

| Company Headquarters | Type of Company | Highlights | Notes & Programs |
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| 3M St. Paul, MN | Conglomerate | <ul style="list-style-type: none"> • Mentorship program | <ul style="list-style-type: none"> • Women's leadership network provides opportunities for women to develop leadership skills and broaden their network |
| ADP Roseland, NJ | Business services | <ul style="list-style-type: none"> • High % of multicultural women | <ul style="list-style-type: none"> • 18% of employees are multicultural women |
| Abbot Abbott Park, IL | Pharmaceutical | <ul style="list-style-type: none"> • Mentorship program • Family-friendly | <ul style="list-style-type: none"> • 42% of senior managers are women • Executive Inclusion Council monitors hiring and advancement of women and people of color into US management positions |
| Accenture New York, NY | Consulting | <ul style="list-style-type: none"> • Mentorship programs | <ul style="list-style-type: none"> • Female CFO • 32% of managers and executives are women • Women's network and employee groups |
| Aetna Hartford, CT | Health care insurance | <ul style="list-style-type: none"> • High % of female managers | <ul style="list-style-type: none"> • 75% of all employees are female • 64% of managers and supervisors are women • 33% of executive committee is female |
| Allianz Golden Valley, MN | Financial services | <ul style="list-style-type: none"> • Mentorship programs • Family-friendly | <ul style="list-style-type: none"> • 100 women sponsorship initiative engages senior-level managers in nurturing female talent |
| Allstate Northbrook, IL | Insurance | <ul style="list-style-type: none"> • Family-friendly | <ul style="list-style-type: none"> • 58% female workforce; 21% are corporate executives |
| American Express New York, NY | Commercial banking | <ul style="list-style-type: none"> • High % of promotions for manager level and above go to women | <ul style="list-style-type: none"> • 44% of managers and executives are women • 43% of recent promotions to manager, senior manager, or corporate executive given to women • 100% of women participate in leadership development programs, including Women in the Pipeline and Women at the Top |
| Anthem Indianapolis, IN | Managed health care | <ul style="list-style-type: none"> • Mentorship programs • High % of female managers | <ul style="list-style-type: none"> • 45% of senior managers are women • In 2014, Anthem launched a leadership development program targeted at mid-level minority leaders |
| AOL New York, NY | Internet | <ul style="list-style-type: none"> • Strong representation of women on the board • Family friendly | <ul style="list-style-type: none"> • 33% of board members are women • Numerous leadership development programs |
| Aon Chicago, IL | Risk management | <ul style="list-style-type: none"> • High % of female managers • Mentorship programs | <ul style="list-style-type: none"> • The firm is striving to meet its goal of having women make up 30% to 50% of the participants in its four formal career development programs • 58% of executives with profit-and-loss responsibility are women |
| Arnold & Porter Washington, DC | Law firm | <ul style="list-style-type: none"> • High % of female managers • Family-friendly | <ul style="list-style-type: none"> • 40% of senior managers and executives are women • 18 weeks fully paid maternity leave |
| AstraZeneca London, UK | Pharmaceutical | <ul style="list-style-type: none"> • High % of female managers • Family-friendly | <ul style="list-style-type: none"> • 49% of managers and executives are women • Ranked a top-50 company for executive women by the National Association for Female Executives for seven consecutive years • Career development and mentorship programs |
| AT&T Wireless Dallas, TX | Telecommunications | <ul style="list-style-type: none"> • High % of recent promotions for manager level and above given to women • Mentorship programs | <ul style="list-style-type: none"> • Women are 49% of the managers and senior managers in the company's Accelerated Development Program, which strengthens their odds of entering the executive pipeline • 34% of recent promotions to manager, senior manager, and corporate executive positions given to women |
