

# Women's Executive Leadership Census 2009

Missouri and Kansas Public Companies



*Time to Achieve  
Meaningful Change*



THE  
CENTRAL EXCHANGE®

*A champion of women leaders*

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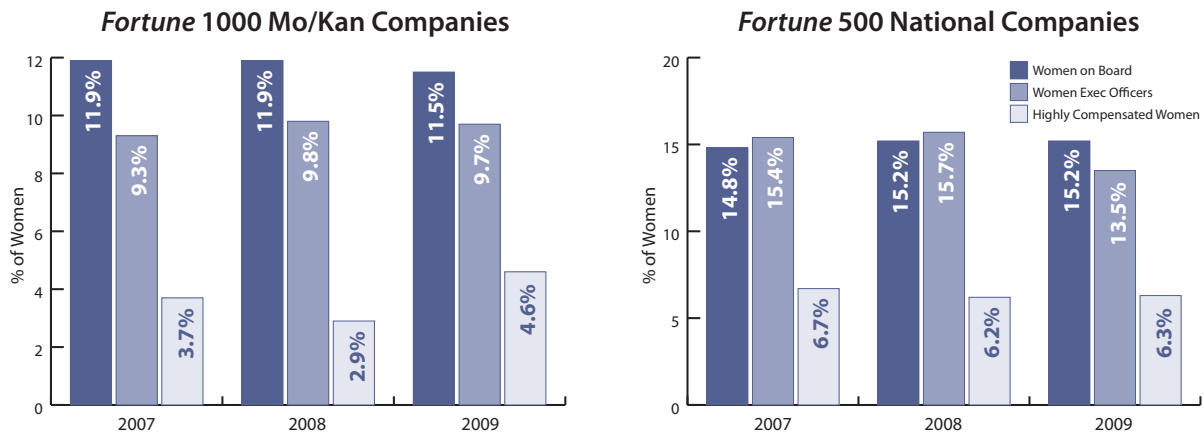
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*The Women's Executive Leadership Census 2009* summarizes the number of women serving on boards of directors or as executive officers in the largest public companies in Missouri and Kansas. We have included a look at the 39 largest public companies headquartered in the Kansas City area as reported in the *Star 50* in May 2009. The 2009 *Census* draws from annual reports and proxy statement filed by the companies with the Securities and Exchange Commission (SEC) for the 2008 fiscal year.

## 2009 Update on Women's Executive Leadership Time to Achieve Meaningful Change

In our challenging and rapidly changing world, companies must draw on all the best talent available to survive and succeed. Women are a significant portion of the best talent today, yet there has been minimal movement in the percentage of women serving in top leadership roles.



Overall Trends in Missouri/Kansas Fortune 1000 companies from 2007 to 2009

- Women on boards declined slightly, reflecting eight companies that decreased the number of women on their board
- Women executive officers, a lead indicator and precursor to board positions, increased slightly
- Highly compensated women increased from 3.7% to 4.6%.

**Key Finding:** The pool of board-ready women in Missouri/Kansas companies will continue to be impacted by the small number of women executive officers in the largest Missouri/Kansas companies.

Half the current workforce—and a full 50% of managers and professionals—are female. More than half the current and future talent pool is female—60% of college graduates are women and on average, they graduate with the most honors and highest grades.

Not surprisingly, when companies draw their leadership teams from all of the best talent available, they are proving to be most successful. A growing body of global research shows a strong and positive correlation between a significant presence of women among a company's leaders and its profitability and innovativeness. Companies with the most gender diversity on their boards of directors and executive teams out-perform those with the least on numerous financial measures and key indicators of success.

In Fortune 1000 companies in Kansas and Missouri, women constitute only 11.5% percent of boards of directors and 9.7% of executive officers. The majority of these companies have only one or no women on their board and almost 40% have no female executive officers. Women at the top are an even smaller percentage in public companies headquartered in the Kansas City region as reported in the 2009 *Star Top 50*. At these 39 companies, women comprise only 7.1% of boards of directors and 7.2% of executive officers.

