



WHERE ARE ALL THE WOMEN IN THE WORKFORCE?

There Still Exists A Need To
Close The Gender Diversity Gap
In The Workforce

PRESENTED BY SGA TALENT

SGA TALENT'S 2017 STUDY WHERE ARE ALL THE WOMEN IN THE WORKFORCE?

With March being National Women's History month, SGA Talent, a women owned business decided to launch a study to understand where women sit in the executive ranks of some of the biggest and best companies. Our goal was to gain an understanding of what is really going on with women in the workforce.

So for starters, SGA Talent decided to map out and take a deep dive into the 100 Best Companies To Work For and then compare the numbers to The Fortune 1000 specifically. We quickly discovered that although we want to believe there has been some progress with the gender diversity gap in the workforce, it is obvious more work still needs to get done.

This study, based upon our research efforts discovered the following; (a) women leaders tend to have more of a diverse team compared to their male counterparts (b) it became very clear specific industries and functional areas that are currently well represented by women (c) women are underrepresented at the senior level and executive ranks of corporations and (d) these companies do have a qualified talent pool of women internally.

Along with many data points, facts and figures, this report also includes the names of notable women leaders at the companies researched along with biographies.

100 BEST COMPANIES TO WORK FOR MAJOR FUNCTIONAL TITLES EXPLORED

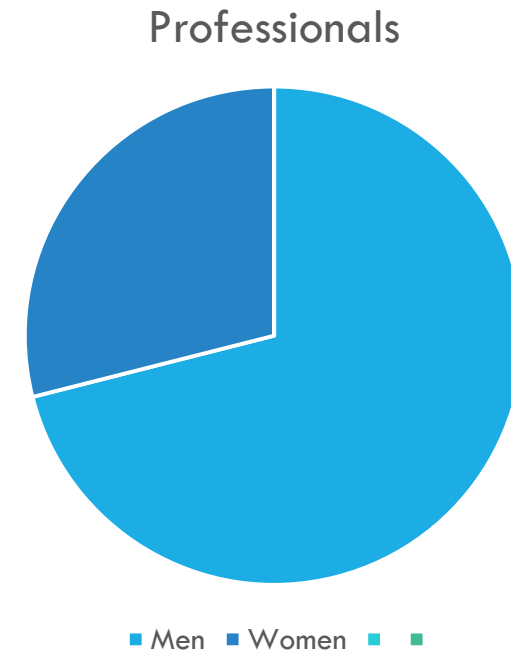
Titles Identified:

Chief Executive Officer

Leaders of:

- Operations
- Technology
- Finance
- Human Resources
- Legal
- Business Development/Sales
- Marketing
- Communications
- Foundations

A Total of 860 Leaders Were Identified -
of Which 249 or 29% Were Females

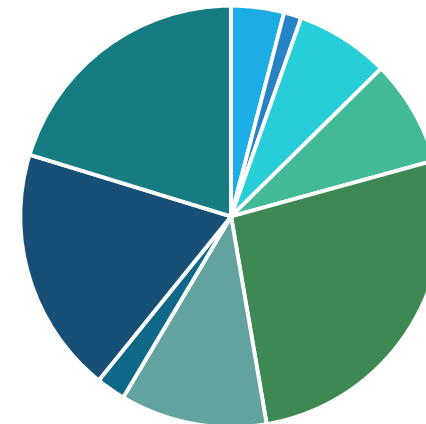


WOMEN LEADERS BY FUNCTION AT THE 100 BEST COMPANIES TO WORK FOR

- Chief Executive Officer (9) or 1%
- Chief Operations Officer (3) or > 1%
- Chief Information Officer/Senior Vice President (16) or 2%
- Chief Financial Officer (18) or 2%
- Human Resources (59) or 7%
- General Counsel Vice President Legal (25) or 3%
- Business Development (5) or 1%
- Marketing (42) or 5%
- Communications (45) or 5.2%
- Foundations (27) or 3%