| A.T. Kearney Chicago, IL | Management consulting | <ul style="list-style-type: none"> • Family-friendly • Mentorship programs | <ul style="list-style-type: none"> • 16 weeks fully paid maternity leave • In a new program, senior executives sponsor women and detail the steps that will move them closer to promotion; high performers may be eligible for a fully-paid MBA from Columbia, Harvard, or another top university |
| Avon New York, NY | Personal Care | <ul style="list-style-type: none"> • Family-friendly • High % of female managers | <ul style="list-style-type: none"> • 65% female workforce • 64% of board members are women • 80% of employees use a flextime |
| AXA Equitable New York, NY | Financial services | <ul style="list-style-type: none"> • High % of female managers | <ul style="list-style-type: none"> • Multicultural women occupy major roles at this financial services company: standouts include senior vice president and chief procurement officer Nelida Garcia (who is Hispanic) and senior vice president and corporate counsel Patricia Louie (who is Asian American) |

100 BEST COMPANIES FOR WOMEN'S LEADERSHIP DEVELOPMENT

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| Bain & Co. <i>Boston, MA</i> | Management consulting | <ul style="list-style-type: none"> Family-friendly Mentorship programs | <ul style="list-style-type: none"> Customized career paths allow mothers to go part-time, move into non-client-facing roles, do externships, and take extended breaks; consultants interested in pursuing MBAs may receive full tuition reimbursement for their degrees (as long as they return to work at the firm) |
| Bank of America <i>Charlotte, NC</i> | Banking | <ul style="list-style-type: none"> High % of recent promotions for manager level and above given to women | <ul style="list-style-type: none"> 50% of recent promotions to manager, senior manager, and corporate executive positions given to women Formal mentoring initiatives offered by more than a dozen affinity groups and lines of business provide counsel to employees, where women are 36% of the senior management team and 47% of US managers and officials |
| Barclays <i>New York, NY</i> | Financial Services | <ul style="list-style-type: none"> Family-friendly | <ul style="list-style-type: none"> Flexible work schedule, including opportunities to take career breaks Support networks and coaching for new parents |
| Bayer <i>Whippany, NJ</i> | Pharmaceutical | <ul style="list-style-type: none"> Family-friendly | <ul style="list-style-type: none"> Flexible work schedule Supplemental parental leave |
| BDO USA <i>Chicago, IL</i> | Professional services | <ul style="list-style-type: none"> Mentorship programs | <ul style="list-style-type: none"> Accelerated the progression of female senior managers to partner by connecting a few of its top women with sponsors and stretch assignments |
| The Boston Consulting Group <i>Boston, MA</i> | Management consulting | <ul style="list-style-type: none"> Family-friendly High % of female managers | <ul style="list-style-type: none"> Women@BCG program offers career development, mentorship, and networking |
| Bristol-Myers Squibb <i>New York, NY</i> | Pharmaceutical | <ul style="list-style-type: none"> Women included in succession planning | <ul style="list-style-type: none"> Executive Mentoring Program pairs members of the senior management team with junior executives, often women and people of color, to accelerate their growth and careers into the top ranks |
| CA Technologies <i>Islandia, NY</i> | Enterprise software | <ul style="list-style-type: none"> Family-friendly | <ul style="list-style-type: none"> 30% of employees telecommute full-time |
| Capital One <i>McLean, VA</i> | Financial services | <ul style="list-style-type: none"> Mentorship program | <ul style="list-style-type: none"> While nine diversity councils track the progress of female employees, a pilot program propels high-potential associates, pairing them with sponsors who advocate for their success |
| Cardinal Health <i>Dublin, OH</i> | Pharmaceutical | <ul style="list-style-type: none"> High % of recent promotions for manager level and above given to women | <ul style="list-style-type: none"> 40% of executives are women |
