic Communications Inc.	Electronic Hardware	0.37	6	0	5	0	11	0	0.0%
400	Epicor Software Corp.	Software	0.57	7	0	3	0	10	0	0.0%
400	Equinix Inc.	Telecommunications	3.53	9	0	5	0	14	0	0.0%
400	Essex Property Trust Inc.	Real Estate	3.07	9	0	5	0	14	0	0.0%
400	Exar Corp.	Electronic Hardware	0.30	7	0	5	0	12	0	0.0%
400	Exponent Inc.	Industrial	0.39	7	0	5	0	12	0	0.0%
400	Extreme Networks	Electronic Hardware	0.25	7	0	2	0	9	0	0.0%
400	Finisar Corp.	Electronic Hardware	1.07	8	0	5	0	13	0	0.0%
400	Fortinet Inc.	Software	1.06	7	0	4	0	11	0	0.0%
400	Globalstar Inc.	Telecommunications	0.55	7	0	3	0	10	0	0.0%
400	Hansen Natural Corp.	Business Services	3.42	7	0	4	0	11	0	0.0%
400	Harmonic Inc.	Electronic Hardware	0.56	8	0	5	0	13	0	0.0%
400	Heckmann Corp.	Finance	0.57	7	0	3	0	10	0	0.0%
400	Hercules Technology Growth Capital Inc.	Finance	0.31	4	0	5	0	9	0	0.0%
400	IMPAX Laboratories Inc.	Pharmaceuticals & Chemicals	1.32	7	0	5	0	12	0	0.0%
400	Infinera Corp.	Telecommunications	0.65	7	0	5	0	12	0	0.0%
400	Infomatica Corp.	Software	2.35	9	0	4	0	13	0	0.0%
400	Integrated Device Technology Inc.	Electronic Hardware	0.93	7	0	5	0	12	0	0.0%
400	Integrated Silicon Solution Inc.	Electronic Hardware	0.23	9	0	5	0	14	0	0.0%
400	IXYS Corp.	Electronic Hardware	0.28	6	0	2	0	8	0	0.0%
400	Jakks Pacific Inc.	Industrial	0.40	6	0	2	0	8	0	0.0%
400	Kilroy Realty Corp.	Real Estate	1.66	6	0	4	0	10	0	0.0%
400	KLA Tencor Corp.	Electronic Hardware	5.09	10	0	4	0	14	0	0.0%
400	K-Swiss Inc.	Consumer Products & Services	0.33	5	0	5	0	10	0	0.0%
400	Leap Wireless International Inc.	Telecommunications	1.14	8	0	4	0	12	0	0.0%
400	Leapfrog Enterprises Inc.	Industrial	0.19	9	0	4	0	13	0	0.0%
400	Linear Technology Corp.	Electronic Hardware	6.17	7	0	5	0	12	0	0.0%
400	Loopnet Inc.	Real Estate	0.38	7	0	5	0	12	0	0.0%
400	Mannkind Corp.	Pharmaceuticals & Chemicals	0.61	9	0	5	0	14	0	0.0%
400	Masimo Corporation	Health	1.27	6	0	5	0	11	0	0.0%
400	Mattson Technology Inc.	Electronic Hardware	0.20	7	0	2	0	9	0	0.0%
400	Maxim Integrated Products	Electronic Hardware	5.30	7	0	4	0	11	0	0.0%
400	McGrath Rentcorp	Business Services	0.54	6	0	5	0	11	0	0.0%
400	Micrel Inc.	Electronic Hardware	0.67	6	0	5	0	11	0	0.0%
400	Microsemi Corp.	Electronic Hardware	1.26	7	0	5	0	12	0	0.0%
400	Mindspeed Technologies Inc.	Electronic Hardware	0.28	6	0	5	0	11	0	0.0%
400	Nanometrics	Electronic Hardware	0.22	7	0	3	0	10	0	0.0%
400	National Semiconductor Corp.	Electronic Hardware	3.27	11	0	4	0	15	0	0.0%
400	Nationwide Health Properties	Real Estate	4.17	10	0	3	0	13	0	0.0%
400	NetApp Inc.	Industrial	12.96	11	0	7	0	18	0	0.0%
400	Newport Corp.	Electronic Hardware	0.36	6	0	5	0	11	0	0.0%
400	Omnivision Technologies	Electronic Hardware	1.02	5	0	3	0	8	0	0.0%
400	On Assignment	Business Services	0.19	5	0	5	0	10	0	0.0%
400	OSI Systems Inc.	Industrial	0.47	6	0	5	0	11	0	0.0%
400	Pain Therapeutics	Pharmaceuticals & Chemicals	0.23	6	0	4	0	10	0	0.0%
400	PMC Sierra Inc.	Electronic Hardware	1.80	8	0	5	0	13	0	0.0%
400	Power Integrations Inc.	Electronic Hardware	0.93	8	0	4	0	12	0	0.0%
400	Powerwave Technologies Inc.	Electronic Hardware	0.21	7	0	5	0	12	0	0.0%
400	Primoris Services Corp.	Industrial	0.30	10	0	7	0	17	0	0.0%

Rankings

Appendix A (continued)

RANK	COMPANY NAME	INDUSTRY	MARKET CAPITALIZATION (\$B)	TOTAL DIRECTORS	NUMBER OF WOMEN DIRECTORS	TOTAL HIGHEST-PAID WOMEN EXECUTIVES	NUMBER OF HIGHEST-PAID WOMEN EXECUTIVES	TOTAL DIRECTORS & HIGHEST-PAID EXECUTIVES	TOTAL WOMEN DIRECTORS & HIGHEST-PAID EXECUTIVES	% WOMEN DIRECTORS & HIGHEST-PAID EXECUTIVES
400	Quality Systems Inc.	Software	1.64	9	0	4	0	13	0	0.0%
400	Quest Software Inc.	Software	1.67	7	0	5	0	12	0	0.0%
400	Questcor Pharmaceuticals Inc.	Pharmaceuticals & Chemicals	0.62	5	0	6	0	11	0	0.0%
400	Quiksilver Inc.	Consumer Products & Services	0.58	9	0	5	0	14	0	0.0%
400	Rentech Inc.	Pharmaceuticals & Chemicals	0.22	8	0	5	0	13	0	0.0%
400	Resmed Inc.	Electronic Hardware	4.80	8	0	5	0	13	0	0.0%
400	Rigel Pharmaceuticals Inc.	Pharmaceuticals & Chemicals	0.35	9	0	5	0	14	0	0.0%
400	Riverbed Technology Inc.	Software	1.86	9	0	5	0	14	0	0.0%
400	Ravi Corp. (Previously Macrovision Solutions Corp.)	Media & Entertainment	3.79	6	0	4	0	10	0	0.0%
400	Sangamo Biosciences Inc.	Pharmaceuticals & Chemicals	0.19	8	0	5	0	13	0	0.0%
400	Semtech Corp.	Electronic Hardware	1.07	9	0	6	0	15	0	0.0%
400	ShoreTel Inc.	Telecommunications	0.23	8	0	5	0	13	0	0.0%
400	Sigma Designs Inc.	Electronic Hardware	0.31	4	0	5	0	9	0	0.0%
400	Silicon Image Inc.	Electronic Hardware	0.28	7	0	3	0	10	0	0.0%
400	Skechers USA Inc.	Consumer Products & Services	1.29	7	0	5	0	12	0	0.0%
400	Smith Micro Software Inc.	Software	0.33	5	0	5	0	10	0	0.0%
400	Solera Holdings Inc.	Software	2.36	5	0	5	0	10	0	0.0%
400	Somaxon Pharmaceuticals Inc.	Pharmaceuticals & Chemicals	0.19	8	0	5	0	13	0	0.0%
400	Spectrum Pharmaceuticals Inc.	Pharmaceuticals & Chemicals	0.19	6	0	2	0	8	0	0.0%
400	STEC Inc.	Industrial	0.59	7	0	3	0	10	0	0.0%
400	Supertex Inc.	Electronic Hardware	0.34	5	0	5	0	10	0	0.0%
400	Synaptics Inc.	Software	0.98	7	0	5	0	12	0	0.0%
400	Synnex Corp.	Business Services	0.89	8	0	5	0	13	0	0.0%
400	Tessera Technologies Inc.	Electronic Hardware	0.85	7	0	4	0	11	0	0.0%
400	Theravance Inc.	Pharmaceuticals & Chemicals	0.84	9	0	5	0	14	0	0.0%
400	THQ Inc.	Software	0.40	7	0	5	0	12	0	0.0%
400	TTM Technologies Inc.	Electronic Hardware	0.87	7	0	4	0	11	0	0.0%
400	Ultratech Inc.	Industrial	0.33	7	0	2	0	9	0	0.0%
400	Universal Electronics Inc.	Electronic Hardware	0.26	7	0	5	0	12	0	0.0%
400	UTStarcom Inc.	Electronic Hardware	0.26	6	0	2	0	8	0	0.0%
400	ValueClick Inc.	Media & Entertainment	0.90	6	0	5	0	11	0	0.0%
400	VCA Antech Inc.	Consumer Products & Services	2.19	5	0	5	0	10	0	0.0%
400	Verifone Systems Inc.	Electronic Hardware	1.69	10	0	5	0	15	0	0.0%
400	ViaSat Inc.	Electronic Hardware	1.24	7	0	5	0	12	0	0.0%
400	VirmetX Holding Corp.	Software	0.25	5	0	2	0	7	0	0.0%
400	Volcom Inc.	Consumer Products & Services	0.47	7	0	4	0	11	0	0.0%
400	Valterra Semiconductor Corp.	Electronic Hardware	0.61	6	0	5	0	11	0	0.0%
400	Waste Connections Inc.	Energy	2.75	5	0	5	0	10	0	0.0%
400	Websense Inc.	Software	0.89	7	0	5	0	12	0	0.0%
400	Wet Seal Inc.	Consumer Products & Services	0.40	6	0	4	0	10	0	0.0%
400	Zoran Corp.	Electronic Hardware	0.48	7	0	3	0	10	0	0.0%

Appendix B: Who's Who of Women Directors and Executives of California's 400 Largest Public Companies *(listed alphabetically)*

COMPANY	NAME	POSITION	CURRENT TITLE	2009 COMPANY RANK	2010 COMPANY RANK	% WOMEN DIRECTORS & HIGHEST-PAID EXECUTIVES
3PAR Inc.				280	400	0.0%
99 Cents Only Stores				230	400	0.0%
Abaxis Inc.				400	400	0.0%
Abaxis Bioscience Inc.				400	400	0.0%
Accacia Research Corp.				-	400	0.0%
Accuracy Inc.	Elizabeth (Liz) H. Dávila	Director	Former CEO, VISX Inc.	49	193	7.7%
Actel Corp.				265	400	0.0%
Activision Blizzard Inc.				280	400	0.0%
Actuate Corp.				400	400	0.0%
Adobe Systems Inc.	Carol G. Mills	Director	Independent Consultant	159	237	6.7%
Advanced Micro Devices Inc.	H. Paulett Eberhart	Director	Former Division President/CEO at Invensys PLC	214	220	7.1%
Advent Software Inc.	Christine Smith Manfredi	Director	Advisor, Bentley University	18	5	33.3%
	Stephanie G. DiMarco	Director	CEO			
	Lily S. Chang	Executive	Executive VP/Chief Technology Officer			
	Stephanie G. DiMarco	Executive	CEO			
Aecom Technology Corp.	Linda M. Griego	Director	President and Chief Executive Officer of Griego Enterprises, Inc.	185	248	6.3%
AeroVironment Inc.	Cathleen Cline	Executive	Senior Vice President Administration	199	154	9.1%
Affymax Inc.	Arlene M. Morris	Director	President and Chief Executive Officer	3	4	35.7%
	Christi Van Heek	Director	Managing Director of BIO POINT Group			
	Kathleen D. LaPorte	Director	Managing Director of New Leaf Venture Partners			
	Arlene M. Morris	Executive	President and Chief Executive Officer			
Affymetrix Inc.	Dr. Anne-Marie Duliege	Executive	Chief Medical Officer			
Affymetrix Inc.				230	400	0.0%
Agilent Technologies Inc.	Heidi Fields	Director	Executive VP/CFO, Blue Shield of California	185	169	8.3%
Alexandria Real Estate Equities				400	400	0.0%
Align Technology Inc.	Sheila Tan-Salvucci	Executive	VP/Chief Marketing Officer	400	169	8.3%
Allergan Inc.	Dawn E. Hudson	Director	Former Division President/CEO at Pepsico Inc.	104	138	11.8%
Allergan Inc.	Dr. Deborah L. Dunsire	Director	Division President/CEO at Takeda Pharmaceutical Co. LTD			
				400	400	0.0%
Alliance Healthcare Services Inc.				400	400	0.0%
Alphatec Holdings Inc.	Siri S. Marshall	Director	Former SVP, General Counsel and Secretary at General Mills, Inc.	-	220	7.1%
Altera Corp.	Susan Wang	Director	Former Executive Vice President and CFO of Solectron Corporation	138	193	7.7%
AMB Property Corp.	Lydia H. Kennard	Director	Former Executive Director of Los Angeles World Airports	244	193	7.7%
American Reprographics Co.				400	400	0.0%
American States Water Co.	Anne M. Holloway	Director	Former Partner in Navigant Consulting, Inc.			
	Dr. Diana M. Bonta	Director	Regional VP of the Kaiser Foundation Health Plan and Hospitals	24	14	28.6%
	Denise L. Kruger	Executive	Senior VP			
American Vanguard Corp.	Eva G. Tang	Executive	Senior VP/CFO/Treasurer/Secretary			
American Vanguard Corp.				400	400	0.0%
Ameron International Corp.				261	400	0.0%
Amgen Inc.	Dr. Rebecca M. Henderson	Director	Professor at Harvard Business School	199	141	11.1%
	Judith C. Pelham	Director	President Emeritus of Trinity Health			
AMN Healthcare Services Inc.	Susan R. Nowakowski	Director	President/CEO	6	12	30.0%
	Denise L. Jackson	Executive	Senior VP/General Counsel/Secretary			
	Susan R. Nowakowski	Executive	President/CEO			
	Dr. M. (Kathy) Kathleen Behrens	Director	Consultant for RS Investments			
Amylin Pharmaceuticals Inc.	Karin Eastham	Director	Consultant and Executive Coach	118	21	25.0%
	Teresa Beck	Director	Former President of American Stores Company			
	Marcea Bland Lloyd	Executive	Senior VP/General Counsel			
Anworth Mortgage Asset Corp.	Bistra Pashamova	Executive	Senior VP/Portfolio Manager	99	154	9.1%
Apple Inc.	Andrea Jung	Director	Chairman and Chief Executive Officer of Avon	280	147	10.0%
Applied Materials Inc.	Susan (Sue) M. James	Director	Former Partner at Ernst & Young LLP	230	248	6.3%
Applied Micro Circuits Corp.	Julie H. Sullivan	Director	EVP and Provost of the University of San Diego	69	48	20.0%
	Cynthia J. Moreland	Executive	Consultant			
Applied Signal Technologies	Marie S. Minton	Director	Founder and Managing Director of Transition Finance Strategies, LLC	244	154	9.1%
ArcSight Inc.	Sandra England Bergeron	Director	Venture Advisor, Trident Capital	144	220	7.1%
Ardea Biosciences Inc.	Kimberly J. Manhard	Executive	Senior Vice President, Regulatory Affairs & Development Operations	180	169	8.3%
Arden Group Inc.	Laura J. Neumann	Executive	Chief Financial Officer	116	130	12.5%
Arena Pharmaceuticals Inc.	Dr. Christine Anna White	Director	Senior Vice President, Global Medical Affairs, Biogen Idec Inc.	138	116	13.3%
	Dr. Tina S. Nova Bennett	Director	President/CEO/Principal Executive Officer, Genoptix Inc.			
Ariba Inc.	Harriet Edelman	Director	Head of Information Technology for Emigrant Savings Bank	214	169	8.3%
Aruba Networks Inc.				400	400	0.0%
Atheros Communications Inc.	Christine King	Director	President and CEO of Standard Microsystems Corporation	127	99	14.3%
	Dr. Teresa H. Meng	Director	Former President and CEO, Atheros Communications Inc.			
Atmel Corp.				400	400	0.0%
Autodesk Inc.	Elizabeth (Betsy) A. Nelson	Director	Independent Consultant	89	99	14.3%
	Mary T. McDowell	Director	EVP, Chief Development Officer of Nokia Corporation			
Avanir Pharmaceuticals	Christine G. Ocampo	Executive	VP/Secretary	-	147	10.0%
Avery Dennison Corp.	Debra L. Reed	Director	Chairperson, President and CEO of Southern California Gas	44	130	12.5%
	Julia A. Stewart	Director	Chairman/President/CEO, DineEquity Inc.			
bebe stores Inc.	Barbara Bakar Bass	Director	Former President of the Gerson Bakar Foundation	4	1	50.0%
	Cynthia R. Cohen	Director	Founder and President of Strategic Mindshare			
	Barbara Wambach	Executive	Chief Administrative Officer			
	Kathleen (Kathy) Fong-Lee	Executive	Chief Merchandising Officer			
Beckman Coulter Inc.	Susan A. Powers	Executive	Senior VP	24	138	11.8%
	Betty Woods	Director	Former President and Chief Executive Officer of Premera Blue Cross			
	Susan R. Nowakowski	Director	President/CEO, AMN Healthcare Services Inc.			

