

CALIFORNIA'S TOP 25

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

Although women are sorely underrepresented in the corporate boardrooms and executive offices of the largest 400 public companies headquartered in California, our Top 25 list highlights the companies with the highest percentage of women leaders. At each of these companies women occupy at least 25% of board seats and executive positions. Because several companies were tied at the 25% cut-off point, this year's top 25 list includes 31 companies.

The top five companies stand out for their commitment to incorporate women into key leadership roles. These five companies each have women in at least 35% of their board seats and executive positions.

No. 1 on the list, for the second consecutive year, is the Los Angeles-based financial institution Nara Bancorp Inc., which has two women on its eight-member board and five of six executive officers who are women.

The Top 25 companies cover a range of industries and sizes, including one of the largest California companies (McKesson Corp.), other large firms (such as Gap Inc. and Southern California Edison) and some of the smaller companies in our sample (such as Advent Software Inc., Nara Bancorp Inc. and Prospect Medical Holdings Inc.).

Eleven of the Top 25 companies have a woman serving as CEO, suggesting that women in the top position include more women on their leadership teams. Only two of the firms with a woman CEO failed to make this year's top 25 list.

Comparing the Top 25 in 2007 and 2008

- 20 companies made the Top 25 two consecutive years.
- Seven companies are new to the list and seven dropped off the list.
- The company that topped our list in 2007, Nara Bancorp Inc., was No. 1 again this year.

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

- One is no longer included in our study:
 - > Kyphon merged with Medtronic
- Six other companies remained in the study, but experienced a decline in the representation of women on the board and/or management for various reasons. These firms (and their percentage of women directors and executives) are: Advanced Medical Optics (23.8%), Charles Schwab (21.1%), Dreamworks Animation (23.8%), Wells Fargo (23.1%), Hewlett Packard (21.7%) and Mentor Corp. (18.2%).

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

California's Top 25 Companies

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2008 RANK	2007 RANK	COMPANY	WOMEN DIRECTORS & EXECUTIVES
1	1	Nara Bancorp Inc.	50.0%
2	2	Bare Escentuals Inc.	45.5%
3	3	bebe Stores Inc.	42.9%
4	16	AMN Healthcare Services Inc.	36.4%
5	4	Hot Topic Inc.	36.0%
6	-	BRE Properties, Inc.	33.3%
6	33	LECG Corp.	33.3%
8	60	Deckers Outdoor Corp.	30.8%
8	20	Guess Inc.	30.8%
8	-	Resources Connection Inc.	30.8%
8	-	Southern California Edison	30.8%
12	8	McClatchy Co.	30.4%
13	24	Charlotte Russe Holding Inc.	30.0%
13	6	Clorox Co.	30.0%
15	24	FirstFed Financial Corp.	28.6%
15	12	Gap Inc.	28.6%
15	14	Prospect Medical Holdings Inc.	28.6%
15	-	VMware Inc.	28.6%
19	10	McKesson Corp.	27.8%
20	48	Ingram Micro Inc.	27.3%
20	16	Pacific Sunwear of California Inc.	27.3%
20	175	Peet's Coffee & Tea Inc.	27.3%
23	64	Cost Plus Inc.	26.7%
23	5	Jack in the Box Inc.	26.7%
25	23	ABM Industries Inc.	25.0%
25	16	Advent Software Inc.	25.0%
25	20	DineEquity Inc.	25.0%
25	6	Longs Drug Stores Corp.	25.0%
25	38	QAD Inc.	25.0%
25	33	Ultra Clean Holdings Inc.	25.0%
25	124	Wilshire Bancorp Inc.	25.0%

* There are 31 companies included in the Top 25 because of several ties in the percentages of women directors and executives.