| Cisco <i>San Jose, CA</i> | Network/communication technology | <ul style="list-style-type: none"> Family-friendly Women involved in succession planning | <ul style="list-style-type: none"> 75% of the senior vice presidents on the leadership team of the Finance group are women In 2013, management accelerated succession planning for female vice presidents and senior directors |
| Citigroup <i>New York, NY</i> | Commercial banking | <ul style="list-style-type: none"> Family-friendly | <ul style="list-style-type: none"> 13 weeks of fully-paid maternity leave Workshops for mothers |
| Colgate-Palmolive <i>New York, NY</i> | Personal care | <ul style="list-style-type: none"> Mentorship program Women involved in succession planning | <ul style="list-style-type: none"> In 2014, 47% of the employees who received formal mentoring and career counseling and 37% of succession planning candidates were women |
| Cooley <i>Palo Alto, CA</i> | Law firm | <ul style="list-style-type: none"> Family-friendly | <ul style="list-style-type: none"> 48% of associates and 22% of partners are women |
| Cummins <i>Columbus, IN</i> | Heavy equipment | <ul style="list-style-type: none"> Mentorship programs | <ul style="list-style-type: none"> Chairman and CEO heavily involved in diversity initiatives |
| Darden Restaurants <i>Orlando, FL</i> | Restaurant group | <ul style="list-style-type: none"> High % of multicultural women | <ul style="list-style-type: none"> 19% of employees are multicultural women |
| Dell <i>Round Rock, TX</i> | Computer hardware | <ul style="list-style-type: none"> Mentorship programs Family-friendly | <ul style="list-style-type: none"> Recently launched three development initiatives specifically designed to help women grow professionally |
| Deloitte <i>New York, NY</i> | Professional services | <ul style="list-style-type: none"> Family-friendly | <ul style="list-style-type: none"> 39% of managers and executives are women Women's Initiative Network |
| Deutsche Bank <i>New York, NY</i> | Financial services | <ul style="list-style-type: none"> Mentorship programs | <ul style="list-style-type: none"> Women on Wall Street mentorship group |

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| Diageo North America <i>Norwalk, CT</i> | Beverages | <ul style="list-style-type: none"> High % of female managers | <ul style="list-style-type: none"> 27% of employees at the VP level and above are women New mentoring circles for women, people of color, and LGBT employees |
| Discovery Communications <i>Silver Spring, MD</i> | Mass media | <ul style="list-style-type: none"> High % of female managers/executives Family-friendly | <ul style="list-style-type: none"> On-site child care at Discovery Kids Place, with books, educational toys, and saltwater fishtanks |
| DuPont <i>Wilmington, DE</i> | Chemicals | <ul style="list-style-type: none"> Mentorship programs Female CEO | <ul style="list-style-type: none"> Women make up more than 20% of participants in internal management and leadership training programs |
| Edelman <i>New York, NY</i> | Public relations | <ul style="list-style-type: none"> High % of female executives | <ul style="list-style-type: none"> 41% of global senior leaders are women 66% of US board members are women |
| Edward Jones <i>St. Louis, MO</i> | Financial services | <ul style="list-style-type: none"> High % of female employees | <ul style="list-style-type: none"> Between 2009 and 2013, new financial advisors were 20 to 25% women and 10 to 15% people of color |
| Eli Lilly and Company <i>Indianapolis, IN</i> | Pharmaceutical | <ul style="list-style-type: none"> Women included in succession planning | <ul style="list-style-type: none"> 29% of corporate executives are women |
| Ernst & Young LLP <i>New York, NY</i> | Professional services | <ul style="list-style-type: none"> Sponsorship programs | <ul style="list-style-type: none"> 48% female workforce Professional Women's Network, with more than 50 chapters across the US and Canada |
| Finnegan <i>Washington, DC</i> | Law firm | <ul style="list-style-type: none"> High % of female managers and executives Family-friendly | <ul style="list-style-type: none"> Flexible work schedules, generous paid parental leave, and backup child care |