Who's Who

Appendix B (continued)

COMPANY	NAME	POSITION	CURRENT TITLE	2009 COMPANY RANK	2010 COMPANY RANK	% WOMEN DIRECTORS & HIGHEST-PAID EXECUTIVES
Big 5 Sporting Goods Corp.	Jennifer Holden Dunbar	Director	Principal, Co-founder and Managing Director of Dunbar Partners, LLC	-	59	18.2%
	Sandra N. Bane	Director	Audit Partner with KPMG LLP	-	-	-
Bigband Networks Inc.				400	400	0.0%
Bio Rad Laboratories Inc.	Alice N. Schwartz	Director	Former Research Associate at the University of California	127	72	16.7%
	Christine A. Tsingos	Executive	VP/CFO	-	-	-
Biomarin Pharmaceutical	Dr. Elaine J. Heron	Director	Chair and Chief Executive Officer of Amlyx Pharmaceuticals, Inc.	261	169	8.3%
Biomed Realty Trust Inc.	Barbara R. Cambon	Director	Real Estate Advisor and Independent Consultant	78	59	18.2%
	M. Faye Wilson	Director	Chair of Wilson Boyles and Company LLC	-	-	-
Biotime Inc.	Judith M. Segall	Director	VP/Corporate Secretary, Biotime Inc.	-	87	15.4%
	Valea A. Gregg	Director	VP/Assistant General Counsel, Regeneron Pharmaceuticals Inc.	-	-	-
BJ's Restaurants Inc.				400	400	0.0%
Blue Coat Systems Inc.	Carol G. Mills	Director	Independent Consultant	89	72	16.7%
	Betsy E. Bayha	Executive	Senior Vice President, General Counsel & Secretary	-	-	-
BRE Properties Inc.	Constance (Connie) B. Moore	Director	President and Chief Executive Officer	20	17	26.7%
	Jeanne R. Myerson	Director	President and Chief Executive Officer of The Swig Company	-	-	-
	Paula F. Downey	Director	President of AAA Northern California, Nevada and Utah	-	-	-
	Constance (Connie) B. Moore	Executive	President and Chief Executive Officer	-	-	-
Breitbart Energy Partners LP				400	400	0.0%
Bridgepoint Education Inc.				-	400	0.0%
Broadcom Corp.	Joan Lordi Amble	Director	Executive Vice President and Corporate Comptroller of American Express	214	116	13.3%
	Nancy H. Handel	Director	Former Senior Vice President, CFO of Applied Materials, Inc.	-	-	-
Brocade Communication Systems Inc.	Judy Bruner	Director	Executive VP/CFO, Sandisk Corp.	275	220	7.1%
Cadence Design Systems Inc.				400	400	0.0%
Cadence Pharmaceuticals Inc.	Hazel M. Aker	Executive	Senior Vice President, General Counsel and Secretary	-	237	6.7%
CAI International Inc.	Camille Cutino	Executive	Vice President, Operations	-	130	12.5%
Calavo Growers Inc.	Dorcas Thille McFarlane	Director	Owner, J.K. Thille Ranches	275	258	5.6%
California Pizza Kitchen Inc.	Sarah Goldsmith Grover	Executive	Senior VP/Chief Communications Officer	99	72	16.7%
	Susan (Sue) M. Collyns	Executive	Executive VP/CFO/COO/Secretary	-	-	-
California Water Service Group	Dr. Bonnie Guiton Hill	Director	President of B. Hill Enterprises, LLC	69	87	15.4%
	Linda Randall Meier	Director	Member of the National Board of the Institute of International Education	-	-	-
Callaway Golf Co.				400	400	0.0%
Capstone Turbine Corp.	Holly A. Van Deursen	Director	Former Group Vice President, Petrochemicals, BP/Amoco	127	99	14.3%
	Jayne L. Brooks	Executive	Vice President of Finance & Chief Accounting Officer	-	-	-
Carefusion Corp.	Dr. Jacqueline B. Kosecoff	Director	Chief Executive Officer of Prescription Solutions	-	99	14.3%
	Carol L. Zilm	Executive	Division President	-	-	-
Cathay General Bancorp				159	400	0.0%
Cavium Networks Inc.				400	400	0.0%
CB Richard Ellis Group Inc.	Dr. Laura D'Andrea Tyson	Director	Professor of Global Management, Haas School of Business, UC Berkeley	144	130	12.5%
	Jane J. Su	Director	Partner at Blum Capital Partners, LP	-	-	-
Celera Corp.	Dr. Gail K. Naughton	Director	Dean of the College of Business Administration, San Diego State Univ.	27	28	23.1%
	Kathy P. Ordoñez	Director	Chief Executive Officer	-	-	-
	Kathy P. Ordoñez	Executive	Chief Executive Officer	-	-	-
Center Financial Corp.	Lisa Kim Pai	Executive	EVP, General Counsel, Corporate Secretary and Chief Risk Officer	-	87	15.4%
	Sook Kyong Goo	Executive	Senior Vice President and Chief Operations Officer	-	-	-
Central Garden & Pet Co.				400	400	0.0%
Century Aluminum Co.	Catherine Z. Manning	Director	Former Partner, PricewaterhouseCoopers LLP	159	220	7.1%
Cepheid	Cristina H. Kepner	Director	Former EVP and Corporate Finance Director, Invemad	159	220	7.1%
Ceradyne Inc.				400	400	0.0%
Ceva Inc.				-	400	0.0%
Charles Schwab Corp.	Nancy H. Bechtle	Director	Director of Presidio Trust	39	116	13.3%
	Paula A. Sneed	Director	Former Executive VP, Kraft Foods Inc.	-	-	-
Cheesecake Factory	Agnieszka Winkler	Director	Founder and Chairperson of The Winkler Group	89	28	23.1%
	Cheryl M. Slomann	Executive	VP/Chief Accounting Officer/Controller	-	-	-
	Debbly R. Zurzolo	Executive	Executive VP/General Counsel/Secretary	-	-	-
Chevron Corp.	Ambassador Linnet F. Deily	Director	Former Deputy U.S. Trade Representative and U.S. Ambassador	199	146	10.5%
	Patricia (Pat) E. Yarrington	Executive	VP/CFO	-	-	-
Cisco Systems Inc.	Carol Ann Bartz	Director	President/CEO, Yahoo Inc.	104	141	11.1%
	M. Michele Burns	Director	Chairman and Chief Executive Officer of Mercer LLC	-	-	-
City National Corp.				165	400	0.0%
Clariant Inc.	Ann Huntress Lamont	Director	Managing Partner of Oak Investments	-	193	7.7%
Clean Energy Fuels Corp.				400	400	0.0%
Clorox Co.	Carolyn M. Ticknor	Director	Former Group President at Hewlett Packard Company	14	21	25.0%
	Jan L. Murley	Director	Former Consultant, Kohlberg Kravis Roberts & Co.	-	-	-
	Pamela Thomas-Graham	Director	Chief Talent, Branding and Communications Officer, Credit Suisse Group	-	-	-
	Mary Beth Springer	Executive	Executive VP	-	-	-
Cogent Inc.				400	400	0.0%
Coherent Inc.	Susan (Sue) M. James	Director	Former Partner at Ernst & Young LLP	78	59	18.2%
	Helene Simonet	Executive	Executive VP/CFO/Principal Financial Officer	-	-	-
Cohu Inc.				400	400	0.0%
Colony Financial Inc.				-	400	0.0%
Can Way Inc.				180	400	0.0%
Conceptus	Kathryn A. Tunstall	Director	Former President and Chief Executive Officer, Conceptus	180	147	10.0%
Conexant Systems Inc.	Dr. Jean Hu	Executive	Senior VP/CFO/Treasurer	-	169	8.3%
Cooper Companies Inc.	Jody S. Lindell	Director	President and Chief Executive Officer of S.G. Management, Inc.	185	193	7.7%
Copart Inc.				400	400	0.0%

Who's Who

Appendix B (continued)