29% of Those Identified Are Women

Total 249



- CEO
- COO
- CIO
- CFO
- Human Resources Leader
- General Counsel
- Sales/Business Development
- Marketing
- Communications
- Foundations

WOMEN IN THE WORKFORCE COMPARISON

100 Best Companies To Work For

Chief Executive Officer (9) or 1%

Chief Operations Officer (3) or > 1%

Chief Information Officer/Senior Vice President (16) or 2%

Chief Financial Officer (18) or 2%

Human Resources (59) or 7%

General Counsel Vice President Legal (25) or 3%

Business Development (5) or 1%

Marketing (42) or 5%

Communications (45) or 5.2%

Foundations (27) or 3%

Fortune 1000 (2016)

Chief Executive Officer 7% **compared to 4% in the Fortune 500 with 6% in the Fortune 100**

Chief Operations Officer 7%

Chief Information Officer 13%

Chief Financial Officer 10%

Human Resources 62% leaders with over 74% women sitting in management roles overall

General Counsel 31% vs 25% (Fortune 500)

Business Development/Sales 4%

Marketing 48%

Communications 51%

Foundations n/a

WOMEN IN THE WORKFORCE

Five Best Functional Careers For Women

Human Resources

Communications

Marketing

Foundations

Legal

Where Opportunity Awaits Women

We need :

More Female Chief Executive Officers

More Female Chief Operations Officers

More Female Technology Leaders

More Female Sales Leaders

Best Industries for Women

Healthcare

Professional Services

Retail

Hospitality

Nonprofit

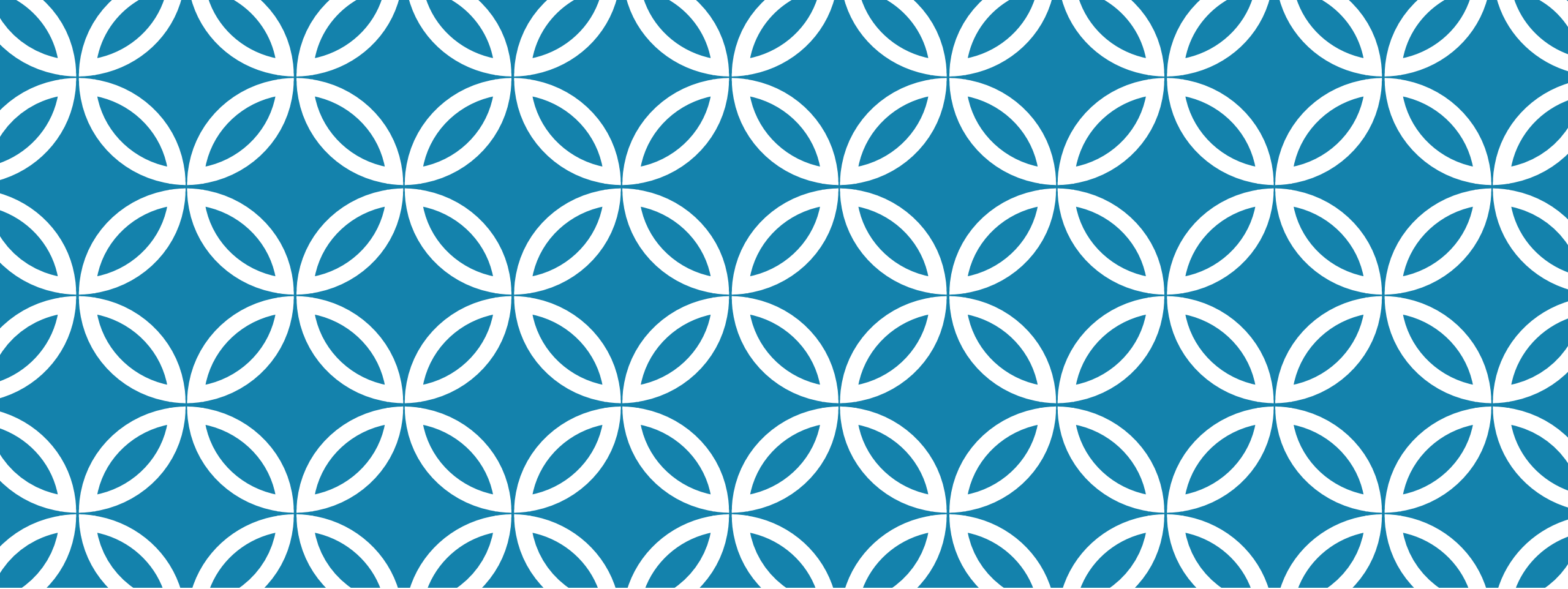
Industries which are notorious for having very few women