| FINRA <i>Washington, DC</i> | Financial services | <ul style="list-style-type: none"> Family-friendly Mentorship programs | <ul style="list-style-type: none"> Women's Network helps women advance and develop skills for thriving at work and home |
| First Horizon National <i>Memphis, TN</i> | Financial services | <ul style="list-style-type: none"> High % of recent promotions for manager level and above given to women | <ul style="list-style-type: none"> In 2014, more than 60% of hires at manager and senior manager level were women |
| Fleishman-Hillard <i>St. Louis, MO</i> | Public relations | <ul style="list-style-type: none"> High % of recent promotions for manager level and above given to women | <ul style="list-style-type: none"> 40% of executive management team are women |
| Freddie Mac <i>McLean, VA</i> | Financial services | <ul style="list-style-type: none"> High % of recent promotions for manager level and above given to women | <ul style="list-style-type: none"> In 2012, nearly 50 percent of promotions were given to women, one-third of them at the manager level and above |
| Genentech <i>South San Francisco, CA</i> | Biotechnology | <ul style="list-style-type: none"> Family-friendly High % of female managers and executives are women | <ul style="list-style-type: none"> The Executive Committee has made it a goal to bring more women into leadership |
| General Electric <i>Fairfield, CT</i> | Conglomerate | <ul style="list-style-type: none"> Family-friendly Mentorship program | <ul style="list-style-type: none"> 24% of managers and executives are women Women's Network supports female employees' professional development by sharing the knowledge and experiences of successful women at GE Professional development courses and college scholarships for women |
| General Mills <i>Golden Valley, MN</i> | Food processing | <ul style="list-style-type: none"> Family-friendly | <ul style="list-style-type: none"> 37% of senior managers are women |
| General Motors <i>Detroit, MI</i> | Automotive | <ul style="list-style-type: none"> High % of female executives | <ul style="list-style-type: none"> Female CEO |
| Goldman Sachs <i>New York, NY</i> | Commercial banking | <ul style="list-style-type: none"> Mentorship programs Family friendly | <ul style="list-style-type: none"> Internal mentoring of women and people of color 10,000 Women initiative launched by the Goldman Sachs Foundation to provide high-potential women entrepreneurs in 43 countries with business and management education, mentoring, and networking |

100 BEST COMPANIES FOR WOMEN'S LEADERSHIP DEVELOPMENT

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| Google <i>Mountain View, CA</i> | Internet | <ul style="list-style-type: none"> • Mentorship programs | <ul style="list-style-type: none"> • Women@Google, a global network with 4,000+ female Googlers |
| Grant Thornton <i>Chicago, IL</i> | Professional services | <ul style="list-style-type: none"> • High % of female executives • Mentorship programs | <ul style="list-style-type: none"> • 41% of employees who participate in management or leadership training are women. |
| The Hartford Financial Services Group <i>Hartford, CT</i> | Insurance | <ul style="list-style-type: none"> • High % of multicultural women | <ul style="list-style-type: none"> • In 2014, 8% of promotions to manager level or higher went to multicultural women |
| HP <i>Palo Alto, CA</i> | Computer hardware | <ul style="list-style-type: none"> • High % of female executives | <ul style="list-style-type: none"> • Female CEO |
| HSBC USA <i>New York, NY</i> | Financial Services | <ul style="list-style-type: none"> • Mentorship programs | <ul style="list-style-type: none"> • 47% of senior managers are women • 17% of executives are women • 59% female workforce |
| IBM <i>Armonk, NY</i> | IT consulting | <ul style="list-style-type: none"> • Mentorship program • High % of recent promotions for manager level and above went to women | <ul style="list-style-type: none"> • Female CEO since 2011 • 23% of corporate executives are women, two-thirds of whom are mothers • More than 50 global councils and networks for women |
| Intel <i>Santa Clara, CA</i> | Semiconductors | <ul style="list-style-type: none"> • High % of female executives | <ul style="list-style-type: none"> • Sponsorship programs |