COMPANY	NAME	POSITION	CURRENT TITLE	2009 COMPANY RANK	2010 COMPANY RANK	% WOMEN DIRECTORS & HIGHEST-PAID EXECUTIVES
Cooper Companies Inc.	Jody S. Lindell	Director	President and Chief Executive Officer of S.G. Management, Inc.	185	193	7.7%
Copart Inc.				400	400	0.0%
Corcept Therapeutics Inc.	Anne LeDoux	Executive	Vice President and Controller	-	59	18.2%
	Caroline M. Loewy	Executive	Chief Financial Officer			
Core-Mark Holding Co. Inc.	Stacy Loretz-Congdon	Executive	Senior VP & Chief Financial Officer	261	169	8.3%
Corinthian Colleges Inc.	Alice T. Kane	Director	Regional General Counsel, Zurich Financial Services Group Inc.			
	Linda Arey Skladany	Director	Former Senior Associate Commissioner at the U.S. FDA	104	48	20.0%
	Beth A. Wilson	Executive	Executive VP of Operations			
Corvel Corp.	Jean H. Macino	Director	Former Managing Director of Marsh and McLennan Companies	180	59	18.2%
	Diane J. Blaha	Executive	Vice President of Sales			
CPI International Inc.				400	400	0.0%
Cubic Corp.				400	400	0.0%
CVB Financial				400	400	0.0%
Cymer Inc.	Karen K. McGinnis	Executive	VP/Chief Accounting Officer/Controller	214	193	7.7%
Cypress Semiconductor Corp.				400	400	0.0%
Cytori Therapeutics Inc.				-	400	0.0%
Deckers Outdoor Corp.	Karyn O. Barsa	Director	Chief Executive Officer of Coyuchi, Inc.			
	Maureen Conners	Director	Founder and President of Conners Consulting	18	10	30.8%
	Ruth Markowitz Owades	Director	Corporate Director			
	Constance X. Rishwain	Executive	President of the UGG Division			
Del Monte Foods Co.	Mary (Nina) Regina Henderson	Director	Consultant	159	99	14.3%
	Sharon L. McCollam	Director	Executive VP/CFO/COO, Williams-Sonoma Inc.			
Dexcom Inc.				-	400	0.0%
Diamond Foods Inc.				400	400	0.0%
Digital Realty Trust Inc.	Dr. Ruann F. Ernst	Director	Former Chief Executive Officer of Digital Island, Inc.			
	Kathleen B. Earley	Director	Former President and Chief Operating Officer of TriZetto Group, Inc.	78	72	16.7%
DineEquity Inc.	Caroline W. Nahas	Director	Former Managing Director at Korn/Ferry International			
	Julia A. Stewart	Director	Chairman/President/CEO	80	21	25.0%
	Jean M. Birch	Executive	Division President			
	Julia A. Stewart	Executive	Chairman/President/CEO			
Dionex Corp.				400	400	0.0%
DirectTV	Nancy S. Newcomb	Director	Former Senior Corporate Officer, Risk Management, of Citigroup	275	253	5.9%
DivX Inc.				400	400	0.0%
Dalby Laboratories Inc.				400	400	0.0%
Dole Food Co. Inc.	Hon. Elaine Lan Chao	Director	Distinguished Fellow at the Heritage Foundation	-	59	18.2%
	Sherry Lee Lansing	Director	Founder and Chair of the Sherry Lansing Foundation			
Douglas Emmett Inc.	Dr. Andrea L. Rich	Director	Former President and CEO, Los Angeles County Museum of Art	230	169	8.3%
	Melody L. Hobson	Director	President of Ariel Investments, LLC			
Dreamworks Animation SKG Inc.	Ann Daly	Executive	Chief Operating Officer	39	57	18.8%
	Anne Globe	Executive	Head of Worldwide Marketing and Consumer Products			
DTS Inc.	C. Ann Busby	Director	Former General Counsel of THX LTD	65	99	14.3%
	V. Sue Molina	Director	Former Tax Partner at Deloitte & Touche LLP			
Ducommun Inc.				127	400	0.0%
Durect Corp.				127	400	0.0%
East West Bancorp Inc.	Dr. Peggy Tsiang Cherng	Director	Co-Chair and Co-CEO of Panda Restaurant Group			
	Iris S. Chan	Director	Former Head of National Commercial Banking Group, Wells Fargo Bank	65	9	31.3%
	Julia S. Gouw	Director	Vice Chairman/President/COO			
	Julia S. Gouw	Executive	Vice Chairman/President/COO			
	Karen Fukumura	Executive	Executive Officer			
eBay Inc.	Dawn Gould Lepore	Director	Chief Executive Officer and Chairman of the Board of Drugstore.com, Inc.	104	130	12.5%
	Lorrie M. Norrington	Executive	President, eBay Marketplaces			
Echelon Corp.	Betsy Rafael	Director	Vice President and Corporate Controller for Apple			
	Robyn M. Denholm	Director	Executive VP/CFO, Juniper Networks	65	28	23.1%
	Kathleen B. Bloch	Executive	Senior VP/General Counsel/Secretary			
Edison International	Dr. France Anne Córdova	Director	President of Purdue University			
	Vanessa C. Chang	Director	Principal of EL & EL Investments	13	59	18.2%
	Linda G. Sullivan	Executive	EVP and Provost of the University of San Diego			
	Mahwash Yazdi	Executive	Senior VP/Chief Information Officer			
Edwards Lifesciences Corp.	Dr. Barbara Joyce McNeil	Director	Ridley Watts Professor of Health Care Policy at Harvard Medical School	165	193	7.7%
eHealth Inc.				400	400	0.0%
Electro Rent Corp.	Karen J. Curtin	Director	Former Venture Partner in Paradigm Capital LTD			
	Nancy Y. Bekavac	Director	Former President of Scripps College	39	12	30.0%
	Suzan K. Delbene	Director	Management Consultant			
Electronic Arts Inc.	Geraldine B. Laybourne	Director	Former Chairman and Chief Executive Officer, Oxygen Media, LLC	51	116	13.3%
	Linda J. Sreer	Director	Marketing and Advertising Consultant			
Electronics for Imaging Inc.				400	400	0.0%
Emulex Corp.				400	400	0.0%
Encore Capital Group Inc.				400	400	0.0%
Endologix Inc.				-	400	0.0%
Ensign Group Inc.	Dr. Antoinette Tanis Hubenette	Director	Former President of Cedars-Sinai Medical Group			
	Beverly B. Wittekind	Executive	Vice President and General Counsel	244	28	23.1%
	Suzanne D. Snapper	Executive	Chief Financial Officer			
Entropic Communications Inc.				-	400	0.0%
Epicor Software Corp.				400	400	0.0%

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Appendix B (continued)

COMPANY	NAME	POSITION	CURRENT TITLE	2009 COMPANY RANK	2010 COMPANY RANK	% WOMEN DIRECTORS & HIGHEST-PAID EXECUTIVES
Equinix Inc.				400	400	0.0%
Essex Property Trust Inc.				400	400	0.0%
Exar Corp.				400	400	0.0%
Exelixis Inc.	Dr. Gisela M. Schwab	Executive	Executive VP/Chief Medical Officer	39	116	13.3%
	Pamela A. Simonton	Executive	Executive VP/General Counsel			
Exponent Inc.				271	400	0.0%
Extreme Networks				199	400	0.0%
Farmer Bros Co.	Jeanne Ann Grossman	Director	Former School Teacher	214	48	20.0%
	Hortensia R. Gomez	Executive	VP/Controller			
Finisar Corp.				400	400	0.0%
FormFactor Inc.	Dr. Homa Bahrami	Director	Senior Lecturer at the Haas School of Business, UC Berkeley	230	141	11.1%
Fortinet Inc.				-	400	0.0%
Franklin Resources Inc.	Anne M. Tatlock	Director	Former Chairman of the Board and CEO, Franklin Resources Inc.	39	57	18.8%
	Laura Stein	Director	Senior Vice President, General Counsel of The Clorox Company			
	Jennifer J. Bolt	Executive	Executive VP/COO			
Gap Inc.	Marka V. Hansen	Executive	Regional President	39	116	13.3%
	Sabrina L. Simmons	Executive	Executive VP/CFO			
Gencorp Inc.	Kathleen E. Redd	Executive	VP/CFO/Secretary	230	154	9.1%
	Ginger L. Graham	Director	President and Chief Executive Officer of Two Trees Consulting			
Genomic Health Inc.	Kimberly (Kim) J. Popovits	Director	President/CEO	49	40	21.4%
	Kimberly (Kim) J. Popovits	Executive	President/CEO			
Genaptix Inc.	Dr. Christine Anna White	Director	Senior Vice President, Global Medical Affairs, Biogen Idec Inc.	13	5	33.3%
	Dr. Tina S. Nova Bennett	Director	President and Chief Executive Officer			
	Karin Eastham	Director	Consultant and Executive Coach			
	Dr. Tina S. Nova Bennett	Executive	President and Chief Executive Officer			
Gen-Probe Inc.	Dr. Lucille (Lucy) Shapiro	Director	Professor of Cancer Research at Stanford University	65	237	6.7%
	Karin Eastham	Director	Consultant and Executive Coach			
Geron Corp.	Dr. Jane S. Lebkowski	Executive	Senior VP/Chief Scientific Officer	25	99	14.3%
	Gayle Edlund Wilson	Director	Chair of the Ralph M. Parsons Foundation			
Gilead Sciences Inc.	Hon. Carla Anderson Hills	Director	Chair and Chief Executive Officer of Hills & Company	29	72	16.7%
	Robin L. Washington	Executive	Senior VP/CFO			
Globalstar Inc.				-	400	0.0%
Google Inc.	Ann Mather	Director	Executive Vice President and Chief Financial Officer of Pixar	91	130	12.5%
	Shirley Marie Tilghman	Director	President of Princeton University			
Granite Construction	Rebecca Ann McDonald	Director	Chief Executive Officer of Laurus Energy Inc.	116	193	7.7%
Guess Inc.	Dr. Judith F. Blumenthal	Director	Professor in the Marshall School of Business at USC	27	87	15.4%
	Kay Isaacson-Leibowitz	Director	Former Executive Vice President at Victoria's Secret Stores			
Gymboree Corp.	Lynda G. Gustafson	Executive	VP/Corporate Controller	99	72	16.7%
	Marina Armstrong	Executive	Senior VP of Human Resources and Secretary			
Halozyme Therapeutics Inc.	Connie L. Matsui	Director	Former Executive Vice President at Biogen Idec, Inc.	99	87	15.4%
	Kathryn E. Falberg	Director	CFO, and Senior Vice President of Jazz Pharmaceuticals, Inc.			
Hansen Natural Corp.				400	400	0.0%
Harmonic Inc.				400	400	0.0%
HCP Inc.	Christine N. Garvey	Director	Former Global Head of Corporate Real Estate Services, Deutsche Bank AG	165	116	13.3%
	Lauralee E. Martin	Director	Former Chief Operating and Financial Officer of Jones Lang LaSalle Inc.			
	Gale S. Fitzgerald	Director	Former President and Director of TranSpend, Inc.			
Health Net Inc.	Mary Anne Citrino	Director	Former Senior Managing Director at The Blackstone Group	19	17	26.7%
	Vicki B. Escarra	Director	President and Chief Executive Officer of Feeding America			
	Angelee Bouchard	Executive	Senior VP/General Counsel/Corporate Secretary			
Heckmann Corp.				400	400	0.0%
Hercules Technology Growth Capital Inc.				400	400	0.0%
Hewlett-Packard Co.	Lucille (Lucy) S. Salthany	Director	President and Chief Executive Officer of JHMedia	44	21	25.0%
	Sari Maritta Baldauf	Director	Former Executive Vice President and General Manager at Nokia Corp.			
	Ann M. Livermore	Executive	Executive VP			
	Catherine A. Lesjak	Executive	Executive VP/CFO/Principal Financial Officer			
	Elizabeth (Betsy) McLaughlin	Director	CEO			
	Evelyn D'An	Director	President and Founder of D'An Financial Services, Inc.			
Hot Topic Inc.	Lisa M. Harper	Director	Former Chairman of the Board of Directors at The Gymboree Corporation	13	2	41.7%
	Amy Kocourek	Executive	Chief Merchandising Officer			
	Elizabeth (Betsy) McLaughlin	Executive	CEO			
ICU Medical Inc.	Alison D. Burcar	Executive	Vice President of Product Development	214	169	8.3%
Illumina Inc.	Karin Eastham	Director	Consultant and Executive Coach	265	193	7.7%
IMPAX Laboratories Inc.				-	400	0.0%
Infinera Corp.				400	400	0.0%
Informatica Corp.				400	400	0.0%
Ingram Micro Inc.	Leslie Stone Heisz	Director	Managing Director at Lazard Freres & Co.	33	116	13.3%
	Linda Fayne Levinson	Director	Venture Advisor			
Integrated Device Technology Inc.				400	400	0.0%
Integrated Silicon Solution Inc.				-	400	0.0%
Intel Corp.	Ambassador Charlene Barshefsky	Director	Senior International Partner at Wilmer Cutler Pickering Hale and Dorr LLP	128	48	20.0%
	Dr. Jane Elizabeth Shaw	Director	Former Chairman and CEO of Aerogen, Inc.			
	Susan (Sue) Lynne Decker	Director	Entrepreneur-in-Residence at Harvard Business School			
Intermune Inc.	Dr. Marianne T. Armstrong	Executive	Senior VP/Chief Regulatory Officer	99	147	10.0%

Who's Who

Appendix B (continued)