To take advantage of this significant business opportunity to increase profitability and innovation, The Central Exchange with support of a coalition of business advocates— the Greater Kansas City Chamber of Commerce, the Kansas City Area Development Council, the Bloch School-UMKC, the Kauffman Foundation and the Greater Kansas City Community Foundation—is launching a campaign to achieve gender diversity on our corporate boards and executive teams.

The WIN/WIN campaign is designed to raise awareness of the business opportunity, provide tools and best practices to fill the pipeline with qualified women, and celebrate successes as area companies begin to achieve meaningful gender diversity at the top. We hope you will join us.

## Summary spreadsheet – Ranked by *Fortune* 500 and *Fortune* 501-1000

	Women on the Board		Total on the Board		Women of Color		Trend vs. 2007 Census		Women Executive Officers		Total Executive Officers		Trend vs. 2007 Census		Highly Compensated Women		Total Highly Compensated		Trend vs. 2007 Census		Revenues (millions)		Headquarters		
				%				%				%				%									
<b>Fortune 500</b>																									
Sprint Nextel	1	9	0	11.1%	↓	1	9	11.1%	↑	0	5	0.0%	—	\$35,635	Overland Park										
Emerson Electric	1	12	0	8.3%	↑	0	7	0.0%	—	0	5	0.0%	—	\$24,807	St. Louis										
Express Scripts	1	11	0	9.1%	—	2	8	25.0%	↑	0	6	0.0%	—	\$21,978	Maryland Heights										
Monsanto	1	9	1	11.1%	↓	2	8	25.0%	↑	0	5	0.0%	—	\$11,365	St. Louis										
YRC Worldwide	1	10	0	10.0%	↓	0	6	0.0%	—	0	6	0.0%	—	\$8,940	Overland Park										
Ameren	2	11	0	18.2%	↑	1	7	14.3%	↑	0	5	0.0%	—	\$7,839	St. Louis										
Charter Communications	1	12	0	8.3%	—	4	11	36.4%	↑	0	6	0.0%	—	\$6,479	St. Louis										
Embarq	2	9	0	22.2%	↓	1	9	11.1%	↑	0	7	0.0%	—	\$6,124	Overland Park										
Peabody Energy	2	10	0	20.0%	↑	1	9	11.1%	↓	1	6	16.7%	↓	\$6,036	St. Louis										
Graybar Electric	1	13	0	7.7%	—	1	9	11.1%	—	0	5	0.0%	—	\$5,400	St. Louis										
Leggett & Platt	2	10	0	20.0%	↑	0	10	0.0%	—	0	6	0.0%	—	\$4,076	Carthage										
<b>Total – Fortune 500 Mo/Kan</b>	<b>15</b>	<b>116</b>	<b>1</b>	<b>12.9%</b>		<b>13</b>	<b>93</b>	<b>14.0%</b>		<b>1</b>	<b>62</b>	<b>1.6%</b>													
<b>2007 – Fortune 500 Mo/Kan</b>				<b>13.0%</b>				<b>9.8%</b>				<b>1.5%</b>													
# Catalyst Midwest Regional Study 2009 – Fortune 500				15.5%				14.8%				N/A													
Catalyst National Study 2009 – Fortune 500				15.2%				13.5%				6.3%													
<b>Fortune 501-1000</b>																									
H&R Block	1	10	0	10.0%	↑	2	7	28.6%	↑	1	5	20.0%	↑	\$4,404	Kansas City										
Energizer Holdings	1	12	0	8.3%	—	1	6	16.7%	↑	1	6	16.7%	↑	\$4,331	St. Louis										
Seaboard	0	5	0	0.0%	—	0	11	0.0%	—	0	5	0.0%	—	\$4,268	Shawnee Mission										
