



Our Research Methodology

The research in this report was compiled for organizations within each category that are headquartered in the Central Ohio from publicly available information. These sources represent the most current information available through the end of 2015, and include organizational websites, required SEC and IRS filings, relevant media websites and online business and philanthropic research services. All reasonable steps have been taken to confirm the data and ensure its accuracy.³



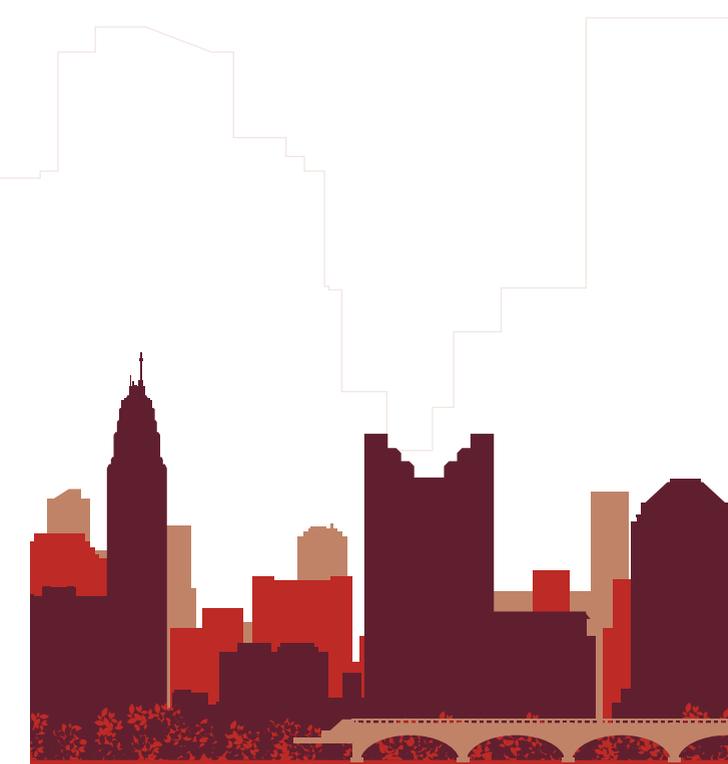
ABOUT US

- 1 The COLC is now proudly sponsored by The Leadership Collaborative: GenderEQA (gendereqa.com), previously The Institute on Women; Otterbein University (otterbein.edu); and Women for Economic and Leadership Development (weldoh.org). To become part of this exciting initiative, please email us at COLC@weldoh.org.
- 2 <http://www.weldoh.org/resources/reports/>
- 3 For more details on the methodology, please visit us at <http://gendereqa.com>.



2016 Central Ohio Leadership Census

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The COLC Journey

EDUCATION

The Leadership Collaborative¹ launched the Central Ohio Leadership Census (COLC) in 2011 as a means to increase awareness that having more women in top leadership is an economic issue that can favorably impact the prosperity of our community. EY, after conducting studies examining the relationship between corporate financial performance and women in leadership roles, came to an undisputed conclusion: *having more women at the top improves financial performance.*² Our community's ability to move the dial by increasing women in top leadership in our companies, organizations and governmental entities is the key strategic opportunity to growing our economy. Becoming the city known in the nation for being ranked at the top of the list for women in leadership can promote Central Ohio's image as a women-friendly community accepting of diversity and inclusion.

