

ION Executive Committee

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 Jilaine Hummel Bauer, Member at Large
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Celebrating its 10th year, ION is a national consortium whose mission is to increase the number of women appointed to corporate boards and to the executive suite. Representing more than 50% of the 28 million women in management and professional roles across the nation, ION is the only federation of member organizations in the US engaged in this work.

Through its annual research reports, the sharing of best practices, thought leadership and board search referrals, ION provides a national platform and voice for collaboration, education, advocacy, and outreach for the advancement of women across corporate America.

Resources at ionwomen.org

Studies show that diversity among corporate leaders and on boards is linked to improved governance practices and financial success. Simply stated, it's good for business. ION has numerous resources to help interested women take their place at the table and help consumers and shareholders support more women in leadership at companies in which they invest. Please visit our website at ionwomen.org for more information.

ION Member Organizations

- The Board Connection (Texas)
- The Boston Club (Massachusetts)
- CABLE (Tennessee)
- Central Exchange (Kansas & Missouri)
- Executive Women of New Jersey
- Financial Women's Association (New York)
- The Forum of Executive Women (Pennsylvania)
- Inforum Center for Leadership (Michigan)
- Milwaukee Women Inc. (Wisconsin)
- Network 2000 (Maryland)
- OnBoard (Georgia)
- Women Executive Leadership (Florida)
- Women for Economic and Leadership Development (Ohio)
- Women's Economic Development Council (Alabama)
- Women's Leadership Foundation (Colorado)

Like many other organizations, ION refuses to accept the suggestion that the challenge is supply - that there just aren't enough women in the qualifications needed to serve on corporate boards and in senior executive suites.

With a continued focus on demand ION's Statement on Corporate Board Diversity calls for companies to adopt an open, merit-based approach to select the best directors possible with due regard to gender diversity and suggests action steps designed to achieve a critical mass of women on boards and in executive suites. The full text of this statement can be found on the "About Us" page of our website.

(<http://www.ionwomen.org/about-us>)

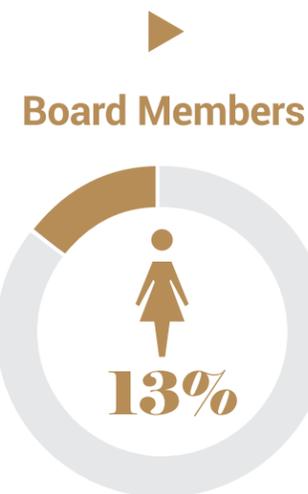


Advancing Women in the Boardroom

Annual Census of Women Board Directors and Executive Officers 2014



Women in the Russell 3000



13% of in the board members in the Russell 3000 companies are women



13% of the executive officers in the Russell 3000 companies are women



7.6% of the top compensated executives in the Russell 3000 companies are women

Join the Conversation

- www.ionwomen.org
- www.IONWomen.org/blog
- www.twitter.com/IONWomen
- www.facebook.com/IONWomen
- www.linkedin.com/company/ion-women
- 615-777-8581

Methodology

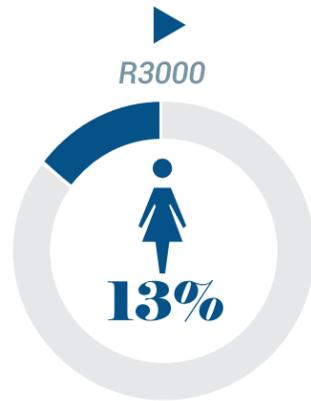
This analysis is based on data provided by GMI Ratings International (gmiratings.com) and is from proxy statements (DEF 14A), annual reports (Form 10-K) and current reports (Form 8-K) filed with the Securities and Exchange Commission (SEC) through July 18, 2014..

2,827 Russell 3000 (R3000) companies

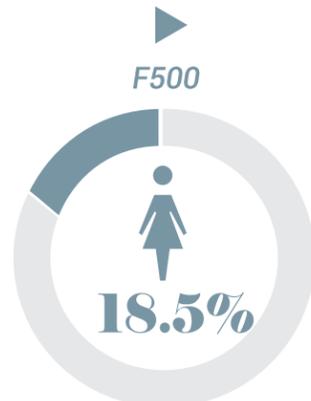
449 Fortune 500 (F500) companies

Corporate Boards

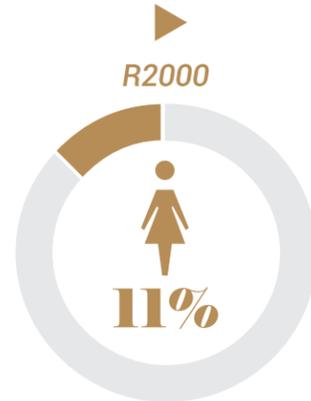
As has been the case in previous ION reports, our inclusion of companies outside of the scope of the Fortune 500 results in lower percentages of the seats held by women on these boards.