× Jones Financial	0	7	0	0.0%	—	0	7	0.0%	—	0	5	0.0%	—	\$3,859	St. Louis										
O'Reilly Automotive	1	9	0	11.1%	—	0	6	0.0%	—	0	5	0.0%	—	\$3,577	Springfield										
Collective Brands Inc.	2	9	0	22.2%	↑	0	6	0.0%	—	0	6	0.0%	—	\$3,442	Topeka										
Centene	1	9	0	11.1%	↑	2	9	22.2%	↓	1	5	20.0%	—	\$3,365	St. Louis										
Arch Coal	1	12	0	8.3%	—	1	10	10.0%	—	0	6	0.0%	—	\$2,984	St. Louis										
Ralcorp Holdings	0	11	0	0.0%	—	0	9	0.0%	—	1	6	16.7%	↑	\$2,824	St. Louis										
Interstate Bakeries	0	7	0	0.0%	—	2	12	16.7%	↑	0	3	0.0%	—	\$2,798	Kansas City										
Ferrellgas Partners	1	7	0	14.3%	—	0	6	0.0%	—	0	6	0.0%	—	\$2,291	Overland Park										
DST Systems	1	9	0	11.1%	↓	0	10	0.0%	—	0	5	0.0%	—	\$2,285	Kansas City										
Brown Shoe	4	13	0	30.8%	↓	1	10	10.0%	↑	1	5	20.0%	↑	\$2,276	St. Louis										
AMC Entertainment	0	9	0	0.0%	—	0	9	0.0%	—	0	5	0.0%	—	\$2,265	Kansas City										
Laclede Group	2	9	0	22.2%	↑	1	13	7.7%	—	0	5	0.0%	—	\$2,209	St. Louis										
Sigma Aldrich	1	10	0	10.0%	↑	1	14	7.1%	↑	0	6	0.0%	—	\$2,201	St. Louis										
Solutia	1	7	0	14.3%	—	1	9	11.1%	↓	0	5	0.0%	—	\$2,110	St. Louis										
× Belden	2	11	0	18.2%	—	1	11	9.1%	—	0	6	0.0%	—	\$2,006	St. Louis										
× MEMC Electronic Materials	0	8	0	0.0%	—	1	7	14.3%	—	1	9	11.1%	—	\$2,005	O'Fallon										
× Inergy	0	5	0	0.0%	—	1	7	14.3%	—	1	5	20.0%	—	\$1,879	Kansas City										
Kansas City Southern Industries	1	8	0	12.5%	↓	0	11	0.0%	—	0	5	0.0%	—	\$1,852	Kansas City										
Westar Energy	2	10		20.0%	—	0	9	0.0%	—	0	5	0.0%	—	\$1,839	Topeka										
Olin	0	8	0	0.0%	↓	0	9	0.0%	—	0	5	0.0%	—	\$1,765	Clayton										
Furniture Brands Intl	1	8	0	12.5%	↑	1	8	12.5%	↓	1	6	16.7%	↓	\$1,743	St. Louis										
Great Plains Energy	1	10	0	10.0%	↑	2	9	22.2%	↑	0	5	0.0%	—	\$1,670	Kansas City										
<b>Total – Fortune 501-1000 Mo/Kan</b>	<b>24</b>	<b>223</b>	<b>0</b>	<b>10.8%</b>		<b>18</b>	<b>225</b>	<b>8.0%</b>		<b>8</b>	<b>135</b>	<b>5.9%</b>													
<b>Total – Fortune 1000 Mo/Kan</b>	<b>39</b>	<b>339</b>	<b>1</b>	<b>11.5%</b>		<b>31</b>	<b>318</b>	<b>9.7%</b>		<b>9</b>	<b>197</b>	<b>4.6%</b>													
<b>2007 Fortune 1000 Mo/Kan</b>				<b>11.9%</b>				<b>9.3%</b>				<b>3.7%</b>													

× Was not included in 2007 Fortune 1000 rankings.

# Catalyst Midwest Region included Fortune 500 companies in 12 states (IA, IL, IN, KS, MI, MN, MO, ND, NE, OH, SD, WI).

Highly compensated data was not included in the published Catalyst Regional Study.

# Snapshot of Kansas City

The following chart shows the number of women on the board, the executive officer team and among the highly compensated at the top public companies headquartered in the Kansas City region. The companies are listed alphabetically and were obtained from the Kansas City Star's list of top regional public companies.