| Johnson & Johnson <i>New Brunswick, NJ</i> | Pharmaceutical | <ul style="list-style-type: none"> • Family-friendly | <ul style="list-style-type: none"> • 31% of senior managers are women • New Multicultural Leadership Development Program provides business education for women and men of color |
| JP Morgan Chase <i>New York, NY</i> | Financial Services | <ul style="list-style-type: none"> • Family-friendly | <ul style="list-style-type: none"> • 50% of managers and executives are women |
| Kaiser Permanente <i>Oakland, CA</i> | Medical | <ul style="list-style-type: none"> • Mentorship programs • Strong female presence on board | <ul style="list-style-type: none"> • 74% female workforce • Workforce is so diverse that there is no ethnic or racial majority • 16-member board of directors includes five women |
| Kellogg's <i>Battle Creek, MI</i> | Food processing | <ul style="list-style-type: none"> • High % of female executives • Mentorship program | <ul style="list-style-type: none"> • 38% of all direct reports to president/CEO are women • 41% of global leadership team are women |
| KPMG <i>New York, NY</i> | Audit and tax advisory | <ul style="list-style-type: none"> • Mentorship programs • Family-friendly | <ul style="list-style-type: none"> • 37% of senior managers are women • 100% of employees are formally or informally mentored • Women's Advisory Board enhances career opportunities for women by driving initiatives that support, retain, and reward them |
| Kraft Foods <i>Northfield, IL</i> | Food processing | <ul style="list-style-type: none"> • Mentorship program | <ul style="list-style-type: none"> • Nearly half of promotions to manager level and above go to women |
| March of Dimes Foundation <i>White Plains, NY</i> | Nonprofit | <ul style="list-style-type: none"> • High % of female managers and executives • High % of female hires • Family-friendly | <ul style="list-style-type: none"> • 83% of managers and executives are women • New parents eligible for up to six months off, with at least four to eight weeks fully paid |
| Marriot International <i>Bethesda, MD</i> | Hospitality | <ul style="list-style-type: none"> • Mentorship programs | <ul style="list-style-type: none"> • 40% of senior managers are women • Committee for Excellence promotes the recruitment, retention, and advancement of women and people of color • 50% of top salaries go to women |
| MassMutual Financial Group <i>Springfield, MA</i> | Financial services | <ul style="list-style-type: none"> • Mentorship programs | <ul style="list-style-type: none"> • Massachusetts Mutual Life Insurance uses a diversity scorecard to actively track the hiring and progress of women throughout its business lines • 33% of the top 10 percent of company earners are women |
| MasterCard Worldwide <i>Purchase, NY</i> | Financial services | <ul style="list-style-type: none"> • Mentorship programs | <ul style="list-style-type: none"> • 33% of senior managers are women • Women in Technology initiative engages employees in supporting technology events across the country and teaching STEM courses to girls |

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| McDonald's <i>Oak Brook, IL</i> | Restaurant Group | <ul style="list-style-type: none"> • High % of female executives • Mentorship programs | <ul style="list-style-type: none"> • 27% of VP positions and above are held by women • McDonald's Women's Leadership Network supports women's career development and advancement around the world • McDonald's has developed a diversity and inclusion curriculum for employees |
| Merck <i>Whitehouse Station, NJ</i> | Pharmaceutical | <ul style="list-style-type: none"> • Mentorship programs • High % of recent promotions for manager level and above given to women | <ul style="list-style-type: none"> • 42% of senior managers are women • Women landed 42% of all promotions to manager, senior manager, and executive in 2011 and made up 75% of employees served by Merck's new Global Mentoring pilot |
| MetLife <i>New York, NY</i> | Financial services | <ul style="list-style-type: none"> • Family-friendly | <ul style="list-style-type: none"> • Company offers pregnancy programs, parental leave coaching, and lactation rooms • 96% of employees use flextime |