13% of the board members in the R3000 are women



18.5% of the board members in F500 companies also listed in the R3000 are women



11% of the board members in the Russell 2000 (companies 1001 – 3000 in the R3000) are women

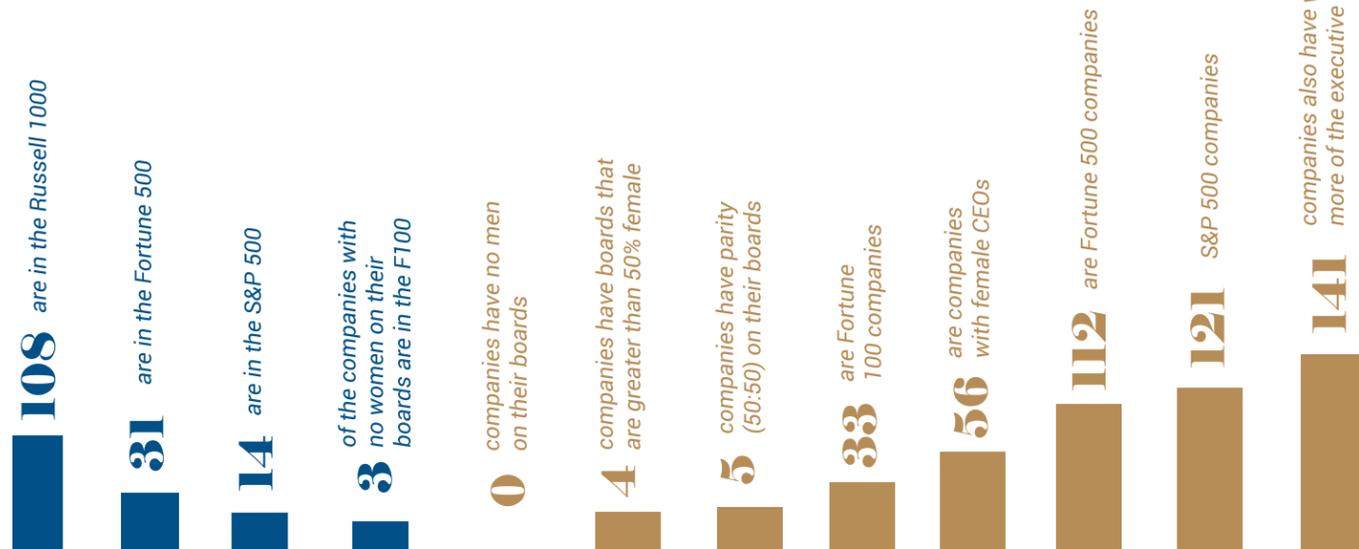
One third of the companies still have no women on their boards
Boards with No Woman (R3000):
897 or 32%



For Most Boards, "One and Done" is Standard Operating Procedure
Boards with One Woman (R3000):
1037 or 37%

Of the 897 companies that have no women on their boards

Of the 402 companies where women hold at least 25% of the board seats:

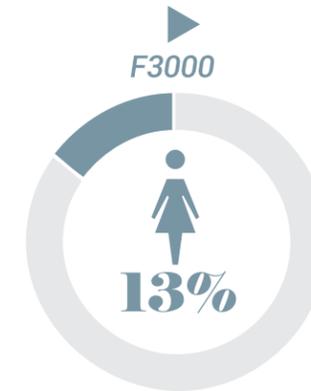


also have no female executive officers

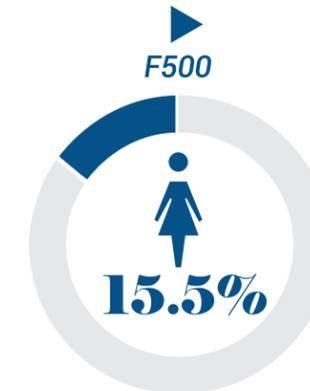
538

Executive Officers

The R3000 companies are also less gender diverse than the F500 when it comes to their executive officers.



13% of the executive officers in the Russell 3000 are women



15.5% of the executive officers in the F500 are women

- 564 companies (20%) have women serving in 25% or more of their executive officer positions
- 50 companies have achieved parity in their executive officer positions (50:50)
- 29 companies have women serving in more than 50% of their executive officer positions

Top Compensated Officers

Pay Gap At the Top

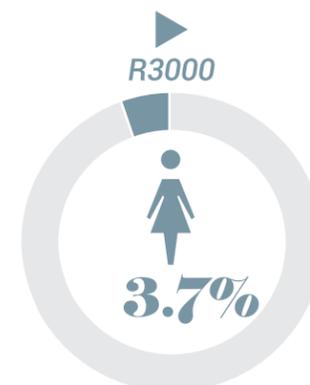
Analysis of the median compensation for the men and women among the top compensated executives shows the persistence of the pay gap even among those highest achievers.



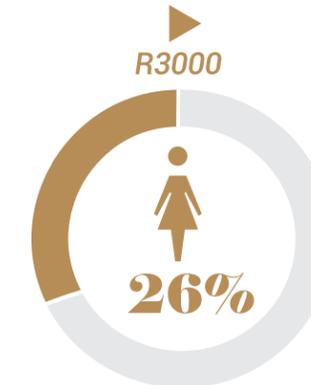
Median Compensation	All Top Compensated Execs	Non-CEO Top Compensated Execs
Men	\$1.5M	\$1.2M
Women	\$1.1M	\$.96M
Women's Compensation as a % of Men's	70%	79%

Female CEO's

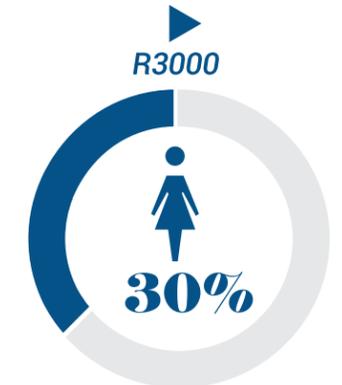
The addition of women in key leadership roles in organizations has been shown to enhance gender diversity in all categories, as is the case for the companies with women serving as CEOs included in this analysis.



3.7% or 105 women serve as CEOs in R3000 companies



26% of the board members in companies with female CEOs are women



30% of the executive officers in companies with female CEOs are women