Finance

Technology

Automotive

Industrial



100 BEST COMPANIES TO WORK FOR

LIST OF COMPANIES 1-25

Alphabet Inc. (Google)

Wegmans Food Markets

Boston Consulting

Robert. W Baird & Company

Edward Jones

Genentech

Ultimate Software Group Inc.

Salesforce.com

Acuity A Mutual Insurance Company

Quicken Loans Inc.

Kimley-Horn & Associates Inc.

KPMG Women Chief Executive Officer

Intuit Inc.

Kimpton Hotel & Restaurant Group LLC

SAS Institute Inc.

Burns & McDonnell Inc.

Capital One Financial Corporation

Workday Inc.

Stryker Corporation

CHG Healthcare Service Inc

Publix Super Market Inc.

Camden Property Trust

PWC –PricewaterhouseCoopers

David Weekley Homes

Cooley LLP

LIST OF COMPANIES 26- 50

Hilton Worldwide Holdings Inc.

Veterans United Home Loans

Recreational Equipment Inc (REI)

Ernst & Young LLP

Nugget Market Inc.

Texas Health Resources

Hyatt Hotels Corporation

Marriott International

Pinnacle Financial Partners Inc.

United Services Automobile Association USAA

St. Jude Childrens Research Hospital

NuStar Energy LP

ARI Fleet Management Corporation

NVIDIA

World Wide Technology Inc.

Hilcorp Energy Company

VM Ware, Inc

Credit Acceptance Corporation

TD Industries LTD

Scripps Health

Atlantic Health System Inc.

Navy Federal Union

Cheesecake Factory Inc.

Container Store (The) Women Chief Executive Officer

Mars Incorporated

LIST OF COMPANIES 51-75

Plante & Moran PLLC

W.L Gore & Associates Inc Women Chief Executive Officer

Perkins Cole LLP

Nationwide Mutual Insurance Company

J M Family Enterprises Inc

Childrens Healthcare of Atlanta Women Chief Executive Officer

Encompass Home Health & Hospice Women Chief Executive Officer

Whole Foods Market Inc.

SAP North America Inc. Women Chief Executive Officer

Adobe Systems Inc.

Southern Ohio Medical Center

Goldman Sachs Group Inc.

Delta Airlines

Deloitte Women Chief Executive Officer

Alston & Baird LLP

Activision Blizzard Inc.

Cisco Systems Inc.

QuikTrip Corporation

American Express Company

Roche Diagnostics Corporation

Autodesk Inc.

Ikea Holding US Inc.

Novo Nordisk Incorporated

Rackspace Hosting Inc.

Hyland Creator of OnBase Hyland Software

LIST OF COMPANIES 76-100

Build-A-Bear Workshop Inc. Women Chief Executive Officer

CarMax Inc.

Slalom Consulting

Four Seasons Hotels & Resorts Inc.

Protiviti Inc.

Cadence Design Systems Inc.

First American Financial Corporation

TEKsystems Inc.

Mayo Clinic

Regeneron Pharmaceuticals Inc.

Ohio Health

Sheetz Inc.

Accenture Ltd.

American Fidelity Assurance Company

Bright Horizons Family Solutions Inc.

AFLAC Inc.

Methodist LE Bonheur Healthcare

AT & T

Nordstrom Inc.