| Monsanto <i>St. Louis, MO</i> | Agriculture | <ul style="list-style-type: none"> • Mentorship programs | <ul style="list-style-type: none"> • 36% of senior managers are women • Leadership 180 feedback process allows executives to receive input about their performance from both their teams and their managers |
| New York Life Insurance <i>New York, NY</i> | Insurance | <ul style="list-style-type: none"> • Family friendly • Mentorship programs • High % of female managers | <ul style="list-style-type: none"> • 14-month Accelerated Leadership Program • 40% of senior managers are women |
| The New York Times Company <i>New York, NY</i> | News/media | <ul style="list-style-type: none"> • Mentorship program | <ul style="list-style-type: none"> • Women can take part in the formal mentoring program or join seven employee affinity groups that host mentoring circles • 36% of senior managers are women |
| Northern Trust <i>Chicago, IL</i> | Financial services | <ul style="list-style-type: none"> • High % of recent promotions for manager level and above given to women • Mentorship program | <ul style="list-style-type: none"> • 52% female workforce • 51% of top 10% of company's earners are women |
| Northrop Grumman <i>Falls Church, VA</i> | Defense technology | <ul style="list-style-type: none"> • High % of female executives | <ul style="list-style-type: none"> • 39% of CEO direct reports are women • 30% of members of corporate policy council are women |
| Novartis Pharmaceuticals <i>East Hanover, NJ</i> | Pharmaceutical | <ul style="list-style-type: none"> • Family-friendly • Mentorship programs | <ul style="list-style-type: none"> • 89% of employees use flextime • Up to \$10,000 in annual tuition assistance |
| Patagonia <i>Ventura, CA</i> | Clothing | <ul style="list-style-type: none"> • High % of female managers and executives | <ul style="list-style-type: none"> • Rose Marcario named CEO in 2014 |
| PepsiCo <i>Purchase, NY</i> | Food and beverage | <ul style="list-style-type: none"> • High % of recent promotions for manager level and above given to women | <ul style="list-style-type: none"> • 10% of all promotions to manager, senior manager, or corporate executive given to multicultural women |
| Pfizer <i>New York, NY</i> | Pharmaceutical | <ul style="list-style-type: none"> • Mentorship program • High % of female managers | <ul style="list-style-type: none"> • 42% of senior managers are women |
| Pillsbury Winthrop Shaw Pittman LLP <i>New York, NY</i> | Law firm | <ul style="list-style-type: none"> • Family-friendly • Mentorship programs • High % of recent promotions for manager level and above given to women | <ul style="list-style-type: none"> • Many women take advantage of alternative scheduling arrangements as they progress toward leadership roles • 43% of corporate executives are women |
| The PNC Financial Services Group <i>Pittsburgh, PA</i> | Financial services | <ul style="list-style-type: none"> • Mentorship programs | <ul style="list-style-type: none"> • 64% female workforce • In 2013, 37% of executives participating in high-level coaching and leadership development programs were women |
| The Principal Financial Group <i>Des Moines, IA</i> | Financial services | <ul style="list-style-type: none"> • High % of recent promotions for manager level and above given to women | <ul style="list-style-type: none"> • 54% of recent promotions to manager, senior manager, and corporate executive positions given to women • Deanna Strable-Soethout, who rose from actuarial assistant to president of the firm's U.S. Insurance Solutions business, is responsible for \$2.9 billion in revenues annually |

100 BEST COMPANIES FOR WOMEN'S LEADERSHIP DEVELOPMENT

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| Proctor and Gamble <i>Cincinnati, OH</i> | Consumer goods | <ul style="list-style-type: none"> • Women included in succession planning • Mentorship programs | <ul style="list-style-type: none"> • 35% of employees being considered within the company's succession plan are women • 30% of senior executives are women |
| Prudential Financial <i>Newark, NJ</i> | Financial services | <ul style="list-style-type: none"> • Family friendly | <ul style="list-style-type: none"> • 33% of senior managers are women • Women running major divisions include Christine Marcks, president, Retirement Services, and Caroline Feeney, president, Prudential Advisors • Women are the majority of those enrolled in the company's undergraduate business and on-site MBA programs |
