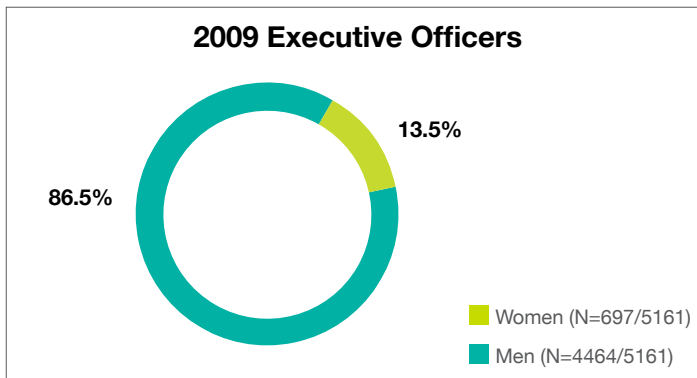


2009 CATALYST CENSUS: FORTUNE 500 WOMEN EXECUTIVE OFFICERS AND TOP EARNERS¹



- Executive Officers are *not* the same as Corporate Officers as defined in previous Catalyst Census reports.



- Executive Officer compensation remains a visible indicator of women’s status in corporations.



- Less than one-fifth of companies have three or more women Executive Officers.
- Almost one-third of companies have no women Executive Officers.

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1. 2009 analysis is based on 496 companies. Catalyst excluded four companies due to specific events: two declared bankruptcy, one was acquired, and one delisted with the SEC. To facilitate a focus on women in the highest leadership positions and to be more reliable across companies and industries, Catalyst also instituted a methodology change that makes comparisons to previous annual Corporate Officer Census reports inappropriate. See Appendix 1—Methodology for more information. The margin of error is 0.1 percent for all data in this report.