	Women on the Board			Women Executive Officers			Highly Compensated Women			Revenues (millions)	Headquarters
	Total on the Board	%		Total Executive Officers	%		Total Highly Compensated	%			
AMC Entertainment	0	9	0.0%	0	9	0.0%	0	5	0.0%	\$2,265	Kansas City
American Italian Pasta	0	9	0.0%	0	5	0.0%	0	4	0.0%	\$629	Kansas City
Blue Valley Ban Corp.	1	6	16.7%	2	5	40.0%	2	5	40.0%	\$53	Overland Park
Butler National Corp.	0	4	0.0%	2	7	28.6%	1	5	20.0%	\$18	Olathe
Capitol Federal Financial	1	7	14.3%	0	5	0.0%	0	5	0.0%	\$445	Topeka
Cerner Corp.	1	8	12.5%	1	9	11.1%	0	5	0.0%	\$1,676	North Kansas City
Collective Brands Inc.	2	9	22.2%	0	6	0.0%	0	6	0.0%	\$3,442	Topeka
Commerce Bank Shares	1	12	8.3%	1	12	8.3%	0	6	0.0%	\$1,256	Kansas City
Compass Minerals International Inc.	0	8	0.0%	0	6	0.0%	0	6	0.0%	\$1,168	Overland Park
DST Systems	1	9	11.1%	0	10	0.0%	0	5	0.0%	\$2,285	Kansas City
Embarq	2	9	22.2%	1	9	11.1%	0	7	0.0%	\$6,124	Overland Park
Elecsys Corp.	0	3	0.0%	0	5	0.0%	0	3	0.0%	\$25	Olathe
EnerJex Resources, Inc.	0	5	0.0%	1	2	50.0%	0	1	0.0%	\$6	Overland Park
Entertainment Properties Trust	0	5	0.0%	0	4	0.0%	0	4	0.0%	\$286	Kansas City
Epiq Systems Inc.	0	6	0.0%	1	4	25.0%	1	4	25.0%	\$236	Kansas City Kan
Euronet Worldwide Inc.	1	7	14.3%	0	7	0.0%	0	5	0.0%	\$1,046	Leawood
FCStone Group Inc.	0	12	0.0%	0	6	0.0%	0	6	0.0%	\$349	Kansas City
Ferrellgas Partners	1	7	14.3%	0	6	0.0%	0	6	0.0%	\$2,328	Overland Park
Garmin Ltd.	0	6	0.0%	0	7	0.0%	0	5	0.0%	\$3,494	Olathe
Great Plains Energy	1	10	10.0%	2	9	22.2%	0	5	0.0%	\$1,670	Kansas City
H&R Block	1	10	10.0%	2	7	28.6%	1	5	20.0%	\$4,300	Kansas City
Hawthorn Bancshares Inc.	0	7	0.0%	1	4	25.0%	1	4	25.0%	\$79	Lee's Summit
Interstate Bakeries	0	7	0.0%	2	12	16.7%	0	3	0.0%	\$2,798	Kansas City
Inergy	0	5	0.0%	1	7	14.3%	1	5	20.0%	\$1,898	Kansas City
Kansas City Life Insurance	1	14	7.1%	0	10	0.0%	0	5	0.0%	\$374	Kansas City
Kansas City Southern Industries	1	8	12.5%	0	11	0.0%	0	5	0.0%	\$1,852	Kansas City
Layne Christensen Co.	0	7	0.0%	0	6	0.0%	0	5	0.0%	\$1,008	Mission Woods
Liberty Bancorp Inc.	0	5	0.0%	0	3	0.0%	0	3	0.0%	\$22	Liberty
Management Network Group Inc.	0	6	0.0%	0	5	0.0%	0	4	0.0%	\$74	Overland Park
Mediware Information Systems Inc.	0	8	0.0%	0	6	0.0%	0	6	0.0%	\$40	Lenexa
NASB Financial Inc.	1	9	11.1%	1	5	20.0%	1	5	20.0%	\$114	Grandview
NIC Inc.	0	8	0.0%	0	4	0.0%	0	4	0.0%	\$101	Olathe
QC Holdings Inc.	2	7	28.6%	1	7	14.3%	1	5	20.0%	\$228	Overland Park
Seaboard	0	5	0.0%	0	11	0.0%	0	5	0.0%	\$4,268	Merriam
Sprint Nextel	1	9	11.1%	1	9	11.1%	0	5	0.0%	\$35,635	Overland Park
UMB Financial Corp.	0	15	0.0%	0	15	0.0%	0	5	0.0%	\$701	Kansas City
Waddell & Reed Financial Inc.	0	7	0.0%	0	9	0.0%	0	5	0.0%	\$919	Overland Park
Westar Energy	2	10	20.0%	0	8	0.0%	0	5	0.0%	\$1,839	Topeka
YRC Worldwide	1	10	10.0%	0	6	0.0%	0	6	0.0%	\$8,940	Overland Park
<b>Top Public Companies in Kansas City and Topeka</b>	<b>22</b>	<b>308</b>	<b>7.1%</b>	<b>20</b>	<b>278</b>	<b>7.2%</b>	<b>9</b>	<b>188</b>	<b>4.8%</b>		

