

# pink<sup>®</sup> TOP COMPANIES

THESE **15 WINNERS** HAVE MADE WOMEN'S  
ADVANCEMENT PART OF EVERYDAY BUSINESS —  
AND HAVE THE NUMBERS TO SHOW FOR IT.

Looking for a gleam of hope in these gloomy times? (Who isn't?) Well, we found one in PINK's third annual list of the Top Companies for Women, which for 2009 received a record number of entries from America's leading firms. That alone is encouraging — that more companies are recognizing the importance of women's advancement — but what's even better is the real progress we're observing across the business landscape year to year.

Once again, PINK took a hard-numbers approach to each company's record — looking for women's high representation in positions of power and among top earners, and evaluating management's commitment to even greater progress for women. We also made sure that programs for Life/Work balance give women equal opportunity for a rewarding life *away* from the office. The 15 finalists that emerged from our deliberations include some familiar names from years past, but also several newcomers that showed how they, too, are creating an environment for women where the sky's the limit.

It's a work in progress, to be sure. We'd like to see even higher numbers of women in executive posts, on boards and in C-suites. (None of our 15 has a woman CEO.) And so we issue that challenge to this group and the thousands of other companies out there. How will women fare at your firm when PINK examines it next year, in five years, in 10? Will you keep improving until true parity for professional women in power and pay becomes the norm?

**SEE YOU AGAIN IN '10.**

We're taking nominations now on [pinkmagazine.com](http://pinkmagazine.com)

# FOR WOMEN 2009

## PINK'S TOP COMPANIES FOR WOMEN

(in alphabetical order)

**Adobe Systems Inc.**

**American Express Co.**

**Bebe Stores Inc.**

**Capital One Financial Corp.**

**Grant Thornton LLP**

**KPMG LLP**

**Linebarger Goggan Blair  
& Sampson LLP**

**Liz Claiborne Inc.**

**Manpower Inc.**

**MetLife Inc.**

**Scholastic Inc.**

**Thrivent Financial for Lutherans**

**Turner Broadcasting System Inc.**

**Wal-Mart Stores Inc.**

**Wyndham Worldwide Corp.**

### **ADOBE SYSTEMS INC.**

Not surprisingly, as a tech company Adobe has the smallest percentage of total women employees (33 percent) among our Top 15; but to the software maker's credit, women have a nearly comparable share of executive positions and posts reporting directly to the CEO. And the pipeline is even bigger, with women making up 41 percent of middle management. That, combined with the company's mentoring and leadership development programs designed just for women, should make the future a lot brighter for women here.

### **AMERICAN EXPRESS CO.**

It's been a tough year for the financial services giant, but women's stock continues to rise at American Express, where they make up two-thirds of all employees. While women's share of the executive ranks is smaller (31 percent), they've nearly established equality with men among middle management and the top fifth of payroll. The company constantly tracks the number of women in leadership, and great role models abound: Seven women lead business units earning \$100 million or more in revenue.

### **BEBE STORES INC.**

It would be easy to take women's advancement for granted at Bebe, an apparel retailer where 90 percent of the 4,600 employees are women. But the company makes a conscious effort to foster coaching between executives and younger managers, and it celebrates in-

ternal promotions from sales staff to district and regional leadership. While the top job may still belong to a man, four of the five executives reporting to the CEO are women. Power, pipeline and pay all have a feminine flair.

### **CAPITAL ONE FINANCIAL CORP.**

Women's share of the executive and middle management ranks at Capital One doesn't yet match their majority of total employment, but that's resulted in a top-down commitment to improve. The company's highest-ranking woman, Lynn Pike, president of Capital One Bank, takes personal responsibility for engaging more female talent, while the Executive Women's Forum fosters networking and coaching. The number of women in top jobs has increased by 50 percent in the past five years, the company reports, including more women with P&L responsibility.

### **GRANT THORNTON LLP**

At the nation's fifth-largest accounting firm, it's all about culture – in particular, a flexibility that allows women to strike a healthy balance between work and life. The firm offers a variety of accommodating work arrangements, from flextime to telecommuting, that 370 of its women partners and employees used last year. It's also doing more to increase women's leadership roles in an industry long dominated by men. In the past five years, the number of women partners here has increased by 174 percent.