COMPANY	NAME	POSITION	CURRENT TITLE	2009 COMPANY RANK	2010 COMPANY RANK	% WOMEN DIRECTORS & HIGHEST-PAID EXECUTIVES
International Rectifier Corp.	Barbara L. Rambo	Director	Chief Executive Officer of Taconic Management Services	230	99	14.3%
	Mary B. Cranston	Director	Firm Senior Partner of Pillsbury Winthrop Shaw Pittman LLP			
Internet Brands Inc.	Marcia Goodstein	Director	President and Chief Operating Officer, Idealab			
	B. Lynn Walsh	Executive	EVP of Corporate Development, General Counsel, Corporate Secretary	32	28	23.1%
	Lisa Marita	Executive	Chief Operating Officer			
Intersil Corp.	Mercedes Johnson	Director	Vice President, Finance and Chief Financial Officer of Tri Alpha Energy	144	99	14.3%
	Susan J. Hardman	Executive	Group Senior Vice President			
Intevac Inc.	Kimberly Burk	Executive	Vice President, Human Resources	-	154	9.1%
	Diane B. Greene	Director	Co-founder and former Chief Executive Officer of VMware			
Intuit Inc.	Suzanne M. Nora Johnson	Director	Former Vice Chairman of The Goldman Sachs Group, Inc.	116	116	13.3%
Intuitive Surgical Inc.	Amal M. Johnson	Director	Former President and Chief Executive Officer of MarketTools, Inc.	400	220	7.1%
IPC The Hospitalist Co. Inc.	Devra G. Shapiro	Executive	Chief Financial Officer	230	193	7.7%
	B. Lynne Parshall	Director	COO/CFO/Secretary	89	72	16.7%
	B. Lynne Parshall	Executive	COO/CFO/Secretary			
Ixia	Gail E. Hamilton	Director	Former Executive Vice President and General Manager at Symantec Corp.	261	154	9.1%
IXYS Corp.				400	400	0.0%
J2 Global Communications Inc.	Kathleen M. Griggs	Executive	CFO	199	154	9.1%
	Linda A. Lang	Director	Chairman/President/CEO			
Jack in the Box Inc.	Winifred (Wendy) Markus Webb	Director	Senior Advisor to Ticketmaster Entertainment, Inc.	5	5	33.3%
	Linda A. Lang	Executive	Chairman/President/CEO			
	Terri F. Graham	Executive	Senior VP/Chief Marketing Officer			
Jacobs Engineering Group Inc.	Linda Fayne Levinson	Director	Venture Advisor	244	248	6.3%
Jakks Pacific Inc.				400	400	0.0%
Jazz Pharmaceuticals Inc.	Carol A. Gamble	Executive	Senior Vice President, General Counsel and Corporate Secretary	-	237	6.7%
JDS Uniphase Corp.	Penelope (Penny) A. Herscher	Director	President and Chief Executive Officer of FirstRain	271	253	5.9%
Juniper Networks	Mary B. Cranston	Director	Firm Senior Partner of Pillsbury Winthrop Shaw Pittman LLP			
	Kim Perdikou	Executive	Executive VP	89	48	20.0%
	Robyn M. Denholm	Executive	Executive VP/CFO			
Kaiser Aluminum Corp.	Carolyn Bartholomew	Director	Vice Chairman of U.S./China Economic and Security Review Commission	69	99	14.3%
	Teresa A. Hopp	Director	Former Chief Financial Officer for Western Digital Corporation			
KB Home	Melissa Lora	Director	Chief Financial Officer of Taco Bell Corp.			
	Wendy C. Shiba	Executive	Executive VP	138	40	21.4%
	Wendy L. Marlett	Executive	Senior VP of Sales and Marketing			
Kennedy-Wilson Holdings Inc.	Cathy L. Hendrickson	Director	President and Chief Executive Officer of Bay Cities National Bank	-	72	16.7%
	Mary Ricks	Executive	CEO, KW Commercial Investment Group			
Kilroy Realty Corp.				400	400	0.0%
KKR Financial Holdings LLC	Deborah H. McAneny	Director	Former Chief Operating Officer of Benchmark Assisted Living, LLC	138	99	14.3%
	Tracy Lynn Collins	Director	Former Senior Managing Director at Bear Stearns & Co.			
KLA Tencor Corp.				400	400	0.0%
Korn/Ferry International	Baroness (Denise Patricia) Kingsmill	Director	Appointee, Great Britain House of Lords			
	Debra J. Perry	Director	Managing Member of Perry Consulting LLC	116	28	23.1%
	Ana Dutra	Executive	Executive VP/Division CEO			
Kratos Defense & Security Solutions Inc.	Deanna Hom Lund	Executive	Corporate Executive VP/CFO	65	48	20.0%
	Laura L. Siegal	Executive	VP/Corporate Controller/Secretary			
K-Swiss Inc.				214	400	0.0%
Lam Research Corp.	Catherine P. Lego	Director	Former General Partner of The Photonics Fund, LLP	138	87	15.4%
	Patricia S. Wolpert	Director	Former Regional VP of Sales, IBM Corp			
Leap Wireless International Inc.				400	400	0.0%
Leapfrog Enterprises Inc.				-	400	0.0%
Life Technologies Corp.	Dr. W. Ann Reynolds	Director	Former President of the University of Alabama at Birmingham	230	259	5.0%
Linear Technology Corp.				400	400	0.0%
Loopnet Inc.				400	400	0.0%
LSI Corp.	Susan M. Whitney	Director	Former General Manager, IBM Corp	144	193	7.7%
	Devra G. Shapiro	Director	Chief Financial Officer, IPC The Hospitalist Co. Inc.			
LTC Properties Inc.	Wendy L. Simpson	Director	Chief Executive Officer and President	13	3	36.4%
	Pamela Shelley-Kessler	Executive	Senior Vice President, Chief Financial Officer and Corporate Secretary			
	Wendy L. Simpson	Executive	Chief Executive Officer and President			
LTX Credence Corp.	Lori Holland	Director	Consultant	-	169	8.3%
Macerich Co.	Diana M. Laing	Director	Chief Financial Officer and Secretary of Thomas Properties Group, Inc.	165	220	7.1%
Mannkind Corp.				261	400	0.0%
MAP Pharmaceuticals Inc.	Geraldine (Geri) A. Henwood	Director	President of Malvern Consulting Group	-	116	13.3%
	Charlene A. Friedman	Executive	Vice President, General Counsel and Secretary			
Masimo Corporation				400	400	0.0%
Mattel Inc.	Dr. Andrea L. Rich	Director	Former President and CEO, Los Angeles County Museum of Art	44	69	17.6%
	Dr. Frances Daly Fergusson	Director	Former President of Vassar College			
	Dr. Kathy Brittain White	Director	Founder, Horizon Institute of Technology			
Mattson Technology Inc.				-	400	0.0%
Maxim Integrated Products				400	400	0.0%
Maxwell Technologies Inc.	Yon Yoon Jordan	Director	Executive Vice President and CFO of AdvancePCS	-	169	8.3%
McAfee Inc.	Lorrie M. Norrington	Director	President, eBay Marketplaces, eBay Inc.	400	237	6.7%
	Dr. Elizabeth A. Ballantine	Director	President of EBA Associates			
McClatchy Co.	Dr. Kathleen Foley Feldstein	Director	President of Economics Studies, Inc.	-	69	17.6%
	Molly Maloney Evangelisti	Director	Former employee, The Sacramento Bee			

Who's Who

Appendix B (continued)

COMPANY	NAME	POSITION	CURRENT TITLE	2009 COMPANY RANK	2010 COMPANY RANK	% WOMEN DIRECTORS & HIGHEST-PAID EXECUTIVES
McGrath Rentcorp	Dr. Jane Elizabeth Shaw	Director	Former Chairman and CEO of Aerogen, Inc.	261	400	0.0%
McKesson Corp.	M. Christine Jacobs	Director	Chairman of the Board, President and CEO, Theragenics Corporation	22	14	28.6%
	Marie L. Knowles	Director	Former Executive Vice President and Chief Financial Officer, ARCO			
	Laureen E. Seeger	Executive	Executive VP/General Counsel/Chief Compliance Officer			
Medivation Inc.	Lynn Seely	Executive	Chief Medical Officer	159	141	11.1%
Mercury General Corp.	Martha E. Marcon	Director	Former Partner of KPMG LLP	118	220	7.1%
Micrel Inc.				400	400	0.0%
Microsemi Corp.				400	400	0.0%
Micrus Endovascular Corp.	Carolyn M. Bruguera	Executive	Vice President and General Counsel	281	169	8.3%
Mindspeed Technologies Inc.				-	400	0.0%
MIPS Technologies Inc.	Robin L. Washington	Director	Senior VP/CFO, Gilead Sciences Inc.	-	59	18.2%
	Sandy Creighton	Executive	Vice President, Corporate Administration			
	Ronna E. Romney	Director	Director, Park-Ohio Holding Corporation			
Molina Healthcare Inc.	Sally K. Richardson	Director	Executive Director, Institute for Health Policy Research	32	28	23.1%
	Terry L. Boyer	Executive	Chief Operating Officer			
Monolithic Power Systems Inc.	Karen (Pilkington) A. Smith Bogart	Director	President of Pacific Tributes Inc.	99	193	7.7%
Move Inc.	Catherine (Cathy) B. Whatley	Director	President and Owner of Buck & Buck, Inc.	116	87	15.4%
	Geraldine B. Laybourne	Director	Former Chairman and Chief Executive Officer, Oxygen Media, LLC			
Multi Fineline Electronix Inc.	Dr. Linda Yuen Lim	Director	Professor of Strategy, University of Michigan	99	59	18.2%
	Christine Besnard	Executive	Vice President, General Counsel and Secretary			
Nanometrics				-	400	0.0%
Nara Bancorp Inc.	Terry S. Schwkopf	Director	Former Executive VP, Federal Reserve Bank of San Francisco	2	17	26.7%
	Bonita I. Lee	Executive	Executive Vice President & Chief Operating Officer			
	Kyu S. Kim	Executive	Executive Vice President & Eastern Regional Manager			
	Min J. Kim	Executive	President & Chief Executive Officer			
National Semiconductor Corp.				400	400	0.0%
Nationwide Health Properties				400	400	0.0%
Natus Medical Inc.	Doris E. Engibous	Director	President and Chief Executive Officer of Hemsphere, Inc.	199	154	9.1%
Nektar Therapeutics	Susan Wang	Director	Former Executive Vice President and CFO of Selectron Corporation	116	193	7.7%
NetApp Inc.				400	400	0.0%
Nefflix Inc.	Leslie J. Kilgore	Executive	Chief Marketing Officer	116	169	8.3%
Netgear Inc.	Dr. Julie A. Shimer	Director	President and CEO of Welch Allyn	80	40	21.4%
	Jocelyn E. Carter-Miller	Director	President of TechEdVentures, Inc.			
	Christine M. Gorjanc	Executive	CFO/Principal Accounting Officer			
Netlogic Microsystems Inc.	Marcia Zander	Executive	Senior Vice President, Worldwide Sales	261	154	9.1%
Netsuite Inc.	Catherine R. Kinney	Director	Former Group Executive Vice President, NYSE Euronext	89	72	16.7%
	Deborah (Debby) A. Farrington	Director	General Partner of StarVest Partners, L.P.			
Neurocrine Biosciences Inc.	Corinne H. Nevinny	Director	Corporate VP and General Manager at Edwards Lifesciences Corporation	-	99	14.3%
	Dr. Margaret E. Valeur-Jensen	Executive	Executive VP/General Counsel/Corporate Secretary			
Newport Corp.				400	400	0.0%
Northrop Grumman Corp.	Aulana Louise Peters	Director	Former Partner of Gibson, Dunn & Crutcher	159	130	12.5%
	Madeline A. Kleiner	Director	Former EVP and General Counsel for Hilton Hotels Corporation			
Novellus Systems Inc.	Ann D. Rhoads	Director	Executive Vice President and Chief Financial Officer of Zogenix, Inc.	271	193	7.7%
Nuvasive Inc.	Eileen (Ginger) M. More	Director	Former General Partner at Oak Investments	230	169	8.3%
NVIDIA Corp.	Deborah C. Shoquist	Executive	Executive VP of Operations	230	220	7.1%
Occidental Petroleum Corp.	Rosemary Tamich	Director	Chairman of the Board and Chief Executive Officer, Livestock Clearing, Inc.	282	253	5.9%
Oclaro Inc.	Lori Holland	Director	Consultant	-	72	16.7%
	Catherine Hunt Rundle	Executive	Executive VP/General Counsel/Corporate Secretary			
Omicell Inc.	Mary E. Foley	Director	Associate Director, UCSF Center for Research and Nursing Innovation	69	40	21.4%
	Sara J. White	Director	Pharmacy Leadership Coach			
	Marga Ortigas-Wedekind	Executive	Vice President of Global Marketing			
Omnivision Technologies				214	400	0.0%
On Assignment				400	400	0.0%
Onyx Pharmaceuticals	Corinne H. Nevinny	Director	Corporate VP and General Manager at Edwards Lifesciences Corporation	18	21	25.0%
	Laura A. Brege	Executive	Executive Vice President and Chief Operating Officer			
Opentable Inc.	Suzanne M. Shema	Executive	Senior Vice President and General Counsel	-	193	7.7%
	Michelle Anne Peluso	Director	Chief Marketing and Internet Officer, Citigroup Inc.			
Oplink Communications Inc.	River Gong	Executive	Senior VP of Worldwide Sales	78	48	20.0%
	Shirley Yin	Executive	Executive VP/CFO			
Optimer Pharmaceuticals Inc.	Dr. Tessie M. Che	Executive	Senior Vice President, and Chief Operating Officer	230	169	8.3%
Oracle Corp.	Naomi O. Seligman	Director	Senior Partner at Ostriker von Simson	89	72	16.7%
	Safra Ada Catz	Director	Co-President			
	Safra Ada Catz	Executive	Co-President			
Orexigen Therapeutics Inc.	Dr. Wendy L. Dixon	Director	Former Chief Marketing Officer for Bristol-Myers Squibb Company	138	116	13.3%
	Dr. Dawn Viveash	Executive	Senior Vice President, Regulatory Affairs			
OSI Systems Inc.				400	400	0.0%
Pacer International Inc.	Adriene B. Bailey	Executive	Chief Commercial Officer	144	169	8.3%
Pacific Sunwear of California Inc.	Grace A. Nichols	Director	Former Chief Executive Officer of Victoria's Secret Stores	-	147	10.0%
Pacwest Bancorp	Susan E. Lester	Director	Former Chief Financial Officer of Homeside Lending, Inc.	214	253	5.9%
Pain Therapeutics				400	400	0.0%

Who's Who

Appendix B (continued)

