

# NAFE TOP 70 BY THE NUMBERS

At NAFE Top Companies, 37% of senior managers are women, while almost half of promotions to manager level and above go to women.

Organization Name	Years on NAFE Top Companies for Executive Women list	Total U.S. employees	Percentage of each group who are women									Managers trained in hiring, managing or advancing women
			Total employees	Senior managers	Corporate executives	Employees promoted to manager level and above	Top 10% of earners	Profit-and-loss executives	Ratio of female executives in charge to total billion-dollar divisions	Direct reports to the CEO	Board of Directors	
A.T. Kearney	2	1,040	39%	28%	16%	29%	13%	50%	0:0	50%	15%	✓
Abbott	10	15,884	46%	44%	22%	50%	36%	29%	1:11	30%	36%	✓
Accenture TOP 10	7	47,756	36%	**	**	**	24%	21%	**	47%	36%	✓
ADP	1	32,429	57%	29%	15%	52%	35%	33%	1:2	17%	20%	✓
Aetna	19	48,951	76%	34%	25%	65%	48%	24%	1:3	17%	33%	✓
Allstate	16	33,651	56%	29%	24%	49%	35%	17%	1:6	29%	27%	✓
American Express	15	20,930	57%	46%	31%	49%	44%	39%	—	15%	21%	✓
AT&T	9	225,705	32%	32%	20%	33%	28%	27%	1:5	10%	31%	✓
Bank of America	10	175,368	55%	31%	28%	50%	35%	14%	1:19	44%	29%	✓
BDO USA	4	6,469	47%	40%	19%	46%	19%	17%	0:1	20%	14%	✓
Benco Dental	2	1,668	35%	29%	30%	42%	13%	33%	0:0	43%	40%	✓
Boehringer Ingelheim USA	5	10,536	51%	38%	30%	49%	39%	20%	1:4	26%	33%	✓
Boston Scientific	1	13,471	42%	26%	26%	88%	31%	7%	0:9	8%	40%	✓
Bozzuto	1	2,854	47%	63%	48%	47%	55%	22%	1:1	50%	22%	✓
Bristol-Myers Squibb	15	12,535	50%	43%	35%	50%	38%	14%	1:7	30%	18%	✓
CA Technologies	2	5,429	31%	26%	20%	21%	18%	20%	1:3	11%	18%	✓
Capital One	5	49,430	54%	32%	26%	42%	—	24%	1:4	0%	18%	✓
Cardinal Health	7	26,909	45%	34%	21%	43%	34%	13%	1:14	43%	36%	✓
Chico's FAS, Inc. TOP 10	1	36,062	96%	63%	91%	96%	81%	86%	1:1	78%	56%	✓
Colgate-Palmolive	15	4,787	41%	37%	35%	45%	37%	36%	1:3	17%	27%	✓
Deloitte TOP 10	2	53,470	43%	40%	25%	42%	24%	25%	1:4	25%	33%	✓
Diageo North America	7	2,240	40%	19%	30%	51%	30%	20%	1:3	20%	36%	✓
DuPont	14	20,869	28%	26%	31%	26%	24%	10%	1:10	14%	18%	✓
Edelman	5	3,022	71%	65%	44%	73%	50%	44%	—	29%	27%	✓
Eli Lilly and Company	9	19,417	48%	34%	23%	46%	31%	18%	1:5	31%	29%	✓
Ernst & Young LLP TOP 10	5	41,583	45%	43%	34%	44%	29%	26%	1:3	45%	29%	✓
First Horizon National	8	4,317	60%	22%	20%	67%	5%	—	—	22%	18%	✓
FleishmanHillard TOP 10	9	1,490	66%	53%	57%	65%	46%	61%	—	43%	59%	✓
Freddie Mac	6	5,915	46%	38%	28%	46%	48%	15%	0:3	9%	15%	✓
Gap Inc.	7	99,736	75%	62%	52%	70%	67%	53%	1:2	50%	30%	✓
General Mills	14	14,734	39%	44%	41%	65%	42%	38%	1:2	40%	31%	✓
General Motors	5	97,708	26%	21%	15%	23%	19%	8%	1:12	8%	50%	✓
Grant Thornton	6	7,833	45%	30%	19%	42%	18%	12%	0:2	38%	18%	✓
HP	11	12,926	31%	29%	28%	36%	26%	12%	1:8	25%	38%	✓
IBM TOP 10	20	*380,000	31%	27%	—	32%	—	25%	—	—	29%	✓

★ Hall of Fame (at least 15 years on the list) ☆ Woman CEO \*Global number —Data not provided \*\*Not Disclosed