| PwC <i>New York, NY</i> | Professional services | <ul style="list-style-type: none"> • Mentorship programs • High % of recent promotions for manager level and above given to women | <ul style="list-style-type: none"> • 14% of all promotions to manager, senior manager, or corporate executive in 2011 went to multicultural women • Founding sponsor of the Bentley University Center for Women & Business, contributing \$1 million to support the advancement of female leaders |
| Salesforce <i>San Francisco, CA</i> | Cloud computing | <ul style="list-style-type: none"> • Mentorship programs | <ul style="list-style-type: none"> • CEO Marc Benioff's goal is to create a 50% female workforce • The company's top 20 women are paid more than the top 20 men • Hosts annual Women's Leadership Summit, with speakers including top women in business, technology, and Hollywood |
| SC Johnson <i>Racine, WI</i> | Consumer goods | <ul style="list-style-type: none"> • Family-friendly | <ul style="list-style-type: none"> • Offers day care, summer camps, and educational sessions for teens |
| Sodexo <i>Gaithersburg, MD</i> | Diversified outsourcing services | <ul style="list-style-type: none"> • Mentorship programs • Strong female presence on board | <ul style="list-style-type: none"> • Number of women in leadership has risen 95% since 2003 • 43% of corporate executives are women |
| Starcom MediaVest Group <i>Chicago, IL</i> | Media agency | <ul style="list-style-type: none"> • High % of female managers | <ul style="list-style-type: none"> • 62% of senior managers are women • 47% of corporate executives are women |
| State Farm <i>Bloomington, IL</i> | Financial services | <ul style="list-style-type: none"> • High % of recent promotions for manager level and above given to women • Strong mentoring | <ul style="list-style-type: none"> • 52% of recent promotions to manager, senior manager, and corporate executive positions given to women • Leadership Development Acceleration Program |
| Target <i>Minneapolis, MN</i> | General merchandiser | <ul style="list-style-type: none"> • High % of recent promotions for manager level and above given to women • Mentorship programs | <ul style="list-style-type: none"> • 53% of recent promotions within management given to women • 49% of top salaries go to women |
| Texas Instruments <i>Dallas, TX</i> | Semiconductors | <ul style="list-style-type: none"> • Mentorship programs • Strong female presence on board | <ul style="list-style-type: none"> • 40% of board members are women |
| TIAA-CREF <i>New York, NY</i> | Financial services | <ul style="list-style-type: none"> • Mentorship programs • Family-friendly | <ul style="list-style-type: none"> • 1,000+ employees are part of the Alternative Workplace Strategy program, allowing them to switch to the work schedule and location that suits them best • Gender-specific development initiatives |
| Verizon <i>New York</i> | Telecommunications | <ul style="list-style-type: none"> • Women included in succession planning • Family-friendly | <ul style="list-style-type: none"> • Women hold 30% of top management positions • 30% of senior leaders and directors who are involved in formal succession planning are women |
| Viacom <i>New York, NY</i> | Entertainment | <ul style="list-style-type: none"> • Mentorship programs • High % of female managers | <ul style="list-style-type: none"> • 47% of senior managers are women |
| Walmart <i>Bentonville, AR</i> | General merchandiser | <ul style="list-style-type: none"> • High % of recent promotions for manager level and above given to women | <ul style="list-style-type: none"> • In 2012, 34% of employees named to officer positions were women • Number of female market managers has increased by 92% in last 5 years |
| Wells Fargo <i>San Francisco, CA</i> | Banking | <ul style="list-style-type: none"> • Strong female presence on board • Mentorship programs | <ul style="list-style-type: none"> • 16-member board of directors is 12.5% Latino, 12.5% Asian, 6.25% Black, and 31.25% female • Talent-development programs for high-potential employees from underrepresented groups • Almost all top-two-level executives participate in cross-cultural mentoring program |