COMPANY	NAME	POSITION	CURRENT TITLE	2009 COMPANY RANK	2010 COMPANY RANK	% WOMEN DIRECTORS & HIGHEST-PAID EXECUTIVES
Peet's Coffee & Tea Inc.	Elizabeth (Libby) Sartain	Director	Independent Human Resource Advisor and Consultant	18	5	33.3%
	Hilary Billings	Director	Independent Brand Strategy Consultant			
	Kay L. Bogeajis	Executive	Vice President, Retail Operations			
	P. Christine Lansing	Executive	Vice President, General Manager Consumer Business			
Pennymac Mortgage Investment Trust	Stacey Davis Stewart	Director	Executive Vice President for United Way Worldwide	-	116	13.3%
	Anne D. McCallion	Executive	Chief Financial Officer			
Pericom Semiconductor Corp.	Angela Chen	Executive	Vice President, Finance and CFO	159	154	9.1%
PG&E Corp.	Barbara L. Rambo	Director	Chief Executive Officer of Taconic Management Services	51	69	17.6%
	Maryellen Cattani Herringer	Director	Attorney-at-law			
Pharmacyclics Inc.	Rand L. Rosenberg	Executive	Senior VP of Corporate Development/Strategy	-	141	11.1%
	Cynthia C. Bamdad	Director	Chief Scientific Officer and Treasurer of Minerva Biotechnologies Corp.			
PICO Holdings Inc.	Julie H. Sullivan	Director	EVP and Provost of the University of San Diego	400	99	14.3%
	Kristina M. Leslie	Director	Consultant			
Plantronics Inc.	Barbara Vaughn Scherer	Executive	Senior VP/CFO	65	72	16.7%
	Renee Bader Niemi	Executive	Senior VP of Communications			
PMC Sierra Inc.				271	400	0.0%
PMI Group Inc.	Mary Lee Widener	Director	President/CEO, Neighborhood Housing Services of America	127	99	14.3%
	Joanne M. Berkowitz	Executive	Executive VP			
Polycom Inc.	Betsy S. Atkins	Director	Chief Executive Officer of Baja LLC	127	169	8.3%
Power Integrations Inc.				400	400	0.0%
Powerwave Technologies Inc.				-	400	0.0%
Pricesmart Inc.	Katherine L. Hensley	Director	Former Partner of O'Melveny & Myers	280	193	7.7%
Primoris Services Corp.				-	400	0.0%
PS Business Parks Inc.	Jennifer Halden Dunbar	Director	Principal, Co-founder and Managing Director of Dunbar Partners, LLC	116	28	23.1%
	Sara Lewis Grootwassink	Director	Former Executive Vice President and CFO of Washington REIT			
	Maria R. Hawthorne	Executive	Regional Senior VP			
Public Storage	Tamara Hughes Gustavson	Director	Former Vice President, Administration, Public Storage	144	138	11.8%
	Candace N. Krol	Executive	Senior VP of HR			
QLogic Corp.	Kathryn (Kathy) Braun Lewis	Director	Former President and COO of Western Digital's Personal Storage Division	180	154	9.1%
Qualcomm Inc.	Barbara T. Alexander	Director	Independent Consultant	159	130	12.5%
	Sherry Lee Lansing	Director	Founder and Chair of the Sherry Lansing Foundation			
Quality Systems Inc.				400	400	0.0%
Quantum Corp.	Elizabeth (Liz) A. Fetter	Director	Former President and Chief Executive Officer of Jacent Technologies, Inc.	-	220	7.1%
Quest Software Inc.				400	400	0.0%
Questcor Pharmaceuticals Inc.				400	400	0.0%
Quidel Corp.	Dr. Mary Lake Polan	Director	Professor and Chair Emeritus, Stanford University School of Medicine	244	169	8.3%
Quiksilver Inc.				400	400	0.0%
QuinStreet Inc.	Bronwyn Syiek	Executive	President and Chief Operating Officer	-	169	8.3%
Rambus Inc.	Penelope (Penny) A. Herscher	Director	President and Chief Executive Officer of FirstRain	89	116	13.3%
	Sharon E. Holt	Executive	Senior VP of Marketing			
Realty Income Corp.	Dr. Kathleen R. Allen	Director	Professor, Marshall School of Business	65	72	16.7%
	Priya Cherian Huskins	Director	Senior Vice President and Partner at Woodruff-Sawyer & Co.			
Redwood Trust Inc.	Georganne C. Proctor	Director	Executive Vice President, CFO, and Chief Integration Officer, TIAA-CREF	65	40	21.4%
	Mariann Byerwalter	Director	Chairman of JDN Corporate Advisory LLC			
	Diane L. Merdian	Executive	Chief Financial Officer			
Reliance Steel & Aluminum Co.	Karla R. Lewis	Executive	Executive VP/CFO/Assistant Secretary	261	220	7.1%
Rentech Inc.				-	400	0.0%
Resmed Inc.				400	400	0.0%
Resources Connection Inc.	Anne Shih	Director	Chairperson of the Board of Governors of the Bowers Museum	7	10	30.8%
	Jolene Sykes-Sarkis	Director	Private marketing and advertising consultant			
	Susan J. Crawford	Director	Senior Judge on the United States Court of Appeals for the Armed Forces			
	Kate W. Duchene	Executive	Executive VP/Chief Legal Officer/Secretary			
Rigel Pharmaceuticals Inc.				261	400	0.0%
Riverbed Technology Inc.				400	400	0.0%
Robert Half International Inc.	Barbara J. Novogradac	Director	President, Novogradac & Co. LLP	261	193	7.7%
Ross Stores Inc.	Dr. Sharon D. Garrett	Director	Senior Vice President, American Medical Response, Inc.	49	28	23.1%
Rovi Corp.				199	400	0.0%
Ryland Group Inc.	Charlotte St. Martin	Director	Executive Director of the Broadway League	159	116	13.3%
	Leslie M. Frecon	Director	Chairman and Chief Executive Officer of LFE Capital, LLC			
Safeway Inc.	Janet E. Grove	Director	Corporate Vice Chair of Macy's Department Stores, Inc.	52	40	21.4%
	Diane M. Dietz	Executive	Executive VP/Chief Marketing Officer			
	Larree M. Renda	Executive	Executive VP/Chief Strategic Officer			
Salesforce.com Inc.	Shirley Young	Director	President of Shirley Young Associates, LLC	159	237	6.7%
Sandisk Corp.	Catherine P. Lego	Director	Former General Partner of The Photonics Fund, LLP	78	87	15.4%
	Judy Bruner	Executive	Executive VP/CFO			
Sangamo Biosciences Inc.				400	400	0.0%
Sanmina-SCI Corp.	Jacquelyn (Jackie) M. Ward	Director	Former Outside Managing Director of Intec Telecom Systems, USA	244	237	6.7%
Sempra Energy Corp.	Hon. Lynn A. Schenk	Director	Private attorney	185	237	6.7%
Semtech Corp.				-	400	0.0%
Sequenom Inc.	Kathleen M. Wiltsey	Director	Former Executive Director at the X Prize Foundation	180	220	7.1%
ShoreTel Inc.				400	400	0.0%
Shutterfly Inc.	Nancy J. Schoendorf	Director	Managing Partner at Mohr Davidow Ventures	199	169	8.3%
Sigma Designs Inc.				180	400	0.0%

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Appendix B (continued)

COMPANY	NAME	POSITION	CURRENT TITLE	2009 COMPANY RANK	2010 COMPANY RANK	% WOMEN DIRECTORS & HIGHEST-PAID EXECUTIVES
Silicon Image Inc.				400	400	0.0%
Simpson Manufacturing Co. Inc.	Dr. Jennifer A. Chatman	Director	Paul J. Cortese Distinguished Professor of Management, UC Berkeley			
	Robin G. MacGillivray	Director	Senior Vice President, AT&T	116	40	21.4%
SJW Corp.	Karen W. Colonias	Executive	CFO/Secretary/Treasurer			
	Katharine Armstrong	Director	President of Natural Resources Solutions	65	99	14.3%
	Angela Yip	Executive	Executive Vice President of Finance of SJW Corp.			
Skechers USA Inc.				400	400	0.0%
Smart Modular Technologies Inc.	Kimberly E. Alexy	Director	Principal of Alexy Capital Management	-	220	7.1%
Smith Micro Software Inc.				400	400	0.0%
Solera Holdings Inc.				400	400	0.0%
Samaxon Pharmaceuticals Inc.				-	400	0.0%
Sonic Solutions	Mary C. Sauer	Director	Secretary, Sonic Solutions	-	147	10.0%
Spectrum Pharmaceuticals Inc.				-	400	0.0%
Standard Pacific Corp.	Kathleen R. Wade	Executive	Regional President	244	193	7.7%
STEC Inc.				400	400	0.0%
SuccessFactors Inc.	Elizabeth (Betsy) A. Nelson	Director	Independent Consultant			
	Victoria A. Bernholz	Executive	Chief People Officer	244	72	16.7%
Sun Healthcare Group Inc.	Barbara Bailey Kennelly	Director	President and CEO, Nat'l Committee to Preserve Social Security and Medicare	65	193	7.7%
Sunpower Corp.	Betsy S. Atkins	Director	Chief Executive Officer of Baja LLC	261	169	8.3%
Sunstone Hotel Investors Inc.	Z. Jamie Behar	Director	Managing Director for Promark Investment Advisors, Inc.	199	154	9.1%
Super Micro Computer Inc.	Chiu-Chu (Sara) Liu Liang	Director	Vice President of Operations, Treasurer and Director			
	Chiu-Chu (Sara) Liu Liang	Executive	Vice President of Operations, Treasurer and Director	78	72	16.7%
Superior Industries International	Margaret S. Dano	Director	Former Vice President, Garrett Engine Boosting Systems	185	193	7.7%
Supertex Inc.				400	400	0.0%
Support.com Inc.	Shelly Schaffer	Executive	Chief Financial Officer and EVP of Finance and Administration	-	154	9.1%
SVB Financial Group	Kate D. Mitchell	Director	Managing Partner and Co-founder of Scale Venture Partners			
	Kyung H. Yoon	Director	Chief Executive Officer of Talent Age Associates LLC	78	26	23.5%
	Lata Krishnan	Director	Chief Financial Officer of Shah Capital Partners			
	Michaela K. Rodeno	Director	Former Chief Executive Officer of Skalli Corporation			
Symantec Corp.	Geraldine B. Laybourne	Director	Former Chairman and Chief Executive Officer, Oxygen Media, LLC	91	248	6.3%
Symmetricom Inc.	Elizabeth (Liz) A. Fetter	Director	Former President and Chief Executive Officer of Jocent Technologies, Inc.	244	193	7.7%
Synaptics Inc.				400	400	0.0%
Synnex Corp.				400	400	0.0%
Synopsys Inc.	Deborah (Debi) A. Coleman	Director	General Partner of SmartForest Ventures	244	193	7.7%
Taleo Corp.	Katy Murray	Executive	Executive Vice President and Chief Financial Officer	214	154	9.1%
Taleo Corp.	Barbara Grimm-Marshall	Director	Co-owner of Grimmway Enterprises			
	Kathleen J. Perkinson	Executive	Senior VP	49	28	23.1%
	Teri Bjorn	Executive	VP/General Counsel/Secretary			
Teledyne Technologies Inc.	Roxanne S. Austin	Director	President and Chief Executive Officer of Move Networks, Inc.,	99	220	7.1%
Tessera Technologies Inc.				400	400	0.0%
Tetra Tech Inc.	Janis B. Salin	Executive	VP/General Counsel/Secretary	165	169	8.3%
Theravance Inc.				400	400	0.0%
Thoratec Corp.	Elisha W. Finney	Director	Senior VP/CFO, Varian Medical Systems Inc.	214	169	8.3%
THQ Inc.				400	400	0.0%
TIBCO Software Inc.	Nanci E. Caldwell	Director	Former Executive at PeopleSoft, Inc.	214	59	18.2%
	Sydney Carey	Executive	Executive Vice President, Chief Financial Officer			
TiVo Inc.	Jo Ann Roizen	Director	Chief Executive Officer, Skinny Little Things LLC			
	Anna Brunelle	Executive	Vice President, Chief Financial Officer	116	87	15.4%
TriCo Bancshares	W. Virginia Walker	Director	General Manager of the Jamison Group LLC	280	253	5.9%
Trident Microsystems	Sylvia Dubrevil Summers	Director	CEO			
	Sylvia Dubrevil Summers	Executive	CEO	-	99	14.3%
Trimble Navigation	Dr. Merit E. Janow	Director	Professor at Columbia University's School of International and Public Affairs	138	193	7.7%
True Religion Apparel Inc.	Kelly Gwildys	Executive	Senior Vice President of Operations	180	154	9.1%
TTM Technologies Inc.				400	400	0.0%
Tutor Perini Corp.	Marilyn A. Alexander	Director	Founder and Principal of Alexander & Friedman LLC	-	237	6.7%
Ultratech Inc.				400	400	0.0%
United Online Inc.	Dr. Carol A. Scott	Director	Professor of Marketing, UCLA Anderson Graduate School of Management	271	169	8.3%
Universal Electronics Inc.				400	400	0.0%
URS Corp.	Lydia H. Kennard	Director	Former Executive Director of Los Angeles World Airports	165	237	6.7%
US Auto Parts Network Inc.	Ellen F. Siminoff	Director	President and CEO of Shmoop	-	193	7.7%
UTStarcom Inc.				199	400	0.0%
Valeant Pharmaceuticals International	Norma Ann Provencio	Director	Owner and President of Provencio Advisory Services, Inc.	116	237	6.7%
ValueClick Inc.				400	400	0.0%
Varian Medical Systems Inc.	Susan L. Bostrom	Director	Executive Vice President, Chief Marketing Officer, Cisco Systems, Inc.	138	99	14.3%
	Elisha W. Finney	Executive	Senior VP/CFO			
VCA Antech Inc.				199	400	0.0%
Verifone Systems Inc.				400	400	0.0%
Verisign Inc.	Kathleen A. Cote	Director	Former Chief Executive Officer of Worldport Communications Company	230	220	7.1%
ViaSat Inc.				400	400	0.0%
VirnetX Holding Corp.				-	400	0.0%

Who's Who

Appendix B (continued)

