



SENIOR MANAGEMENT & BOARD DIRECTOR DIVERSITY SURVEY

A Comparison Of Senior-Level Diversity Executives In US-Headquartered Technology & Non-Technology Companies January, 2008

INTRODUCTION:

- Survey compared 3 key groups of companies:
 - 1) Top 25 Silicon Valley Technology companies (ranked by 2006 revenues)
 - 2) Top 25 Technology companies outside Silicon Valley (ranked by 2006 revenues)
 - 3) Fortune 25 non-Technology companies (ranked by 2006 revenues)
- 75 companies
- 372 executive management members *
- 859 board directors

Highlights:

- Silicon Valley technology companies come out on top in relation to gender diversity in the executive management team, with the highest percentage of women in the five executive management positions.
- While ethnic diversity is lacking in the executive management teams across all three groups, this is particularly apparent when it comes to minority females. Findings show that there are no minority females holding one of the designated five executive management positions in the non-technology Fortune group, and very few in the technology companies.
- Each of the three groups show similar statistics with regard to board director gender diversity i.e. they have a vast majority of male board directors. However, non-Technology companies have a marginally higher proportion of female to male board directors.
- A statistical comparison of the three groups in relation to minority board directors shows that, while the percentage of minority male directors is low but equitable across the three groups, Silicon Valley Technology companies come off the worst in terms of minority female board directors.



KEY FINDINGS:

a) Executive Management* Gender Comparisons:

Silicon Valley technology companies come out on top in relation to gender diversity in the executive management team, with the highest percentage of women in the five executive management positions.

- Silicon Valley Technology Top 25
 - 85.5% male
 - 14.5% female
- Non-Silicon Valley Technology Top 25
 - 92% male
 - 8% female
- Outside the Technology sector, Fortune 25 companies
 - 89% male
 - 11% female

b) Executive Management* Minority Comparisons:

While ethnic diversity is lacking in the executive management teams across all three groups, this is particularly apparent when it comes to minority females. Findings show that there are no minority females holding one of the designated five executive management positions in the non-technology Fortune group, and very few in the technology companies.

- Silicon Valley Technology Top 25
 - 13% minority male
 - 1% minority female
- Non-Silicon Valley Technology Top 25
 - 7.5% minority male
 - 1% minority female
- Outside the Technology sector, Fortune 25 companies
 - 6.5% minority male
 - 0% minority female



c) Board Director Gender Comparisons:

Each of the three groups show similar statistics with regard to board director gender diversity i.e. they have a vast majority of male board directors. However, non-Technology companies have a marginally higher proportion of female to male board directors.

- Silicon Valley Technology Top 25
 - 88% male
 - 12% female
- Non-Silicon Valley Technology Top 25
 - 86% male
 - 14% female
- Outside the Technology sector, Fortune 25 companies
 - 81.5% male
 - 18.5% female

d) Board Director Minority Comparisons:

A statistical comparison of the three groups in relation to minority board directors shows that, while the percentage of minority male directors is low but equitable across the three groups, Silicon Valley Technology companies come off the worst in terms of minority female board directors.

- Silicon Valley Technology Top 25
 - 10.5% minority male
 - 0.5% minority female
- Non-Silicon Valley Technology Top 25
 - 9% minority male
 - 2% minority female
- Outside the Technology sector, Fortune 25 companies
 - 11% minority male
 - 4% minority female



STATISTICAL METHODOLOGY:

- All information is compiled by the Bridge Partners LLC team and is taken from company websites or from the annual reports, as of January 7th 2008.
- * In order to make a direct comparison between companies, Bridge Partners LLC defined "executive management" as five key positions:
 - Chief Executive Officer
 - Chief Financial Officer/Head of Finance
 - Chief Operating Officer/President/Chief Administrative Officer
 - General Counsel/Head of Legal
 - Chief Marketing Officer/Head of Sales/Head of Marketing/Head of Communications
- Minority female is defined as a non-Caucasian female, minority male is defined as a non-Caucasian male
- Percentage figures are rounded to the nearest 0.5%
- In some companies there are two executives who hold a "Co-" title. In this case, both have been included in the executive management statistics.
- In a few companies there is not a full complement of the five designated executive management positions.
- The Chief Executive Officers of each company have been included in the statistics for both executive management and board directors.

ABOUT BRIDGE PARTNERS LLC:

Bridge Partners, LLC is a retained executive search firm with a focus on placing senior-level women and minority candidates. It is a minority-owned business.

In 2003, the Founders of Bridge Partners LLC decided to leave one of the major international search firms and establish a boutique executive search firm that would have a true focus on bringing diversity to each and every shortlist.

Over the subsequent five years the company has established a strong brand and a reputation for quality of execution for national and international clients that include Borders Group, Colgate-Palmolive Company, Federal Reserve System, Foot Locker, Macys, Medco Health Solutions, Sodexho, USAA, The Walt Disney Company and Wyeth Pharmaceuticals.



DIRECTORSHIP INSIGHTS PRESS RELEASE:

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EXECUTIVE SEARCH FIRM LAUNCHES FREE SERVICE FOR WOMEN AND MINORITY POTENTIAL BOARD MEMBERS

New York City, NY – December 6, 2007 – Many executives achieve positions on a Board of Directors because they know someone who puts their name forward. But if you're a female or a minority, it isn't always that straightforward.

That's because there aren't many females and minorities on Boards, so their networks of people who could be potential Board Members are limited. In fact, according to the Alliance for Board Diversity, females and minorities hold only 29% of Board positions in Fortune 100 companies. Tory Clarke and Larry Griffin, Partners at Bridge Partners, LLC, aim to change that, with the new Directorship Insights service.

As Founders of an executive search firm that focuses on placing senior-level female and minority executives in major U.S. and international organizations, Clarke and Griffin are often asked to discuss the benefits of a diverse Board of Directors. Clarke and Griffin note that there are few women and minorities on Boards, and those that are, often hold multiple positions, which may not be viable going forward, with increased Board Director workloads and regulatory requirements.

They know, however, that there is a significant "untapped supply" of qualified, engaged senior-level female and minority executives who are rarely approached for these Board roles because they are not on the "traditional" radar screen.

When Bridge Partners LLC's clients began asking how they could access this network of new candidates, Clarke and Griffin realized that they needed to facilitate the connection between the client corporations and these potential board members. So they created a service that did just that (Directorship Insights) where potential board candidates could register (for free) and access information, statistics and links related to serving on Boards, as well as note their personal desire to be considered for Board positions.

"Many senior-level female and minority executives are interested in serving on Boards, but don't know how to get noticed. We created this service so they would have a starting point. As we learn more about them and their backgrounds, we can start advising them and placing them in Board positions," notes Clarke.

Clarke and Griffin recently sent letters about the Directorship Insights site to senior-level executives in their network, and Directorship Insights quickly gained 200 members. Now they are officially launching it to the broader executive population. Female and minority executives with previous Board experience, or with a desire to serve as Board members, are encouraged to sign up at www.directorshipinsights.com. Corporations are also encouraged to consider how they might leverage this new source of candidates by contacting the firm.

Bridge Partners, LLC is a retained executive search firm with a focus on placing senior-level women and minority candidates. It is a minority-owned business. For more information please visit: <http://www.bridgepartnersllc.com/> and <http://www.directorshipinsights.com>.

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