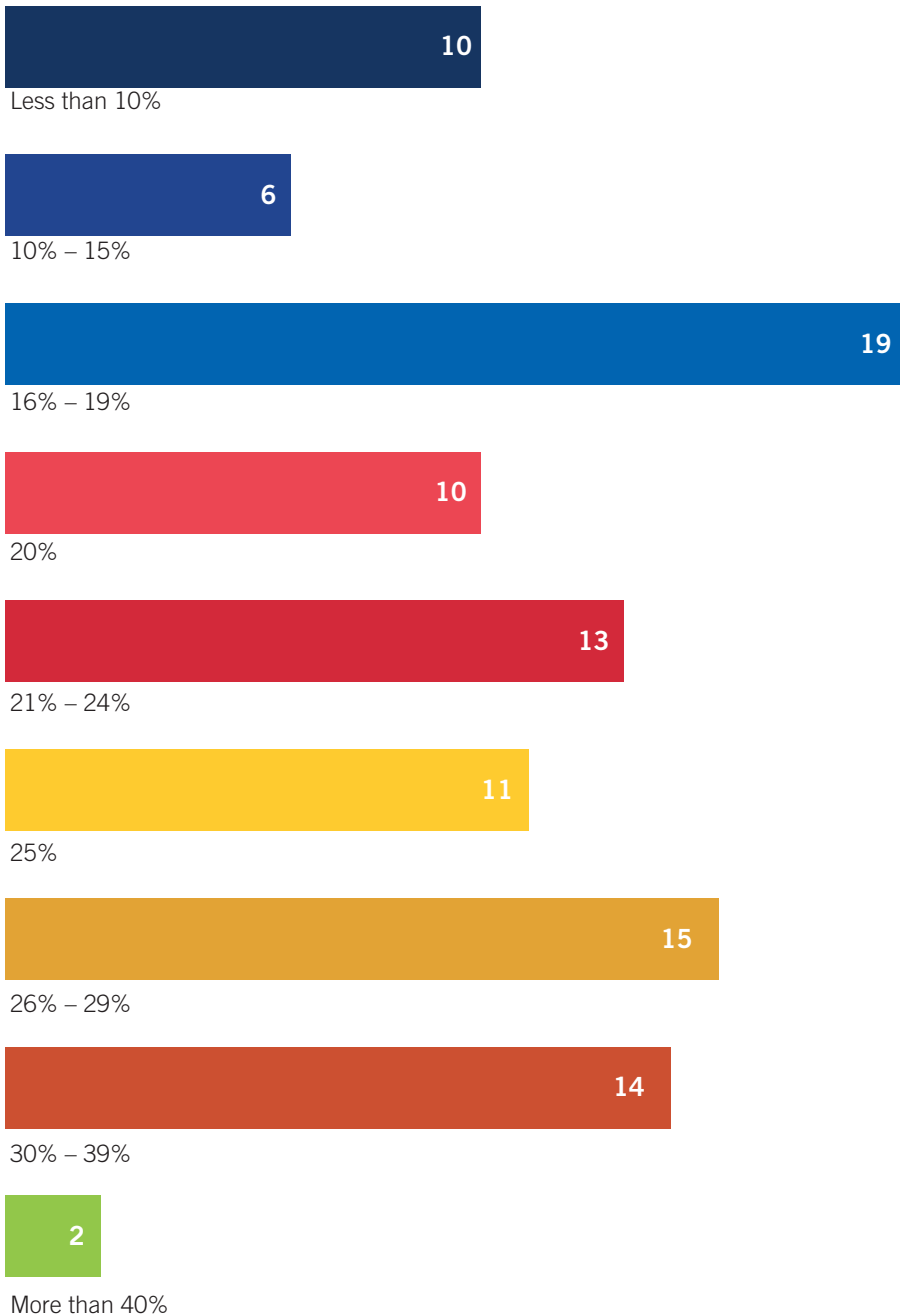


Women in Leadership

Women held approximately 22% of the total number of board seats at the Top 100 Companies in 2015. Only 16 of the Top 100 Companies have boards composed of 30% or more women members, and only two of these companies have a board of more than 40% women members.