COMPANY	NAME	POSITION	CURRENT TITLE	2009 COMPANY RANK	2010 COMPANY RANK	% WOMEN DIRECTORS & HIGHEST-PAID EXECUTIVES
Visa Inc.	Cathy Elizabeth Minehan	Director	Former President and CEO, Federal Reserve Bank of Boston	44	98	15.0%
	Mary B. Cranston	Director	Firm Senior Partner of Pillsbury Winthrop Shaw Pittman LLP			
Vivus Inc.	Suzanne M. Nora Johnson	Director	Former Vice Chairman of The Goldman Sachs Group, Inc.	230	147	10.0%
	Dr. Linda M. Shortliffe	Director	Professor of Urology at Stanford University School of Medicine			
VMware Inc.	Renee J. James	Director	Senior Vice President and General Manager, Intel Corporation	89	87	15.4%
	S. Dawn Smith	Executive	Senior Vice President, General Counsel and Corporate Secretary			
Volcano Corp.	Dr. Connie R. Curran	Director	Vice President of HR, Volcano Corp.	244	220	7.1%
Volcom Inc.				400	400	0.0%
Volterra Semiconductor Corp.				400	400	0.0%
Walt Disney Holding Co.	Judith (Judy) Lenora Estrin	Director	Chief Executive Officer of JLABS, LLC	22	16	27.8%
	Monica C. Lozano	Director	Publisher and Chief Executive Officer of La Opinión			
	Sheryl Kara Sandberg	Director	Chief Operating Officer of Facebook, Inc.			
	Susan E. Arnold	Director	Former President, Global Business Units, Procter & Gamble			
	Christine M. McCarthy	Executive	Executive VP/Treasurer			
Waste Connections Inc.				275	400	0.0%
Watson Pharmaceuticals Inc.	Catherine M. Klema	Director	President of Nettleton Advisors LLC	180	248	6.3%
WD-40 Co.	Linda A. Lang	Director	Chairman/President/CEO, Jack In The Box Inc.	261	193	7.7%
Websense Inc.				400	400	0.0%
Wells Fargo & Co.	Cynthia Hardin Milligan	Director	Dean Emeritus, College of Business Administration, Univ. of Nebraska-Lincoln	40	56	19.0%
	Judith (Judy) Manville Runstad	Director	Counsel to Foster Pepper PLLC			
	Susan (Sue) G. Swenson	Director	President and Chief Executive Officer, Sage Software North America			
	Susan E. Engel	Director	Chief Executive Officer of Portero, Inc.			
Wesco Financial Corp.	Carolyn H. Carlburg	Director	Chief Executive Officer of AIDS Research Alliance of America, Inc.	65	39	22.2%
	Elizabeth Caspers Peters	Director	Personal investor			
West Marine Inc.	Alice M. Richter	Director	Former CPA with KPMG LLP	-	48	20.0%
	Barbara L. Rambo	Director	Chief Executive Officer of Taconic Management Services			
Westamerica Bancorp	Catherine Cape MacMillan	Director	Secretary and Chief Financial Officer for Nob Hill Properties, Inc.	65	40	21.4%
	Etta Allen	Director	President and Owner of Allen Heating and Sheet Metal			
	Jennifer J. Finger	Executive	Senior VP/Treasurer			
Western Digital Corp.	Kathleen A. Cote	Director	Former Chief Executive Officer of Worldport Communications Company	244	193	7.7%
Wet Seal Inc.				230	400	0.0%
Williams-Sonoma Inc.	Laura J. Alber	Director	President/CEO	127	17	26.7%
	Sharon L. McCollam	Director	Executive VP/CFO/COO			
	Laura J. Alber	Executive	President/CEO			
	Sharon L. McCollam	Executive	Executive VP/CFO/COO			
Wilshire Bancorp Inc.	Joanne W. Kim	Director	CEO & President	32	28	23.1%
	Young Hi Pak	Director	Vice President of Eden Marketing Corporation			
	Joanne W. Kim	Executive	CEO & President			
Xenoport Inc.	Catherine Joan Friedman	Director	Independent Financial Consultant	138	87	15.4%
	Jeryl L. Hilleman	Director	Chief Financial Officer of Amryis Biotechnologies, Inc.			
Xilinx Inc.	Elizabeth W. Vanderslice	Director	Former General Manager of Terra Lycos, Inc.	271	193	7.7%
Yahoo! Inc.	Carol Ann Bartz	Director	President/CEO	65	26	23.5%
	Susan (Sue) M. James	Director	Former Partner at Ernst & Young LLP			
	Carol Ann Bartz	Executive	President/CEO			
	Hilary Schneider	Executive	Regional Executive VP			
Zoran Corp.				400	400	0.0%

Appendix C: California's 400 Largest Public Companies Ranked by Location

Bay Area Companies

Alameda County

RANK	COMPANY NAME	INDUSTRY	MARKET CAPITALIZATION (\$B)	% WOMEN DIRECTORS & HIGHEST-PAID EXECUTIVES	CITY
5	Peet's Coffee & Tea Inc.	Consumer Products & Services	0.51	33.3%	Emeryville
21	Clorox Co.	Pharmaceuticals & Chemicals	8.83	25.0%	Oakland
21	Onyx Pharmaceuticals	Pharmaceuticals & Chemicals	1.39	25.0%	Emeryville
28	Celera Corp.	Health	0.56	23.1%	Alameda
28	Ross Stores Inc.	Consumer Products & Services	6.45	23.1%	Pleasanton
40	Safeway Inc.	Consumer Products & Services	8.60	21.4%	Pleasanton
40	Simpson Manufacturing Co. Inc.	Industrial	1.37	21.4%	Pleasanton
48	Oplink Communications Inc.	Telecommunications	0.28	20.0%	Fremont
87	Biotime Inc.	Pharmaceuticals & Chemicals	0.21	15.4%	Alameda
87	Lam Research Corp.	Electronic Hardware	4.72	15.4%	Fremont
141	FormFactor Inc.	Electronic Hardware	0.61	11.1%	Livermore
154	Taleo Corp.	Software	1.00	9.1%	Dublin
169	Polycom Inc.	Electronic Hardware	2.51	8.3%	Pleasanton
169	Thoratec Corp.	Electronic Hardware	2.46	8.3%	Pleasanton
193	Cooper Companies Inc.	Health	1.64	7.7%	Pleasanton
220	Smart Modular Technologies Inc.	Electronic Hardware	0.37	7.1%	Newark
400	3PAR Inc.	Software	0.66	0.0%	Fremont
400	Abaxis Inc.	Health	0.49	0.0%	Union City
400	Exar Corp.	Electronic Hardware	0.30	0.0%	Fremont
400	IMPAX Laboratories Inc.	Pharmaceuticals & Chemicals	1.32	0.0%	Hayward
400	Leapfrog Enterprises Inc.	Industrial	0.19	0.0%	Emeryville
400	Mattson Technology Inc.	Electronic Hardware	0.20	0.0%	Fremont
400	McGrath Rentcorp	Business Services	0.54	0.0%	Livermore
400	Questcor Pharmaceuticals Inc.	Pharmaceuticals & Chemicals	0.62	0.0%	Union City
400	Synnex Corp.	Business Services	0.89	0.0%	Fremont
400	UTStarcom Inc.	Electronic Hardware	0.26	0.0%	Alameda
400	Volterra Semiconductor Corp.	Electronic Hardware	0.61	0.0%	Fremont

Contra Costa County

RANK	COMPANY NAME	INDUSTRY	MARKET CAPITALIZATION (\$B)	% WOMEN DIRECTORS & HIGHEST-PAID EXECUTIVES	CITY
72	Bio Rad Laboratories Inc.	Health	2.05	16.7%	Hercules
99	PMI Group Inc.	Finance	0.65	14.3%	Walnut Creek
146	Chevron Corp.	Energy	145.26	10.5%	San Ramon
169	Pacer International Inc.	Business Services	0.27	8.3%	Concord
400	American Reprographics Co.	Business Services	0.43	0.0%	Walnut Creek
400	Central Garden & Pet Co.	Business Services	0.42	0.0%	Walnut Creek
400	Sangamo Biosciences Inc.	Pharmaceuticals & Chemicals	0.19	0.0%	Richmond

Marin County

RANK	COMPANY NAME	INDUSTRY	MARKET CAPITALIZATION (\$B)	% WOMEN DIRECTORS & HIGHEST-PAID EXECUTIVES	CITY
40	Redwood Trust Inc.	Real Estate	1.14	21.4%	Mill Valley
40	Westamerica Bancorp	Finance	1.60	21.4%	San Rafael
99	Autodesk Inc.	Software	6.55	14.3%	San Rafael
147	Sonic Solutions	Business Services	0.36	10.0%	Novato
169	Biomarin Pharmaceutical	Pharmaceuticals & Chemicals	1.95	8.3%	Novato

Bay Area Companies continued

San Francisco County

RANK	COMPANY NAME	INDUSTRY	MARKET CAPITALIZATION (\$B)	% WOMEN DIRECTORS & HIGHEST-PAID EXECUTIVES	CITY
5	Advent Software Inc.	Software	1.09	33.3%	San Francisco
14	McKesson Corp.	Health	18.68	28.6%	San Francisco
17	BRE Properties Inc.	Real Estate	2.52	26.7%	San Francisco
17	Williams-Sonoma Inc.	Consumer Products & Services	3.10	26.7%	San Francisco
56	Wells Fargo & Co.	Finance	147.13	19.0%	San Francisco
69	PG&E Corp.	Energy	15.16	17.6%	San Francisco
72	Digital Realty Trust Inc.	Real Estate	4.40	16.7%	San Francisco
72	Gymboree Corp.	Consumer Products & Services	1.30	16.7%	San Francisco
98	Visa Inc.	Finance	35.36	15.0%	San Francisco
99	Del Monte Foods Co.	Consumer Products & Services	2.90	14.3%	San Francisco
99	KKR Financial Holdings LLC	Finance	1.26	14.3%	San Francisco
116	Charles Schwab Corp.	Finance	19.05	13.3%	San Francisco
116	Gap Inc.	Consumer Products & Services	14.28	13.3%	San Francisco
130	CAI International Inc.	Business Services	0.24	12.5%	San Francisco
141	Medivation Inc.	Pharmaceuticals & Chemicals	0.38	11.1%	San Francisco
193	AMB Property Corp.	Real Estate	4.22	7.7%	San Francisco
193	Opentable Inc.	Consumer Products & Services	0.92	7.7%	San Francisco
237	Salesforce.com Inc.	Software	10.92	6.7%	San Francisco
237	URS Corp.	Business Services	3.58	6.7%	San Francisco
400	Diamond Foods Inc.	Consumer Products & Services	0.86	0.0%	San Francisco
400	Dolby Laboratories Inc.	Electronic Hardware	3.46	0.0%	San Francisco
400	Loopnet Inc.	Real Estate	0.38	0.0%	San Francisco
400	Riverbed Technology Inc.	Software	1.86	0.0%	San Francisco

San Mateo County

RANK	COMPANY NAME	INDUSTRY	MARKET CAPITALIZATION (\$B)	% WOMEN DIRECTORS & HIGHEST-PAID EXECUTIVES	CITY
1	bebe stores Inc.	Consumer Products & Services	0.57	50.0%	Brisbane
40	Genomic Health Inc.	Health	0.42	21.4%	Redwood City
57	Franklin Resources Inc.	Finance	21.72	18.8%	San Mateo
59	Corcept Therapeutics Inc.	Pharmaceuticals & Chemicals	0.22	18.2%	Menlo Park
72	Gilead Sciences Inc.	Pharmaceuticals & Chemicals	31.54	16.7%	Foster City
72	Netsuite Inc.	Software	0.86	16.7%	San Mateo
72	Oracle Corp.	Software	111.40	16.7%	Redwood City
72	SuccessFactors Inc.	Software	1.60	16.7%	San Mateo
99	Geron Corp.	Pharmaceuticals & Chemicals	0.52	14.3%	Menlo Park
116	Electronic Arts Inc.	Software	5.30	13.3%	Redwood City
116	Exelixis Inc.	Pharmaceuticals & Chemicals	0.53	13.3%	South San Francisco
147	Interune Inc.	Pharmaceuticals & Chemicals	0.48	10.0%	Brisbane
154	Natus Medical Inc.	Electronic Hardware	0.46	9.1%	San Carlos
154	Support.com Inc.	Software	0.19	9.1%	Redwood City
169	Core-Mark Holding Co. Inc.	Consumer Products & Services	0.29	8.3%	South San Francisco
169	QuinStreet Inc.	Media & Entertainment	0.62	8.3%	Foster City
169	Shutterstock Inc.	Consumer Products & Services	0.61	8.3%	Redwood City
193	Nektar Therapeutics	Pharmaceuticals & Chemicals	1.14	7.7%	San Carlos
193	Robert Half International Inc.	Business Services	3.70	7.7%	Menlo Park
400	Actuate Corp.	Software	0.20	0.0%	San Mateo
400	Bigband Networks Inc.	Software	0.19	0.0%	Redwood City
400	Con Way Inc.	Business Services	1.77	0.0%	San Mateo
400	Electronics for Imaging Inc.	Electronic Hardware	0.48	0.0%	Foster City
400	Equinix Inc.	Telecommunications	3.53	0.0%	Foster City
400	Exponent Inc.	Industrial	0.39	0.0%	Menlo Park
400	Informatica Corp.	Software	2.35	0.0%	Redwood City
400	Pain Therapeutics	Pharmaceuticals & Chemicals	0.23	0.0%	South San Francisco
400	Rigel Pharmaceuticals Inc.	Pharmaceuticals & Chemicals	0.35	0.0%	South San Francisco
400	Theravance Inc.	Pharmaceuticals & Chemicals	0.84	0.0%	South San Francisco