Baker, Donelson, Bearman, Caldwell & Berkowitz PC

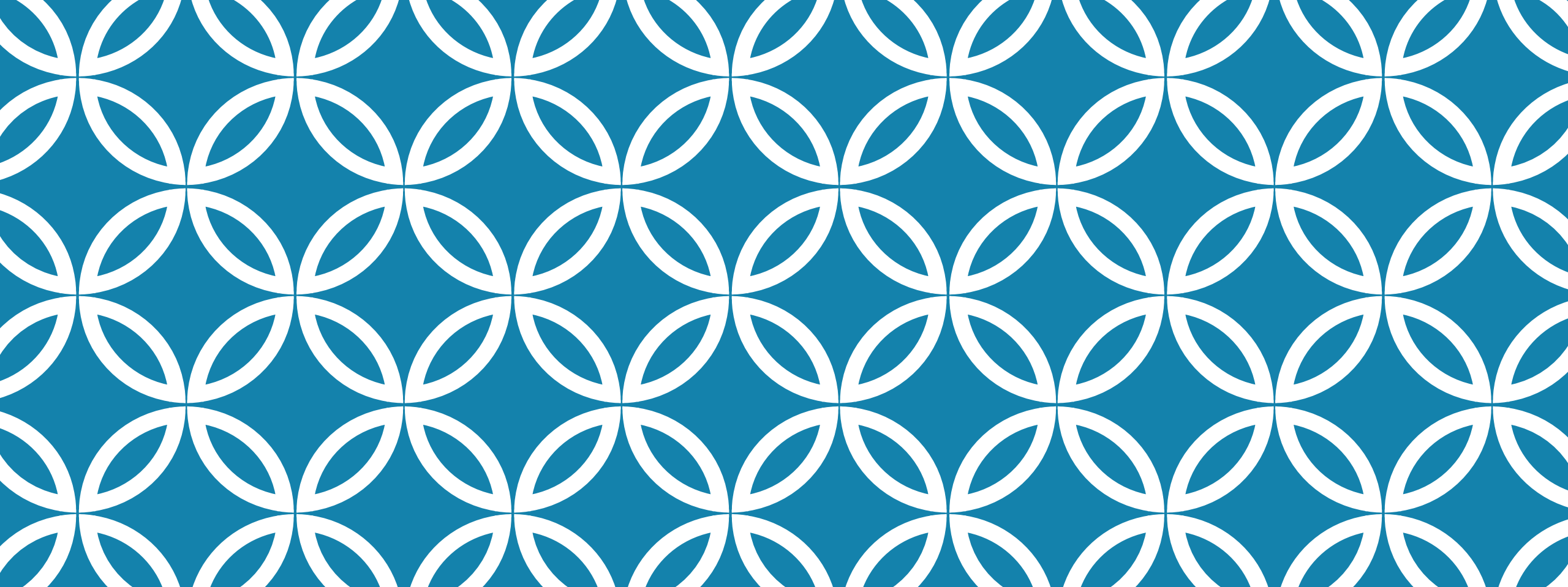
Orick, Herrington & Sutcliffe, LLP

Baptist Health South Florida, Inc. Women Chief Executive Officer

PCL Construction Enterprises. Inc.

FedEx Corporation

Allianz Life Insurance Company North America



100 BEST COMPANIES TO WORK FOR

MEET 9 WOMEN CHIEF EXECUTIVE OFFICERS



#12 KPMG LLP

Lynne Doughtie, Chairman, Chief Executive Officer

Other notable women leaders include:



#49 CONTAINER STORE (THE)



Melissa Reiff, President, Chief Executive Officer

Other notable women leaders include:

Eva Gordon, Executive Vice President, Stores & Employee Development

Jodi Taylor, Chief Financial Officer, Chief Administrative Officer

Melissa Collins, Chief Marketing Officer

Audrey Robertson, Executive Vice President of Culture & Strategic Assistant to the CEO

#52 W.L. GORE & ASSOCIATES, INC.