# NAFE TOP 70 BY THE NUMBERS

Organization Name	Years on NAFE Top Companies for Executive Women list	Total U.S. employees	Percentage of each group who are women									Managers trained in hiring, managing or advancing women
			Total employees	Senior managers	Corporate executives	Employees promoted to manager level and above	Top 10% of earners	Profit-and-loss executives	Ratio of female executives in charge to total billion-dollar divisions	Direct reports to the CEO	Board of Directors	
Intel	8	52,701	26%	11%	19%	26%	17%	19%	1:5	9%	18%	✓
JCPenney	1	105,666	80%	49%	42%	75%	67%	50%	—	50%	36%	
JLL TOP 10	3	25,879	33%	39%	25%	37%	23%	43%	3:5	38%	44%	✓
Johnson & Johnson	11	39,372	45%	42%	35%	49%	38%	37%	1:3	13%	20%	✓
Kellogg Company	7	20,374	34%	32%	29%	32%	36%	20%	2:3	32%	38%	✓
Kimberly-Clark Corporation	1	12,263	29%	32%	35%	39%	32%	32%	1:2	67%	25%	✓
KPMG	8	30,662	45%	37%	21%	43%	22%	20%	1:7	25%	27%	✓
Lexmark International	1	3,821	25%	21%	20%	31%	17%	38%	1:2	29%	25%	
L'Oréal USA TOP 10	4	10,306	68%	53%	46%	75%	52%	49%	1:3	35%	47%	✓
Marriott International TOP 10	14	102,562	55%	42%	34%	55%	48%	26%	1:5	40%	29%	✓
MassMutual	7	7,397	55%	36%	27%	56%	31%	30%	1:2	30%	40%	✓
McKinsey & Co.	6	7,115	44%	33%	18%	36%	17%	18%	—	—	13%	✓
Merck	16	23,254	50%	41%	28%	50%	37%	23%	1:11	33%	23%	✓
MetLife	11	19,403	58%	34%	29%	52%	34%	26%	1:2	29%	31%	
Monsanto	2	10,293	32%	48%	26%	51%	26%	23%	1:5	14%	23%	✓
Moss Adams	4	2,590	53%	26%	32%	54%	25%	0%	0:0	33%	22%	✓
New York Life Insurance	9	8,074	54%	37%	32%	48%	30%	17%	1:8	57%	25%	✓
Northern Trust	10	9,061	48%	32%	36%	51%	28%	17%	0:3	57%	14%	
PNC Financial Services Group	10	52,051	60%	29%	21%	53%	30%	17%	1:5	30%	25%	✓
Principal	17	9,978	59%	24%	42%	56%	28%	50%	1:3	40%	36%	
Procter & Gamble TOP 10	18	23,212	36%	36%	35%	51%	35%	44%	1:2	38%	36%	✓
Prudential Financial	18	20,314	49%	34%	29%	46%	33%	24%	1:4	29%	23%	✓
Roche Diagnostics	2	4,502	45%	41%	34%	48%	40%	34%	0:1	7%	25%	✓
SAP America	1	18,370	34%	36%	21%	30%	35%	30%	1:1	24%	43%	✓
Sodexo	5	121,450	60%	29%	33%	48%	42%	29%	—	31%	50%	✓
State Farm	11	69,483	58%	42%	38%	54%	35%	37%	1:35	38%	20%	✓
Synchrony Financial	1	11,649	64%	30%	17%	52%	34%	20%	1:5	7%	33%	
Target	10	282,912	56%	46%	40%	54%	38%	45%	2:3	40%	38%	
Texas Instruments	13	11,673	23%	15%	22%	29%	13%	11%	0:6	50%	42%	✓
The Boston Consulting Group	2	4,497	46%	35%	16%	36%	22%	17%	—	50%	38%	✓
TIAA	7	10,639	42%	32%	35%	46%	30%	25%	1:4	33%	32%	✓
Verizon	11	140,946	36%	31%	13%	50%	26%	25%	1:3	14%	33%	✓
Viacom	5	6,668	55%	51%	41%	55%	48%	40%	1:4	37%	50%	
Voya Financial	1	6,696	50%	20%	45%	48%	30%	67%	2:5	25%	40%	
Zurich North America	3	9,290	50%	41%	29%	42%	30%	25%	1:1	36%	40%	✓
<b>Totals and Averages</b>		<b>2,528,108</b>	<b>47%</b>	<b>37%</b>	<b>30%</b>	<b>48%</b>	<b>34%</b>	<b>28%</b>	<b>1:3</b>	<b>30%</b>	<b>29%</b>	<b>80%</b>

★ Hall of Fame (at least 15 years on the list) ☆ Woman CEO — Data not provided