

WOMEN AND MINORITIES ON FORTUNE 500 BOARDS

2010 ALLIANCE FOR BOARD DIVERSITY CENSUS

APPENDIX 4

Fortune 500 Companies With 40 Percent or More Seats Held by Women and Minorities

Rank	Company	Total Seats	Total Women	White Men	White Women	African-American Men	African-American Women	Hispanic Men	Hispanic Women	Asian Pacific Islander Men	Asian Pacific Islander Women	Total Women and Minorities	Percentage of Seats Held by Women and Minorities
228	Avon Products	11	5	4	3	1	0	0	1	1	1	7	63.6
401	Pacific Life	5	2	2	2	0	0	0	0	1	0	3	60.0
30	Target	12	4	5	4	2	0	1	0	0	0	7	58.3
50	PepsiCo	12	4	5	2	0	0	2	1	1	1	7	58.3
173	PG&E Corp.	12	3	5	3	2	0	1	0	1	0	7	58.3
127	Alcoa	14	3	6	3	1	0	3	0	1	0	8	57.1
151	Colgate-Palmolive	11	3	5	2	1	1	2	0	0	0	6	54.5
426	Ryder System	11	3	5	3	1	0	2	0	0	0	6	54.5
63	Aetna	13	4	6	4	3	0	0	0	0	0	7	53.8
308	Estée Lauder	13	6	6	5	1	1	0	0	0	0	7	53.8
20	International Business Machines	14	3	7	2	1	1	2	0	1	0	7	50.0
31	WellPoint	16	6	8	6	1	0	1	0	0	0	8	50.0
101	Staples	12	3	6	3	1	0	0	0	2	0	6	50.0

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174	Pepsi Bottling	10	4	5	3	0	0	1	1	0	0	5	50.0
266	Principal Financial	10	4	5	3	0	1	0	0	1	0	5	50.0
389	Advance Auto Parts	10	3	5	2	0	1	2	0	0	0	5	50.0
413	Western Union	10	3	5	3	0	0	1	0	1	0	5	50.0
7	AT&T	15	5	8	4	1	1	1	0	0	0	7	46.7
51	MetLife	15	4	8	3	2	0	1	0	0	1	7	46.7
22	Procter & Gamble	13	3	7	3	1	0	1	0	1	0	6	46.2
108	McDonald's	13	3	7	3	2	0	1	0	0	0	6	46.2
120	AMR	13	2	7	2	1	0	2	0	1	0	6	46.2
411	MasterCard	13	1	7	1	0	0	1	0	4	0	6	46.2
33	Johnson & Johnson	11	3	6	3	1	0	1	0	0	0	5	45.5
14	McKesson	9	3	5	3	1	0	0	0	0	0	4	44.4
262	Praxair	9	2	5	2	2	0	0	0	0	0	4	44.4
303	Quest Diagnostics	9	3	5	3	0	0	0	0	1	0	4	44.4
306	Winn-Dixie Stores	9	2	5	1	0	1	2	0	0	0	4	44.4

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380	SunGard Data Systems	9	1	5	1	0	0	1	0	2	0	4	44.4
409	Avis Budget Group	9	2	5	2	1	0	1	0	0	0	4	44.4
356	KeyCorp	16	5	9	5	1	0	1	0	0	0	7	43.8
113	Coca-Cola Enterprises	14	4	8	3	1	1	1	0	0	0	6	42.9
297	Eastman Kodak	14	2	8	1	1	1	2	0	1	0	6	42.9
53	Kraft Foods	12	4	7	3	0	1	0	0	1	0	5	41.7
55	Sysco	12	4	7	3	0	1	1	0	0	0	5	41.7
119	TJX	12	3	7	3	0	0	1	0	1	0	5	41.7
133	J.C. Penney	12	4	7	3	0	1	1	0	0	0	5	41.7
136	Whirlpool	12	2	7	2	2	0	1	0	0	0	5	41.7
272	Reynolds American	12	3	7	3	2	0	0	0	0	0	5	41.7
340	Hormel Foods	12	4	7	3	0	0	0	1	1	0	5	41.7
387	Mattel	12	3	7	3	0	0	0	0	2	0	5	41.7
27	Archer Daniels Midland	10	3	6	3	0	0	1	0	0	0	4	40.0

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78	Sunoco	10	3	6	3	1	0	0	0	0	0	4	40.0
87	Tyson Foods	10	2	6	2	1	0	1	0	0	0	4	40.0
152	Xerox	10	4	6	3	0	1	0	0	0	0	4	40.0
214	ITT	10	2	6	2	1	0	0	0	1	0	4	40.0
218	Cummins	10	2	6	1	1	1	0	0	1	0	4	40.0
370	Gannett	10	3	6	2	1	1	0	0	0	0	4	40.0