Terri Kelly, President and Chief Executive Officer

Other notable women leaders include:

Laura Pacanowsky, Corporate Counsel

Amy Calhoun, Lead Public Affairs

Melissa Greene, Business Partner, Human Resources

56 CHILDRENS HEALTHCARE OF ATLANTA



Donna Hyland, President, Chief Executive Office

Other notable women leaders include:

Ruth Fowler, Senior Vice President, Chief Financial Officer

Linda Matzigkeit, Chief Administrative Officer

Leslie Jones, Senior Vice President, General Counsel

Allana Cummings, Chief Information Officer

#57 ENCOMPASS HOME HEALTH & HOSPICE



April Anthony, Chief Executive Officer

Other notable women leaders include:

Tracey Kruse, Chief Operating Officer

Erin Volbeda, Marketing Director

#59 SAP NORTH AMERICA, INC



Jennifer Morgan, President SAP North America

Other notable women leaders include:

Jewell Parkinson, Head Of Human Resources

Mary Beth Hanss, General Counsel, SAP North America

Brittany Lothe, Chief of Staff, Head Strategy & Operations Global Corporate Affairs

#64 DELOITTE US



Cathy Engelbert, Chief Executive Officer Deloitte

Other notable women leaders include:

Susan Bashar, General Counsel

Kathleen Shaztic, Executive Director, Deloitte Foundations

Amy Fuller, Senior Managing Director, Global Brand

#76 BUILD - A- BEAR WORKSHOP, INC



Sharon Price John, President and Chief Executive Officer

Other notable women leaders include:

Gina Collins, Chief Marketing Officer

Darlene Elder, Chief Human Resources Officer

Jennifer Kretchmar, Chief Merchandising Officer

#97 BAPTIST HEALTH SOUTH FLORIDA, INC



Ana Lopez-Blazquez, Executive Vice President, Chief Strategy & Transformation Officer, Baptist Health South Florida & Chief Executive Officer, Baptist Health Enterprises

Other notable women leaders include:

Mimi Taylor, Chief Information Officer

Adriene McCoy, Corporate Vice President, Chief Human Resources Officer

Phyllis Oeters, Vice President, Government & Community Relations



2016 FORTUNE 100

MEET THE SEVEN WOMEN CHIEF EXECUTIVE OFFICERS

#8 GENERAL MOTORS



Mary T. Barra, Chairman and Chief Executive Officer, General Motors Company

Other notable women leaders include:

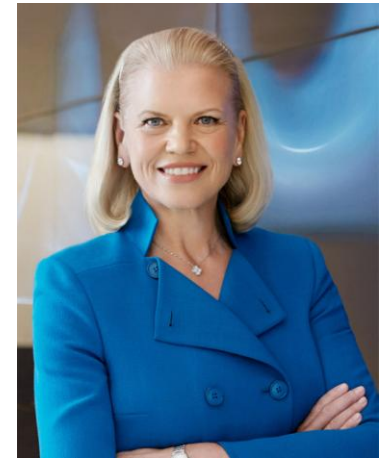
Alicia Boler Davis, Executive Vice President, Global Manufacturing

Victoria McInnis, Vice President, Chief Tax Officer & General Auditor

Dhivya Suryadevara, Vice President, Finance & Treasurer

Jill Sutton, Deputy General Counsel and Corporate Secretary

31 INTERNATIONAL BUSINESS MACHINE



Ginni Rometty, Chairman, President, and CEO IBM

Other notable women leaders include:

Michelle H. Browdy, Senior Vice President, Legal and Regulatory Affairs, and General Counsel

Diane Gherson, Senior Vice President, Human Resources, IBM

Bridget van Kralingen, Senior Vice President, IBM Industry Platforms

#44 PEPSICO

Indra K. Nooyi, Chairman and Chief Executive Officer

Other notable women leaders include:

Umran Beba Senior Vice President, Chief HR officer for Human Capital Management Services and Operations

