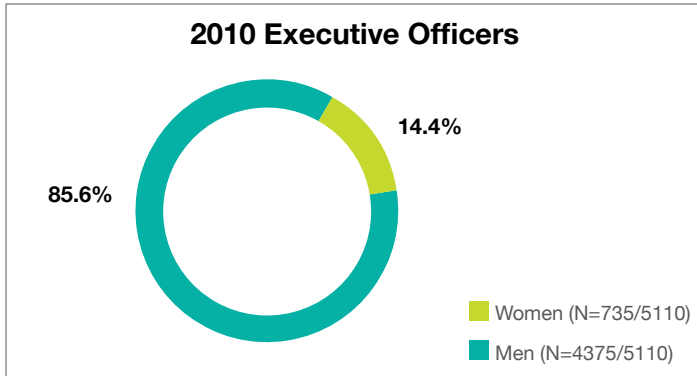


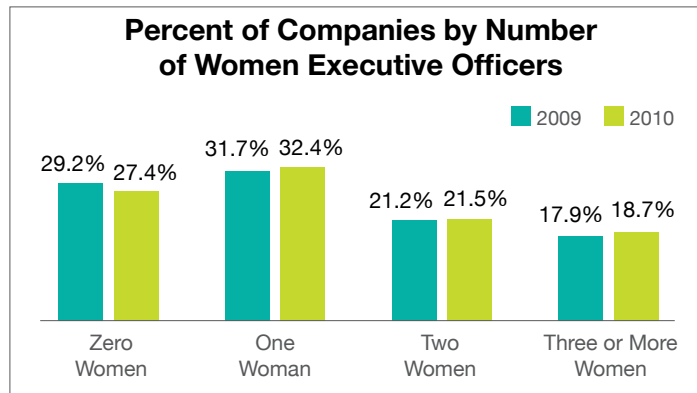
2010 CATALYST CENSUS: FORTUNE 500 WOMEN EXECUTIVE OFFICERS AND TOP EARNERS¹



- In 2009, women held 13.5 percent of Executive Officer positions.²



- In 2009, women Executive Officers held 6.3 percent of top earner positions.



- In both 2009 and 2010, more than two-thirds of companies had at least one woman Executive Officer.

1. 2010 analysis is based on 497 companies. See Appendix 1—Methodology for more information. Results are accurate within one-tenth of a percent.
 2. Changes from 2009 to 2010 are not statistically significant for all data in this report.

This study was authored by Rachel Soares, Senior Associate, Research; Jan Combopiano, Vice President and Chief Knowledge Officer; Allyson Regis, Intern; Yelena Shur, Intern; and Rosita Wong, Intern.

Research Partners: American Express Company, BMO Financial Group, Deloitte LLP, Ernst & Young LLP, Google, IBM Corporation, McDonald's Corporation, and UPS