#### KPMG LLP

Having rebounded from the accounting industry's image problems earlier this decade, KPMG has worked to boost recruitment and retention of talent – especially women. The firm's Network of Women, with 60 chapters nationwide, sponsors 300 professional development programs each year for 12,000 women. To date, KPMG boasts high one- and three-year retention rates for women that exceed those for men. Four out of five women in internal surveys call the firm a great place to work, up from half just five years ago.

#### LINEBARGER GOGGAN BLAIR & SAMPSON LLP

In the legal profession, role models can mean everything to ambitious women attorneys. They have them at Linebarger Goggan, a national firm with 33 offices, where women own 31 percent of the firm with shares of equity and income partnerships that far exceed the national average. Women also make up one-third of the firm's 21-member national management committee and nearly 60 percent of middle management. And they head four of eight central operations departments and eight of the firm's offices nationwide.

#### LIZ CLAIBORNE INC.

Looking for a place where women wield real power? At the \$3.9 billion apparel maker, more than two dozen women lead business units with revenue of \$100 million or more. Three of the company's five highest earners are women. And the proportion of women in middle management – 77 percent – matches women's share of total employment. While women's share of the executive ranks isn't as high, a newly enhanced mentoring program to encourage women's advancement should change that in years to come.

#### MANPOWER INC.

Past honoree Manpower hasn't rested on its laurels. At the global employment services firm, the top two women still manage the lioness' share of company revenue (more than \$13 billion). But in the last year the firm has worked to expand the pipeline: Two of four executive-level promotions went to women, as well as the only executive new hire and a majority of new hires in middle management. At a company that's two-thirds women, Life/Work balance takes center stage.

#### METLIFE INC.

MetLife's top woman, Lisa Weber, president of Individual Business, would be the CEO at thousands of other companies (and may one day lead MetLife). Her success at a young age is testament to what's possible at the insurance giant, where three other women lead business units earning \$100 million or more. A networking group, Professional Women at MetLife, now has more than 15 chapters nationwide as it works to increase opportunities for women and boost their share of management's upper echelon.

#### SCHOLASTIC INC.

A longtime commitment to diversity at Scholastic has resulted in parity for women among middle management and the top fifth of payroll (a 55 percent share of each), plus a 42 percent stake at the executive level. Women lead more of the publisher's key divisions – with four women at the president level – and the trickle-down effect for others is real. After Scholastic recently promoted Eleanor Berger to president of Trade Publishing, she quickly expanded the roles for women on her team.

#### THRIVENT FINANCIAL FOR LUTHERANS

The strategy for expanding opportunities for women at this Top 500 financial services membership organization (a not-for-profit) has focused on both the corporate level, where women represent roughly 45 percent of executive and middle management, and sales territories nationwide, where Thrivent hopes to recruit even more qualified women financial representatives. From the top down, the strategy seems to be working. Thrivent boasts a 100 percent five-year retention rate for executive women, far surpassing the rate for men.

#### TURNER BROADCASTING SYSTEM INC.

Multiple high-profile promotions of executive women within the past two years at Turner are just one product of a long-standing diversity agenda at the media company. Its Turner Women Today group offers a "mini MBA" program called KEYS (Knowledge Energizing Your Success), as well as a comprehensive "Circle Mentoring" program. The latter matches women with senior mentors across the company to increase professional development and retention. Little wonder that executive women, on average, stick around for a decade or more.

#### WAL-MART STORES INC.

While the world's largest retailer is still fighting allegations of past discrimination, the fact remains that a vibrant diversity program at Wal-Mart today has made the company a sensible career choice for professional women. To put things in perspective: There are 32 percent more women in management at Wal-Mart than at our other 14 companies *combined*. At the highest levels, nine women oversee operations of \$100 million or more, and the retention rate for executive women bests that for the men.

#### WYNDHAM WORLDWIDE CORP.

Money talks when it comes to equality, and to this hospitality company's credit, women hold a 51 percent share of the top fifth of payroll. That nearly equals women's share of total employment (55 percent). While representation among the executive and middle-management levels isn't there yet, the company's Women on Their Way program for women associates is changing that through career development, leadership training, Life/Work balance seminars and coaching. A higher retention rate for women execs is one indication that the effort is paying off. **!**