Jody Davids, Senior Vice President and Chief Information Officer

Anne Fink, President, Global Foodservice

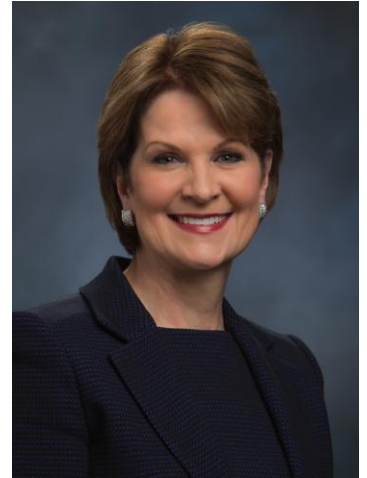
Deborah Rosado Shaw, Senior Vice President, Chief Global Diversity and Engagement Officer

Cynthia M. Trudell, Executive Vice President, Human Resources and Chief Human Resources Officer

Grace Puma Whiteford, Senior Vice President and Chief Supply Officer



60 LOCKHEED MARTIN CORPORATION



[Marillyn A. Hewson, Chairman, President and Chief Executive Officer
Lockheed Martin Corporation](#)

Other notable women leaders include:

#77 ORACLE

Safra A. Catz, Chief Executive Officer

Other notable leaders include:

Mary Ann Davidson, Chief Security Officer

Dorian Daley, Senior Vice President, General Counsel, and Secretary

Judith Sim, Chief Marketing Officer

Joyce Westerdahl, Executive Vice President Human Resources



COURTESY: ORACLE

#88 GENERAL DYNAMICS



Phebe N. Novakovic, Chairman and Chief Executive Officer

Other notable women leaders include:

M. Amy Gilliland, Deputy for Operations for General Dynamics Information Technology

Kimberly A. Kuryea, Senior Vice President, Human Resources and Administration

#94 MONDELEZ INTERNATIONAL

Irene Rosenfeld, Chairman and Chief Executive Officer

Other notable women leaders include:

Karen May, Executive Vice President of Human Resources



COURTESY: KRAFT



**MEET THE 29 WOMEN WHO CURRENTLY HOLD CEO POSITIONS AT THE
S&P 500 COMPANIES**

Based on the January 2017 S&P
500 list

WOMEN CHIEF EXECUTIVE OFFICERS S&P 500 COMPANIES

Mary T. Barra, General Motors Co. (GM)

Heather Bresch, Mylan N.V.

Michele Buck, The Hershey Company

Debra A. Cafaro, Ventas, Inc.

Safra A. Catz, Oracle Corp. (co-CEO)

Debra Crew, Reynolds American Inc.

Mary Dillon, Ulta Beauty

Adena Friedman, Nasdaq

Margaret "Margo" Georgiadis, Mattel, Inc.

Lynn J. Good, Duke Energy Corp.

WOMEN CHIEF EXECUTIVE OFFICERS S&P 500 COMPANIES

[Shira Goodman](#), Staples, Inc.

[Tricia Griffith](#), The Progressive Corp.

[Marillyn A. Hewson](#), Lockheed Martin Corp.

[Vicki Hollub](#), Occidental Petroleum Corp.

[Margaret Keane](#), Synchrony Financial

[Gracia C. Martore](#), TEGNA

[Marissa Mayer](#), Yahoo Inc.

[Beth E. Mooney](#), KeyCorp

[Denise M. Morrison](#), Campbell Soup Co.

[Indra K. Nooyi](#), PepsiCo, Inc.

WOMEN CHIEF EXECUTIVE OFFICERS S&P 500 COMPANIES

[Phebe N. Novakovic](#), General Dynamics Corp.

[Patricia K. Poppe](#), CMS Energy

[Debra L. Reed](#), Sempra Energy Corp.

[Barbara Rentler](#), Ross Stores, Inc.