# Women Directors and Women Executives at Top KC Public Companies

## **BLUE VALLEY BAN CORP.**

### WOMAN DIRECTOR

*Anne D. St. Peter, Founder, Global Prairie*

### WOMEN EXECUTIVES

*Bonnie M. McConaughy, Senior Vice President Operations*

*Sheila C. Stokes, Senior Vice President Retail Division*

## **BUTLER NATIONAL CORP.**

### WOMEN EXECUTIVES

*Angela Shinabargar, Chief Financial Officer*

*Kathy L. Gorrell, Treasurer and Chief Information Officer*

## **CAPITOL FEDERAL FINANCIAL**

### WOMAN DIRECTOR

*Marilyn S. Ward, retired*

## **CERNER CORP.**

### WOMAN DIRECTOR

*Nancy-Ann DeParle, Managing Director, CCMP Capital; Adjunct Professor, Health Care Systems, Wharton School, University of Pennsylvania*

### WOMAN EXECUTIVE

*Julia M. Wilson, Senior Vice President, Chief People Officer*

## **COLLECTIVE BRANDS INC.**

### WOMEN DIRECTORS

*Judith K. Hofer, Retail Consultant*

*Mylle H. Mangum, Chief Executive Officer, IBT Enterprises, LLC*

## **COMMERCE BANK SHARES**

### WOMAN DIRECTOR

*Kimberly G. Walker, Chief Investment Officer,*

*Washington University, St. Louis*

### WOMAN EXECUTIVE

*Sara E. Foster, Senior Vice President*

## **DST SYSTEMS**

### WOMAN DIRECTOR

*M. Jeannine Strandjord, Retired*

## **EMBARQ**

### WOMEN DIRECTORS

*Stephanie M. Shern, Founder, Shern Associates, LLC*

*Laurie A. Siegel, Senior Vice President, Human Resources and Internal Communications, Tyco International Ltd.*

### WOMAN EXECUTIVE

*Claudia S. Toussaint, General Counsel and Corporate Secretary*

## **ENERJEX RESOURCES, INC.**

### WOMAN EXECUTIVE

*Diedre P. Jones, Chief Financial Officer*

## **EPIQ SYSTEMS INC.**

### WOMAN EXECUTIVE

*Elizabeth M. Braham, Executive Vice President,*

*Chief Financial Officer and Corporate Secretary*

## **EURONET WORLDWIDE INC.**

### WOMAN DIRECTOR

*M. Jeannine Strandjord, Retired*

## **FERRELLGAS PARTNERS**

### WOMAN DIRECTOR

*Elizabeth T. Solberg, Senior Counselor, Fleishman-Hillard, Inc.*

## **GREAT PLAINS ENERGY**

### WOMAN DIRECTOR

*Linda H. Talbott, President and CEO, Talbott & Associates*

### WOMEN EXECUTIVES

*Barbara B. Curry, Senior Vice President-Corporate Services and Secretary*

*Lori A. Wright, Controller, Great Plains-Energy, Controller-KCP&L*

## **H&R BLOCK**

### WOMAN DIRECTOR

*Christianna Wood, Chief Executive Officer, Capital Z Asset Management*

### WOMEN EXECUTIVES

*Becky S. Schulman, Senior Vice President, Chief Financial Officer and Treasurer*