Bay Area Companies continued

Santa Clara County

RANK	COMPANY NAME	INDUSTRY	MARKET CAPITALIZATION (\$B)	% WOMEN DIRECTORS & HIGHEST-PAID EXECUTIVES	CITY
4	Affymax Inc.	Pharmaceuticals & Chemicals	0.48	35.7%	Palo Alto
21	Hewlett-Packard Co.	Electronic Hardware	106.88	25.0%	Palo Alto
26	SVB Financial Group	Finance	1.80	23.5%	Santa Clara
26	Yahoo! Inc.	Software	20.80	23.5%	Sunnyvale
28	Echelon Corp.	Electronic Hardware	0.34	23.1%	San Jose
40	Netgear Inc.	Electronic Hardware	0.77	21.4%	San Jose
40	Omniceil Inc.	Industrial	0.41	21.4%	Mountain View
48	Applied Micro Circuits Corp.	Electronic Hardware	0.71	20.0%	Sunnyvale
48	Intel Corp.	Electronic Hardware	117.82	20.0%	Santa Clara
48	Juniper Networks	Software	13.07	20.0%	Sunnyvale
59	Coherent Inc.	Electronic Hardware	0.89	18.2%	Santa Clara
59	MIPS Technologies Inc.	Electronic Hardware	0.22	18.2%	Sunnyvale
59	TIBCO Software Inc.	Software	1.86	18.2%	Palo Alto
72	Blue Coat Systems Inc.	Software	0.88	16.7%	Sunnyvale
72	Oclaro Inc.	Electronic Hardware	0.61	16.7%	San Jose
72	Super Micro Computer Inc.	Electronic Hardware	0.46	16.7%	San Jose
87	California Water Service Group	Energy	0.73	15.4%	San Jose
87	Move Inc.	Business Services	0.32	15.4%	Campbell
87	Sandisk Corp.	Industrial	10.34	15.4%	Milpitas
87	TiVo Inc.	Telecommunications	0.99	15.4%	Alviso
87	VMware Inc.	Software	7.07	15.4%	Palo Alto
87	Xenoport Inc.	Pharmaceuticals & Chemicals	0.29	15.4%	Santa Clara
99	Atheros Communications Inc.	Electronic Hardware	2.29	14.3%	Santa Clara
99	Intersil Corp.	Electronic Hardware	1.60	14.3%	Milpitas
99	SJW Corp.	Energy	0.44	14.3%	San Jose
99	Trident Microsystems	Electronic Hardware	0.28	14.3%	Santa Clara
99	Varian Medical Systems Inc.	Health	6.15	14.3%	Palo Alto
116	Intuit Inc.	Software	11.07	13.3%	Mountain View
116	MAP Pharmaceuticals Inc.	Pharmaceuticals & Chemicals	0.37	13.3%	Mountain View
116	Rambus Inc.	Electronic Hardware	2.59	13.3%	Los Altos
130	eBay Inc.	Consumer Products & Services	27.39	12.5%	San Jose
130	Google Inc.	Software	118.43	12.5%	Mountain View
141	Cisco Systems Inc.	Electronic Hardware	131.30	11.1%	San Jose
141	Pharmacyclics Inc.	Pharmaceuticals & Chemicals	0.34	11.1%	Sunnyvale
147	Apple Inc.	Electronic Hardware	237.32	10.0%	Cupertino
147	Conceptus	Electronic Hardware	0.52	10.0%	Mountain View
147	Vivus Inc.	Health	0.99	10.0%	Mountain View
154	Applied Signal Technologies	Electronic Hardware	0.23	9.1%	Sunnyvale
154	Intevac Inc.	Industrial	0.25	9.1%	Santa Clara
154	Netlogic Microsystems Inc.	Electronic Hardware	1.75	9.1%	Mountain View
154	Pericom Semiconductor Corp.	Electronic Hardware	0.24	9.1%	San Jose
169	Agilent Technologies Inc.	Electronic Hardware	10.95	8.3%	Santa Clara
169	Align Technology Inc.	Electronic Hardware	1.09	8.3%	Santa Clara
169	Ariba Inc.	Business Services	1.32	8.3%	Sunnyvale
169	LTX Credence Corp.	Electronic Hardware	0.48	8.3%	Milpitas
169	Micrus Endovascular Corp.	Health	0.29	8.3%	San Jose
169	Nefflix Inc.	Media & Entertainment	5.61	8.3%	Los Gatos
169	Sunpower Corp.	Energy	0.68	8.3%	San Jose
193	Accuray Inc.	Health	0.35	7.7%	Sunnyvale
193	Altera Corp.	Electronic Hardware	6.96	7.7%	San Jose
193	LSI Corp.	Electronic Hardware	3.38	7.7%	Milpitas
193	Monolithic Power Systems Inc.	Electronic Hardware	0.68	7.7%	San Jose
193	Novellus Systems Inc.	Industrial	2.43	7.7%	San Jose
193	Symmetricon Inc.	Electronic Hardware	0.22	7.7%	San Jose
193	Synopsys Inc.	Software	3.18	7.7%	Mountain View
193	Trimble Navigation	Electronic Hardware	3.43	7.7%	Sunnyvale
193	Xilinx Inc.	Electronic Hardware	6.61	7.7%	San Jose

Bay Area Companies continued

Santa Clara County

220	Advanced Micro Devices Inc.	Electronic Hardware	5.49	7.1%	Sunnyvale
220	ArcSight Inc.	Software	0.71	7.1%	Cupertino
220	Brocade Communication Systems Inc.	Electronic Hardware	2.35	7.1%	San Jose
220	Cepheid	Electronic Hardware	1.02	7.1%	Sunnyvale
220	Intuitive Surgical Inc.	Electronic Hardware	12.70	7.1%	Sunnyvale
220	NVIDIA Corp.	Electronic Hardware	7.20	7.1%	Santa Clara
220	Quantum Corp.	Electronic Hardware	0.49	7.1%	San Jose
220	Verisign Inc.	Software	4.97	7.1%	Mountain View
237	Adobe Systems Inc.	Software	16.91	6.7%	San Jose
237	Jazz Pharmaceuticals Inc.	Pharmaceuticals & Chemicals	0.29	6.7%	Palo Alto
237	McAfee Inc.	Software	4.84	6.7%	Santa Clara
237	Sanmina-SCI Corp.	Electronic Hardware	1.13	6.7%	San Jose
248	Applied Materials Inc.	Industrial	16.91	6.3%	Santa Clara
248	Symantec Corp.	Software	11.06	6.3%	Mountain View
253	JDS Uniphase Corp.	Electronic Hardware	2.36	5.9%	Milpitas
400	Actel Corp.	Electronic Hardware	0.36	0.0%	Mountain View
400	Affymetrix Inc.	Electronic Hardware	0.46	0.0%	Santa Clara
400	Aruba Networks Inc.	Software	1.20	0.0%	Sunnyvale
400	Atmel Corp.	Electronic Hardware	2.30	0.0%	San Jose
400	Cadence Design Systems Inc.	Software	1.76	0.0%	San Jose
400	Cavium Networks Inc.	Electronic Hardware	1.19	0.0%	Mountain View
400	Ceva Inc.	Electronic Hardware	0.24	0.0%	San Jose
400	CPI International Inc.	Electronic Hardware	0.25	0.0%	Palo Alto
400	Cypress Semiconductor Corp.	Electronic Hardware	1.82	0.0%	San Jose
400	Dionex Corp.	Electronic Hardware	1.35	0.0%	Sunnyvale
400	Durect Corp.	Pharmaceuticals & Chemicals	0.21	0.0%	Cupertino
400	eHealth Inc.	Finance	0.30	0.0%	Mountain View
400	Essex Property Trust Inc.	Real Estate	3.07	0.0%	Palo Alto
400	Extreme Networks	Electronic Hardware	0.25	0.0%	Santa Clara
400	Finisar Corp.	Electronic Hardware	1.07	0.0%	Sunnyvale
400	Fortinet Inc.	Software	1.06	0.0%	Sunnyvale
400	Globalstar Inc.	Telecommunications	0.55	0.0%	Milpitas
400	Harmonic Inc.	Electronic Hardware	0.56	0.0%	Sunnyvale
400	Hercules Technology Growth Capital Inc.	Finance	0.31	0.0%	Palo Alto
400	Infinera Corp.	Telecommunications	0.65	0.0%	Sunnyvale
400	Integrated Device Technology Inc.	Electronic Hardware	0.93	0.0%	San Jose
400	Integrated Silicon Solution Inc.	Electronic Hardware	0.23	0.0%	San Jose
400	IXYS Corp.	Electronic Hardware	0.28	0.0%	Milpitas
400	KLA Tencor Corp.	Electronic Hardware	5.09	0.0%	Milpitas
400	Linear Technology Corp.	Electronic Hardware	6.17	0.0%	Milpitas
400	Maxim Integrated Products	Electronic Hardware	5.30	0.0%	Sunnyvale
400	Micrel Inc.	Electronic Hardware	0.67	0.0%	San Jose
400	Nanometrics	Electronic Hardware	0.22	0.0%	Milpitas
400	National Semiconductor Corp.	Electronic Hardware	3.27	0.0%	Santa Clara
400	NetApp Inc.	Industrial	12.96	0.0%	Sunnyvale
400	Omnivision Technologies	Electronic Hardware	1.02	0.0%	Santa Clara
400	PMC Sierra Inc.	Electronic Hardware	1.80	0.0%	Santa Clara
400	Power Integrations Inc.	Electronic Hardware	0.93	0.0%	San Jose
400	Rovi Corp.	Media & Entertainment	3.79	0.0%	Santa Clara
400	ShoreTel Inc.	Telecommunications	0.23	0.0%	Sunnyvale
400	Sigma Designs Inc.	Electronic Hardware	0.31	0.0%	Milpitas
400	Silicon Image Inc.	Electronic Hardware	0.28	0.0%	Sunnyvale
400	Supertex Inc.	Electronic Hardware	0.34	0.0%	Sunnyvale
400	Synaptics Inc.	Software	0.98	0.0%	Santa Clara
400	Tessera Technologies Inc.	Electronic Hardware	0.85	0.0%	San Jose
400	Ultratech Inc.	Industrial	0.33	0.0%	San Jose
400	Verifone Systems Inc.	Electronic Hardware	1.69	0.0%	San Jose
400	VirnetX Holding Corp.	Software	0.25	0.0%	Scotts Valley
400	Zoran Corp.	Electronic Hardware	0.48	0.0%	Sunnyvale

Bay Area Companies continued

Solano County

RANK	COMPANY NAME	INDUSTRY	MARKET CAPITALIZATION (\$B)	% WOMEN DIRECTORS & HIGHEST-PAID EXECUTIVES	CITY
400	Copart Inc.	Consumer Products & Services	2.98	0.0%	Fairfield

Central Coast Companies

Monterey County

RANK	COMPANY NAME	INDUSTRY	MARKET CAPITALIZATION (\$B)	% WOMEN DIRECTORS & HIGHEST-PAID EXECUTIVES	CITY
220	Century Aluminum Co.	Industrial	0.90	7.1%	Monterey

Santa Barbara County

RANK	COMPANY NAME	INDUSTRY	MARKET CAPITALIZATION (\$B)	% WOMEN DIRECTORS & HIGHEST-PAID EXECUTIVES	CITY
10	Deckers Outdoor Corp.	Consumer Products & Services	1.83	30.8%	Goleta

Santa Cruz County

RANK	COMPANY NAME	INDUSTRY	MARKET CAPITALIZATION (\$B)	% WOMEN DIRECTORS & HIGHEST-PAID EXECUTIVES	CITY
48	West Marine Inc.	Consumer Products & Services	0.24	20.0%	Watsonville
72	Plantronics Inc.	Electronic Hardware	1.39	16.7%	Santa Cruz
193	Granite Construction	Industrial	1.09	7.7%	Watsonville

Ventura County

RANK	COMPANY NAME	INDUSTRY	MARKET CAPITALIZATION (\$B)	% WOMEN DIRECTORS & HIGHEST-PAID EXECUTIVES	CITY
141	Amgen Inc.	Pharmaceuticals & Chemicals	48.63	11.1%	Thousand Oaks
220	Teledyne Technologies Inc.	Electronic Hardware	1.39	7.1%	Thousand Oaks
258	Calavo Growers Inc.	Consumer Products & Services	0.23	5.6%	Santa Paula
400	Semtech Corp.	Electronic Hardware	1.07	0.0%	Camarillo

Central Valley Companies

Butte County

RANK	COMPANY NAME	INDUSTRY	MARKET CAPITALIZATION (\$B)	% WOMEN DIRECTORS & HIGHEST-PAID EXECUTIVES	CITY
253	TriCo Bancshares	Finance	0.28	5.9%	Chico

Kern County

RANK	COMPANY NAME	INDUSTRY	MARKET CAPITALIZATION (\$B)	% WOMEN DIRECTORS & HIGHEST-PAID EXECUTIVES	CITY
28	Tejon Ranch Co.	Consumer Products & Services	0.41	23.1%	Lebec

Sacramento County

RANK	COMPANY NAME	INDUSTRY	MARKET CAPITALIZATION (\$B)	% WOMEN DIRECTORS & HIGHEST-PAID EXECUTIVES	CITY
69	McClatchy Co.	Media & Entertainment	0.26	17.6%	Sacramento
154	Gencorp Inc.	Industrial	0.30	9.1%	Rancho Cordova
400	Waste Connections Inc.	Energy	2.75	0.0%	Folsom

Southern California Companies

Los Angeles County

RANK	COMPANY NAME	INDUSTRY	MARKET CAPITALIZATION (\$B)	% WOMEN DIRECTORS & HIGHEST-PAID EXECUTIVES	CITY
2	Hot Topic Inc.	Consumer Products & Services	0.24	41.7%	City of Industry
3	LTC Properties Inc.	Real Estate	0.60	36.4%	Westlake Village
9	East West Bancorp Inc.	Finance	2.41	31.3%	Pasadena
12	Electro Rent Corp.	Electronic Hardware	0.31	30.0%	Van Nuys
14	American States Water Co.	Energy	0.63	28.6%	San Dimas
16	Walt Disney Holding Co.	Media & Entertainment	65.27	27.8%	Burbank
17	Health Net Inc.	Finance	2.43	26.7%	Woodland Hills
17	Nara Bancorp Inc.	Finance	0.28	26.7%	Los Angeles
21	DineEquity Inc.	Consumer Products & Services	0.55	25.0%	Glendale
28	Cheesecake Factory	Consumer Products & Services	1.50	23.1%	Calabasas Hills
28	Internet Brands Inc.	Media & Entertainment	0.44	23.1%	El Segundo
28	Korn/Ferry International	Business Services	0.63	23.1%	Los Angeles
28	Molina Healthcare Inc.	Health	0.70	23.1%	Long Beach
28	PS Business Parks Inc.	Real Estate	1.31	23.1%	Glendale
28	Wilshire Bancorp Inc.	Finance	0.29	23.1%	Los Angeles
39	Wesco Financial Corp.	Business Services	2.49	22.2%	Pasadena
40	KB Home	Industrial	1.21	21.4%	Los Angeles