Board Gender Diversity (% of Women on the Board)



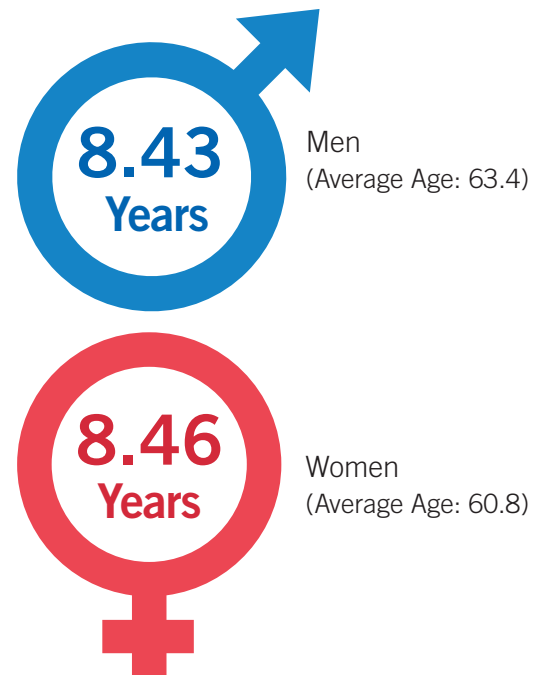
Women in the C-Suite

A woman served as the CEO at 11 of the Top 100 Companies and as both CEO and chair of the board at seven of those companies. A woman served as the CFO at 14 of the Top 100 Companies.



Fast Facts Average Board Tenure

The average board tenure of male and female directors is about the same.



Increasing the Pace of Adding Women to Boards

Quotas have been implemented in a number of European countries as a means to achieve board gender diversity, but that approach has not gained much momentum in the US. A few states — Massachusetts, California and Illinois — have taken action to encourage gender-diverse boards by approving non-binding resolutions calling for minimum numbers of women directors on corporate boards, something short of imposing quotas. Looking to the quotas in place in Germany (30%) and Norway (40%) as a benchmark, the US is lagging far behind, with 84% of the Top 100 Companies having boards with less than 30% women members.

With the percentage of board seats held by women hovering around 22% for the past three years of our Survey, more needs to be done to increase the pace at which women are joining boards. For example, in 2015 a total of 46 new directors were added to the boards of the Top 100 Companies, and only eight (or 17.4%) of those new directors were women.

18

Top 100 Companies have women serving as chair of the audit committee

20

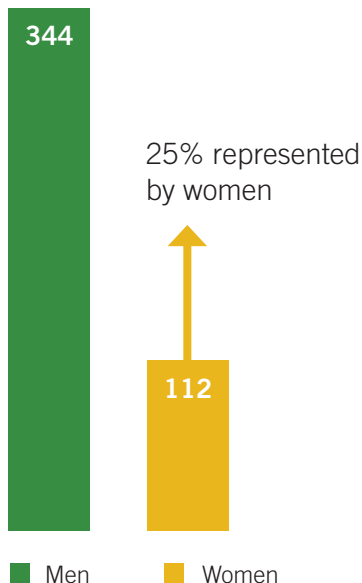
Top 100 Companies have women serving as chair of the compensation committee

26

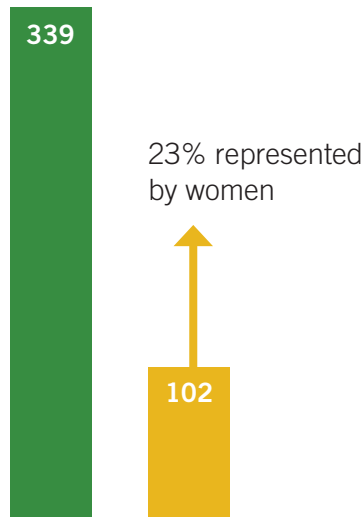
Top 100 Companies have women serving as chair of the nominating/governance committee

Composition of Board Committees

Audit Committee Members



Compensation Committee Members



Nominating/Governance Committee Members