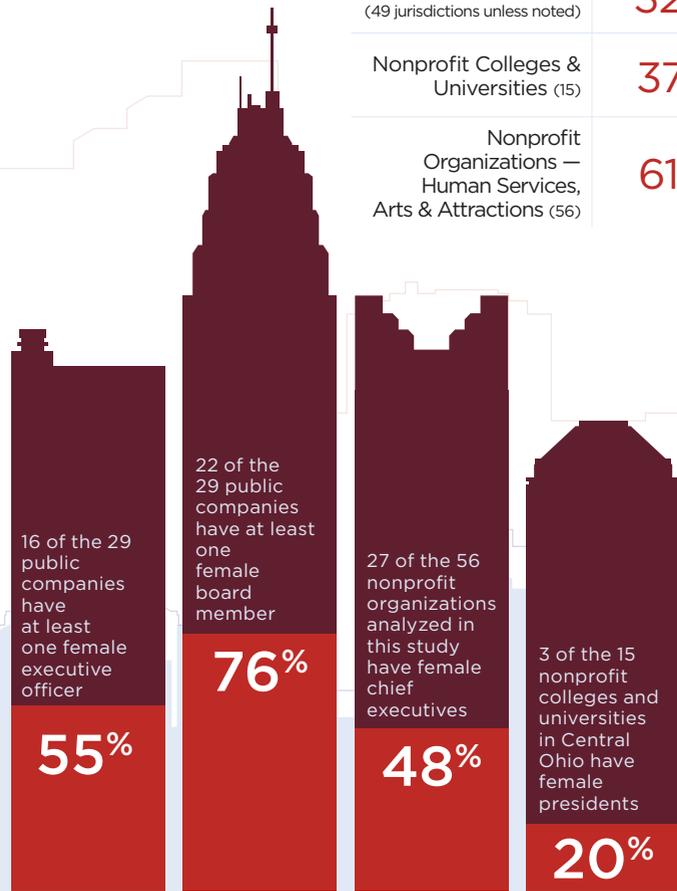


8 of the 29 public companies in Central Ohio have boards where women hold 3 or more of the seats

32%
of the elected executive positions in the Columbus MSA are held by women

	Female Executive Officers (includes CEO)	Female Chief Executives	Female Board Members	Scope of Organization
Public Companies (29 companies)	16.0%	0.0%	20.0%	revenue: \$1 million—\$91 billion
Private Companies (72 companies unless noted)	19.0%	11.0%	21.0%**	revenue: \$30 million—\$36 billion
Elected Officials (49 jurisdictions unless noted)	32.0%	21.0%*	21.0%	population: 3,600—1.9 million
Nonprofit Colleges & Universities (15)	37.0%	20.0%	36.0%	student enrollment: 150—61,000
Nonprofit Organizations — Human Services, Arts & Attractions (56)	61.0%	48.0%	40.0%	revenue: \$1 million—\$308 million

*Only category that includes chief executive of largest cities in Columbus MSA counties
n=24
**n=6



2016 COLC AWARD WINNERS



AEP demonstrates its ongoing commitment to advance the leadership of women through a variety of initiatives.

We offer rising female talent specific and valuable development opportunities, including succession and development planning, rotational assignments, and a women's leadership series. Our wide targeted development effort focuses on diversity talent, including women. We support two WELD chapters, in Columbus and Tulsa, as well as chapters of Women's International Network of Utility Professionals (WiNUP), which includes a mentoring program.

Female leaders from AEP's Board of Directors and from among our executives meet with employees at lunch and learn sessions, and are champions for several employee resource groups (ERGs), encouraging engagement and collaboration. These diverse ERGs, while not specifically for women, actively involve women at AEP with many professional development, mentoring and networking opportunities.

Finally, AEP has flexible work/life policies in place that benefit women in areas including telecommuting, sick pay, maternity leave and adoption.



Grange Insurance builds its leadership pipeline of women using comprehensive development strategies.

Having a vibrant and highly engaged women's leadership Associate Resource Group (ARG) has been a great development 'hub' for female leaders at Grange, providing a robust portfolio of opportunities for learning, mentoring, engagement, sponsoring and supporting each other. With over 100 active members - it is our largest ARG at Grange and reflects our organizational support for women in leadership.

Our high potential programs are also purposeful in maintaining a gender balance to make sure we have the right mix of future leadership talent. With 2 female Board members and 5 of the 8 CEO direct reports being female leaders, our representation at the executive table is very robust and purposeful. This balance has been accomplished through intentional search policies (Board) and internal promotion (3 of the 5 CEO direct reports were promoted internally.)