Southern California Companies continued

Los Angeles County continued

48	Farmer Bros Co.	Consumer Products & Services	0.27	20.0%	Torrance
57	Dreamworks Animation SKG Inc.	Media & Entertainment	2.30	18.8%	Glendale
59	Big 5 Sporting Goods Corp.	Real Estate	0.31	18.2%	El Segundo
59	Dole Food Co. Inc.	Consumer Products & Services	0.80	18.2%	Westlake Village
59	Edison International	Energy	10.27	18.2%	Rosemead
69	Mattel Inc.	Industrial	7.76	17.6%	El Segundo
72	California Pizza Kitchen Inc.	Consumer Products & Services	0.44	16.7%	Los Angeles
72	Kennedy-Wilson Holdings Inc.	Real Estate	0.46	16.7%	Beverly Hills
87	Center Financial Corp.	Finance	0.23	15.4%	Los Angeles
87	Guess Inc.	Consumer Products & Services	3.33	15.4%	Los Angeles
99	Capstone Turbine Corp.	Energy	0.26	14.3%	Chatsworth
99	DTS Inc.	Electronic Hardware	0.56	14.3%	Calabasas
99	International Rectifier Corp.	Electronic Hardware	1.44	14.3%	El Segundo
116	HCP Inc.	Real Estate	9.22	13.3%	Long Beach
116	Pennymac Mortgage Investment Trust	Real Estate	0.28	13.3%	Calabasas
116	Ryland Group Inc.	Industrial	0.79	13.3%	Calabasas
130	Arden Group Inc.	Consumer Products & Services	0.28	12.5%	Compton
130	Avery Dennison Corp.	Industrial	3.65	12.5%	Pasadena
130	CB Richard Ellis Group Inc.	Real Estate	4.86	12.5%	Los Angeles
130	Northrop Grumman Corp.	Industrial	17.93	12.5%	Los Angeles
138	Public Storage	Real Estate	15.48	11.8%	Glendale
154	AeroVironment Inc.	Industrial	0.53	9.1%	Monrovia
154	Anworth Mortgage Asset Corp.	Real Estate	0.79	9.1%	Santa Monica
154	Ixia	Electronic Hardware	0.63	9.1%	Calabasas
154	J2 Global Communications Inc.	Telecommunications	1.02	9.1%	Los Angeles
154	True Religion Apparel Inc.	Consumer Products & Services	0.66	9.1%	Vernon
169	Douglas Emmett Inc.	Real Estate	1.84	8.3%	Santa Monica
169	Tetra Tech Inc.	Business Services	1.34	8.3%	Pasadena
169	United Online Inc.	Software	0.56	8.3%	Woodland Hills
193	IPC The Hospitalist Co. Inc.	Health	0.48	7.7%	North Hollywood
193	Superior Industries International	Business Services	0.38	7.7%	Van Nuys
193	US Auto Parts Network Inc.	Consumer Products & Services	0.24	7.7%	Carson
220	Macerich Co.	Real Estate	5.17	7.1%	Santa Monica
220	Mercury General Corp.	Finance	2.32	7.1%	Los Angeles
220	Reliance Steel & Aluminum Co.	Industrial	3.24	7.1%	Los Angeles
237	Tutor Perini Corp.	Industrial	0.97	6.7%	Sylmar
248	Aecom Technology Corp.	Business Services	2.82	6.3%	Los Angeles
248	Jacobs Engineering Group Inc.	Industrial	5.03	6.3%	Pasadena
253	DirecTV	Telecommunications	33.24	5.9%	El Segundo
253	Occidental Petroleum Corp.	Energy	65.01	5.9%	Los Angeles
400	99 Cents Only Stores	Consumer Products & Services	1.03	0.0%	City of Commerce
400	Abraxis Bioscience Inc.	Pharmaceuticals & Chemicals	2.05	0.0%	Los Angeles
400	Activision Blizzard Inc.	Software	13.14	0.0%	Santa Monica
400	Alexandria Real Estate Equities	Real Estate	2.84	0.0%	Pasadena
400	Ameron International Corp.	Industrial	0.58	0.0%	Pasadena
400	Breitburn Energy Partners LP	Energy	0.79	0.0%	Los Angeles
400	Cathay General Bancorp	Finance	0.83	0.0%	Los Angeles
400	City National Corp.	Finance	2.98	0.0%	Los Angeles
400	Cogent Inc.	Business Services	0.78	0.0%	Pasadena
400	Colony Financial Inc.	Real Estate	0.26	0.0%	Santa Monica
400	Ducommun Inc.	Business Services	0.20	0.0%	Carson
400	Jakks Pacific Inc.	Industrial	0.40	0.0%	Malibu
400	Kilroy Realty Corp.	Real Estate	1.66	0.0%	Los Angeles
400	K-Swiss Inc.	Consumer Products & Services	0.33	0.0%	Westlake Village
400	Mannkind Corp.	Pharmaceuticals & Chemicals	0.61	0.0%	Valencia
400	On Assignment	Business Services	0.19	0.0%	Calabasas
400	OSI Systems Inc.	Industrial	0.47	0.0%	Hawthorne
400	Rentech Inc.	Pharmaceuticals & Chemicals	0.22	0.0%	Los Angeles
400	Skechers USA Inc.	Consumer Products & Services	1.29	0.0%	Manhattan Beach
400	THQ Inc.	Software	0.40	0.0%	Agoura Hills
400	ValueClick Inc.	Media & Entertainment	0.90	0.0%	Westlake Village
400	VCA Antech Inc.	Consumer Products & Services	2.19	0.0%	Los Angeles

Southern California Companies continued

Orange County

RANK	COMPANY NAME	INDUSTRY	MARKET CAPITALIZATION (\$B)	% WOMEN DIRECTORS & HIGHEST-PAID EXECUTIVES	CITY
10	Resources Connection Inc.	Business Services	0.71	30.8%	Irvine
28	Ensign Group Inc.	Health	0.36	23.1%	Mission Viejo
48	Corinthian Colleges Inc.	Media & Entertainment	1.13	20.0%	Santa Ana
59	Corvel Corp.	Health	0.45	18.2%	Irvine
59	Multi Fineline Electronix Inc.	Electronic Hardware	0.65	18.2%	Anaheim
99	Kaiser Aluminum Corp.	Industrial	0.71	14.3%	Foothill Ranch
116	Broadcom Corp.	Electronic Hardware	15.03	13.3%	Irvine
116	Ingram Micro Inc.	Electronic Hardware	2.73	13.3%	Santa Ana
138	Allergan Inc.	Pharmaceuticals & Chemicals	18.03	11.8%	Irvine
138	Beckman Coulter Inc.	Electronic Hardware	4.04	11.8%	Brea
147	Avanir Pharmaceuticals	Pharmaceuticals & Chemicals	0.23	10.0%	Aliso Viejo
147	Pacific Sunwear of California Inc.	Consumer Products & Services	0.25	10.0%	Anaheim
154	QLogic Corp.	Electronic Hardware	2.00	9.1%	Aliso Viejo
154	Sunstone Hotel Investors Inc.	Real Estate	1.03	9.1%	San Clemente
169	Conexant Systems Inc.	Electronic Hardware	0.22	8.3%	Newport Beach
169	ICU Medical Inc.	Health	0.42	8.3%	San Clemente
193	Clariant Inc.	Health	0.25	7.7%	Aliso Viejo
193	Edwards Lifesciences Corp.	Pharmaceuticals & Chemicals	5.90	7.7%	Irvine
193	Standard Pacific Corp.	Industrial	0.48	7.7%	Irvine
193	Sun Healthcare Group Inc.	Health	0.40	7.7%	Irvine
193	Western Digital Corp.	Electronic Hardware	7.69	7.7%	Lake Forest
237	Valeant Pharmaceuticals International	Pharmaceuticals & Chemicals	3.45	6.7%	Aliso Viejo
400	Acacia Research Corp.	Electronic Hardware	0.50	0.0%	Newport Beach
400	Alliance Healthcare Services Inc.	Business Services	0.28	0.0%	Newport Beach
400	American Vanguard Corp.	Pharmaceuticals & Chemicals	0.21	0.0%	Newport Beach
400	BJ's Restaurants Inc.	Consumer Products & Services	0.63	0.0%	Huntington Beach
400	Ceradyne Inc.	Electronic Hardware	0.52	0.0%	Costa Mesa
400	Clean Energy Fuels Corp.	Energy	0.84	0.0%	Seal Beach
400	Emulex Corp.	Electronic Hardware	0.83	0.0%	Costa Mesa
400	Endologix Inc.	Health	0.21	0.0%	Irvine
400	Epicor Software Corp.	Software	0.57	0.0%	Irvine
400	Masimo Corporation	Health	1.27	0.0%	Irvine
400	Microsemi Corp.	Electronic Hardware	1.26	0.0%	Irvine
400	Mindspeed Technologies Inc.	Electronic Hardware	0.28	0.0%	Newport Beach
400	Nationwide Health Properties	Real Estate	4.17	0.0%	Newport Beach
400	Newport Corp.	Electronic Hardware	0.36	0.0%	Irvine
400	Powerwave Technologies Inc.	Electronic Hardware	0.21	0.0%	Santa Ana
400	Primoris Services Corp.	Industrial	0.30	0.0%	Lake Forest
400	Quality Systems Inc.	Software	1.64	0.0%	Irvine
400	Quest Software Inc.	Software	1.67	0.0%	Aliso Viejo
400	Quiksilver Inc.	Consumer Products & Services	0.58	0.0%	Huntington Beach
400	Smith Micro Software Inc.	Software	0.33	0.0%	Aliso Viejo
400	Spectrum Pharmaceuticals Inc.	Pharmaceuticals & Chemicals	0.19	0.0%	Irvine
400	STEC Inc.	Industrial	0.59	0.0%	Santa Ana
400	TTM Technologies Inc.	Electronic Hardware	0.87	0.0%	Santa Ana
400	Universal Electronics Inc.	Electronic Hardware	0.26	0.0%	Cypress
400	Volcom Inc.	Consumer Products & Services	0.47	0.0%	Costa Mesa
400	Wet Seal Inc.	Consumer Products & Services	0.40	0.0%	Foothill Ranch

Location

Appendix C (continued)

Southern California Companies continued

Riverside County

RANK	COMPANY NAME	INDUSTRY	MARKET CAPITALIZATION (\$B)	% WOMEN DIRECTORS & HIGHEST-PAID EXECUTIVES	CITY
248	Watson Pharmaceuticals Inc.	Pharmaceuticals & Chemicals	5.37	6.3%	Corona
400	Hansen Natural Corp.	Business Services	3.42	0.0%	Corona
400	Heckmann Corp.	Finance	0.57	0.0%	Palm Desert

San Bernardino County

RANK	COMPANY NAME	INDUSTRY	MARKET CAPITALIZATION (\$B)	% WOMEN DIRECTORS & HIGHEST-PAID EXECUTIVES	CITY
400	CVB Financial	Finance	1.03	0.0%	Ontario

San Diego County

RANK	COMPANY NAME	INDUSTRY	MARKET CAPITALIZATION (\$B)	% WOMEN DIRECTORS & HIGHEST-PAID EXECUTIVES	CITY
5	Genoptix Inc.	Health	0.44	33.3%	Carlsbad
5	Jack in the Box Inc.	Consumer Products & Services	1.21	33.3%	San Diego
12	AMN Healthcare Services Inc.	Health	0.27	30.0%	San Diego
21	Amylin Pharmaceuticals Inc.	Pharmaceuticals & Chemicals	2.33	25.0%	San Diego
48	Kratos Defense & Security Solutions Inc.	Industrial	0.19	20.0%	San Diego
59	Biomed Realty Trust Inc.	Real Estate	1.90	18.2%	San Diego
72	Isis Pharmaceutical	Pharmaceuticals & Chemicals	0.90	16.7%	Carlsbad
72	Realty Income Corp.	Real Estate	3.19	16.7%	Escondido
87	Halozyme Therapeutics Inc.	Pharmaceuticals & Chemicals	0.65	15.4%	San Diego
99	Carefusion Corp.	Health	5.58	14.3%	San Diego
99	Neurocrine Biosciences Inc.	Pharmaceuticals & Chemicals	0.22	14.3%	San Diego
99	PICO Holdings Inc.	Finance	0.70	14.3%	La Jolla
116	Arena Pharmaceuticals Inc.	Pharmaceuticals & Chemicals	0.31	13.3%	San Diego
116	Orexigen Therapeutics Inc.	Pharmaceuticals & Chemicals	0.25	13.3%	La Jolla
130	Qualcomm Inc.	Electronic Hardware	57.50	12.5%	San Diego
169	Ardea Biosciences Inc.	Pharmaceuticals & Chemicals	0.54	8.3%	San Diego
169	Maxwell Technologies Inc.	Energy	0.31	8.3%	San Diego
169	Nuvasive Inc.	Health	1.50	8.3%	San Diego
169	Optimer Pharmaceuticals Inc.	Pharmaceuticals & Chemicals	0.39	8.3%	San Diego
169	Quidel Corp.	Health	0.32	8.3%	San Diego
193	Cymer Inc.	Industrial	0.90	7.7%	San Diego
193	illumina Inc.	Electronic Hardware	5.05	7.7%	San Diego
193	Pricesmart Inc.	Consumer Products & Services	0.72	7.7%	San Diego
193	WD-40 Co.	Pharmaceuticals & Chemicals	0.54	7.7%	San Diego
220	Alphatec Holdings Inc.	Health	0.45	7.1%	Carlsbad
220	Sequenom Inc.	Pharmaceuticals & Chemicals	0.38	7.1%	San Diego
220	Volcano Corp.	Health	1.15	7.1%	San Diego
237	Cadence Pharmaceuticals Inc.	Pharmaceuticals & Chemicals	0.37	6.7%	San Diego
237	Gen-Probe Inc.	Health	2.15	6.7%	San Diego
237	Sempra Energy Corp.	Energy	11.11	6.7%	San Diego
253	Pacwest Bancorp	Finance	0.71	5.9%	San Diego
259	Life Technologies Corp.	Pharmaceuticals & Chemicals	9.00	5.0%	Carlsbad
400	Bridgepoint Education Inc.	Media & Entertainment	1.15	0.0%	San Diego
400	Callaway Golf Co.	Industrial	0.52	0.0%	Carlsbad
400	Cohu Inc.	Electronic Hardware	0.32	0.0%	Poway

Southern California Companies continued

San Diego County

400	Cubic Corp.	Electronic Hardware	0.94	0.0%	San Diego
400	Cytori Therapeutics Inc.	Health	0.20	0.0%	San Diego
400	Dexcom Inc.	Electronic Hardware	0.56	0.0%	San Diego
400	DivX Inc.	Media & Entertainment	0.23	0.0%	San Diego
400	Encore Capital Group Inc.	Finance	0.47	0.0%	San Diego
400	Entropic Communications Inc.	Electronic Hardware	0.37	0.0%	San Diego
400	Leap Wireless International Inc.	Telecommunications	1.14	0.0%	San Diego
400	Resmed Inc.	Electronic Hardware	4.80	0.0%	San Diego
400	Solera Holdings Inc.	Software	2.36	0.0%	San Diego
400	Somaxon Pharmaceuticals Inc.	Pharmaceuticals & Chemicals	0.19	0.0%	San Diego
400	ViaSat Inc.	Electronic Hardware	1.24	0.0%	Carlsbad
400	Websense Inc.	Software	0.89	0.0%	San Diego

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**For more information and data:
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