*Tammy S. Serati, Senior Vice President, Human Resources*

## **HAWTHORN BANCSHARES INC.**

### WOMAN EXECUTIVE

*Kathleen L. Bruegenhemke, Senior Vice President & Secretary*

## **INTERSTATE BAKERIES**

### WOMEN EXECUTIVES

*Jane S. Miller, Consultant, Acting Executive Vice-President and Chief Customer Officer*

*Laura D. Robb, Vice President and Corporate Controller*

## **INERGY**

### WOMAN EXECUTIVE

*Laura Ozenberger, Senior Vice President, General Counsel and Secretary*

## **KANSAS CITY LIFE INSURANCE**

### WOMAN DIRECTOR

*Nancy Bixby Hudson*

## **KANSAS CITY SOUTHERN INDUSTRIES**

### WOMAN DIRECTOR

*Karen L. Pletz, President and Chief Executive Officer,*

*Kansas City University of Medicine and Biosciences*

## **NASB FINANCIAL INC.**

### WOMAN DIRECTOR

*Linda S. Hancock, Owner, Linda Smith Hancock Interiors*

### WOMAN EXECUTIVE

*Rhonda Nyhus, Senior Vice President and Chief Financial Officer*

## **QC HOLDINGS INC.**

### WOMAN DIRECTOR

*Mary Lou Anderson, Vice Chairman, Secretary*

### WOMAN EXECUTIVE

*Mary Lou Anderson, Vice Chair, Secretary*

## **SPRINT NEXTEL**

### WOMAN DIRECTOR

*V. Janet Hill, Vice President, Alexander & Associates*

### WOMAN EXECUTIVE

*Kathryn A. Walker, Chief Network Officer*

## **WESTAR ENERGY**

### WOMEN DIRECTORS

*Mollie H. Carter, President and Chief Executive Officer,*

*Sunflower Banks, Inc.*

*Sandra A.J. Lawrence, Executive Vice President and Chief Financial Officer, Children's Mercy Hospital*

## **YRC WORLDWIDE**

### WOMAN DIRECTOR

*Cassandra C. Carr, Senior Advisor, Public Strategies, Inc.*

## Methodology

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- This report summarizes gender diversity of *Fortune* 1000 companies' executive leadership and boards in the Mo/Kan region and smaller public companies headquartered in the Kansas City region in which we have included Topeka.
- *Fortune* 500 National Companies data was obtained from the Catalyst Census Reports on Women Corporate Officers and Top Earners, and Women on Boards published for 2007, 2008 and 2009.
- Mo/Kan region information was gathered from public records, including annual reports and proxy statements filed with the SEC for the 2008 fiscal year.
- Kansas City and Topeka information was gathered from public records, including annual reports and proxy statements for the 2008 fiscal year.
- Highly compensated are defined as the highest compensated executives as listed in the companies' SEC filings.

### Acknowledgements

The leaders of ION (InterOrganization Network) provided inspiration and support for creation of *The Women's Executive Leadership Census 2009*. ION consists of regional organizations located across the U.S., all of which work to advance women to leadership positions in the business world, primarily to boards of directors and executive suites of public companies. For more information, see [www.ionwomen.org](http://www.ionwomen.org).

### For Further Information

Contact **Ellen D'Amato**, President and CEO of The Central Exchange, at 816.471.7560 or [ellen@centralexchange.org](mailto:ellen@centralexchange.org).

You can download a copy of this report from [centralexchange.org](http://centralexchange.org).

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## About The Central Exchange

As a champion of women leaders, The Central Exchange strengthens the Kansas City community by providing personal and professional development opportunities for women through leadership training and access to valuable resources. With more than 900 members, The Central Exchange empowers women and men from diverse backgrounds to reach maximum potential.

Visit us at [www.centralexchange.org](http://www.centralexchange.org)



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