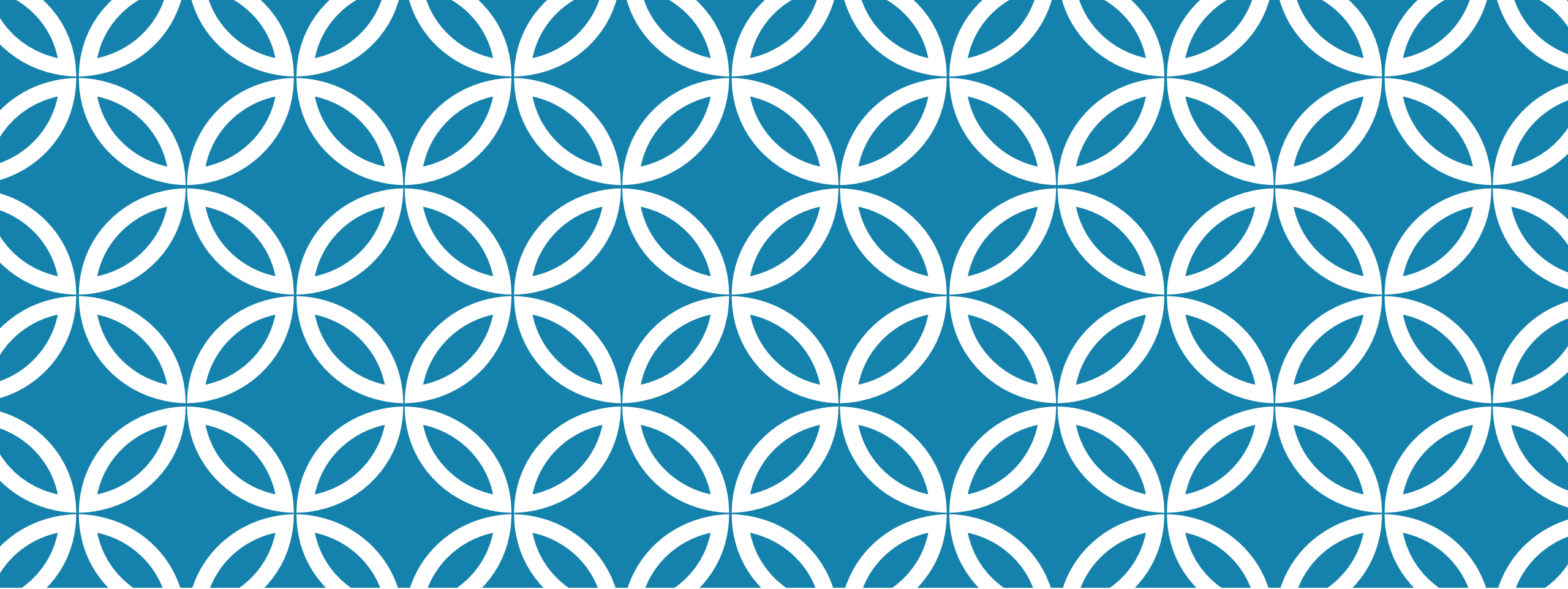
[Virginia M. Rometty](#), International Business Machines (IBM) Corp.

[Irene B. Rosenfeld](#), Mondelez International, Inc.

[Susan N. Story](#), American Water Works Company, Inc.

[Meg Whitman](#), Hewlett-Packard Enterprise

[Geisha Williams](#), PG&E Corp.



WE HOPE YOU ENJOYED OUR STUDY

[Where Are All The Women In
The Work Force?](#)



"A LEADER IN RECRUITMENT RESEARCH & RECRUITING SOLUTIONS"

As a recruitment research and recruiting solutions firm, we continue to experience, along with our clients the challenges of recruiting a diverse workforce and the continued emphasis that needs to be put on not only filling the pipeline with diversity, but making the best hiring decisions that will deliver diversity in the workforce.

If you wish to learn more about the study or SGA Talent, we look forward to connecting.

Sheila Greco, President sgreco@sgatalent.com

Joe Morse, Chief Operations Officer, jmorse@sgatalent.com