



# 2010

## FLORIDA CENSUS of WOMEN DIRECTORS and EXECUTIVE OFFICERS



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# ABOUT WOMEN EXECUTIVE LEADERSHIP

**Women Executive Leadership, Inc. (WEL)** advocates, educates and connects accomplished women. WEL is a not-for-profit organization whose primary purpose is to increase the number of women serving on corporate boards and in the executive suite by recognizing and connecting accomplished women and further expanding their influence within their respective business communities. All qualified members are encouraged to join from the corporate sector, private enterprises and not-for-profit organizations.

- WEL provides a forum for executive women to unite and leverage best practices.
- WEL holds quarterly meetings, focused on C-Level executives and corporate board members of Fortune 1000 companies, addressing the challenges and issues they face.
- WEL seeks to increase the number of women on corporate boards by collaborating in the director selection process.

With the increased demands facing the traditional pool of board candidates and the higher expectations of board members, CEOs are expanding their search parameters to include more diverse board talent. WEL can influence the search process by serving as a catalyst to introduce qualified women to these decision makers.

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"Ryder recognizes the value of cultivating diverse talent to drive competitiveness and economic performance. While it can be more of a challenge due to the nature of the transportation industry, we are strategic in our approach to develop a diverse talent pool from the front line to management and our Board of Directors. Ryder continues to benefit from its diverse, multi-disciplined Board and is committed to attract, retain and promote a diverse representation of employees that embrace change, promote different ideas, and encourage collaborative problem solving."

Greg  
Chairman and Chief Executive Officer  
Ryder System, Inc.

## CHAIRMAN'S MESSAGE

Across the country, women want to make strides at high levels in public corporations. Women Executive Leadership is once again contributing to the conversation in presenting its Florida Census of Women Directors and Executive Officers for 2010. The Census highlights gender diversity in Florida's largest public companies. The 2010 WEL Census, assembled in collaboration with the University of Miami's School of Business, details the number of women on boards and in executive positions at Florida's top 100 public companies, as ranked by revenue by Florida Trend magazine.

The 2010 results show both a trying and exciting time for women. We celebrate six companies in Florida that have appointed female board directors for the first time. It is a true sign of companies that recognize qualified women have much to contribute, including a new perspective on company issues. At the same time, our findings show women have lost ground in occupying leadership roles in the executive suites. A look at Florida's top public companies shows 74 percent have no women executives. In looking at female representation at both the board and executive offices level, Florida ranks near the bottom when compared with other states its size.

We are committed to moving these numbers upward and have started an initiative to meet with companies in Florida one on one to understand the challenges they face in identifying female candidates who would increase diversity in their boardrooms and executive suites.

In the two years since our last report, we have identified many accomplished women from diverse background who could bring value to the boardroom if given the opportunity. Through our initiatives, leading companies are able to widen their pool of highly qualified candidates and expand beyond the same recycled executive talent that often lands in these key positions. To not only survive, but also thrive in the current economy, Florida companies need to tap into the best talent available, regardless of gender.

WEL is positioned to help companies draw upon a national base of highly qualified women through its membership with the InterOrganization Network (ION), which consists of 14 regional member organizations, representing more than 10,000 female professionals. Clearly, true gender diversity across Corporate

America is a reachable goal. The results of our 2010 Census fuel our passion to make change happen and as part of ION, we are able to give gender diversity in the boardroom a national voice.

Another challenge relates to the women themselves. WEL works to encourage women to make time to actively seek out opportunities for advancement in the executive hierarchy. We also continue to provide programming, training, and resources to prepare them to become board-ready and raise their level of visibility. It is our belief that women need to be more assertive in steering their careers in their desired direction. They must seek a champion and understand clearly the expectations of what it takes to become a leader and make their qualifications known.

We look at WEL's 2010 Census as a springboard for thought and would like to encourage Florida companies to consider the findings. Given that the majority of buying decisions are made by women, is your board and executive suite representative of your consumers? Are you overlooking critical perspective when formulating company strategy?

We encourage Florida's public companies to look to WEL as a resource. As the economy recovers, successful companies will prosper from diverse perspective in formulating their vision and strategy. We look at 2011 as a year in which women leaders can steer a company's economic performance toward prosperity.

We want to thank University of Miami School of Business for their contribution to this study. We also want to thank our sponsors for making it possible to host the Corporate Salute and recognize companies at the forefront of tapping the talent of qualified women. Lastly, we want to thank the WEL Board who contributes their incredible energy, persistence and passion to our mission.

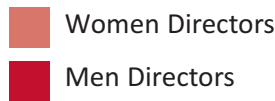
Cindy Kushner  
Chairman and Founder  
Women Executive Leadership

# WOMEN DIRECTORS ON THE BOARDS OF THE FLORIDA PUBLIC 100

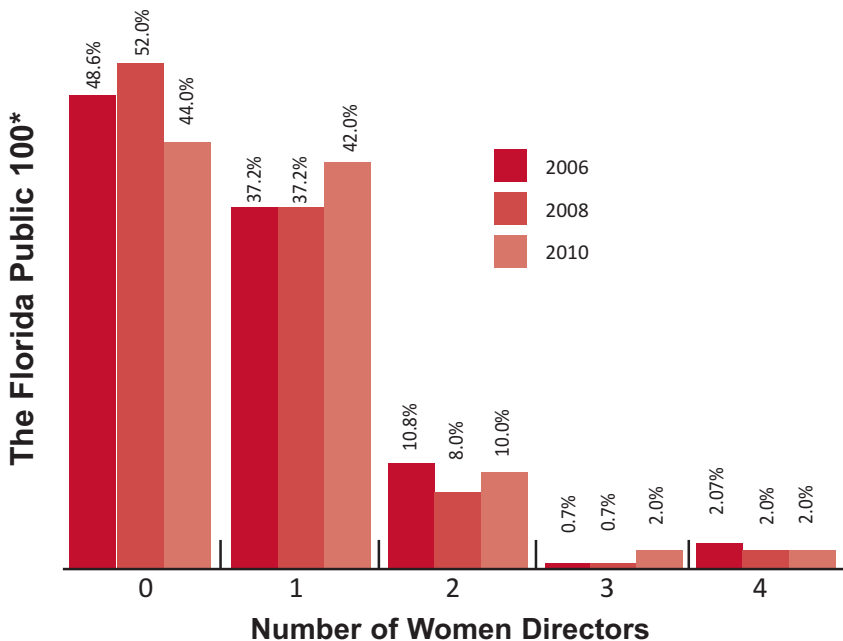
Relatively few corporate board seats are held by women, but some companies demonstrate strong leadership in gender diversity

- In 2010, there were 865 board seats in the Florida Public 100. 76 of those board seats were held by women, representing 8.8%.
- This percentage is slightly higher compared to 7.4% in 2008 and 8.7% in 2006.

Board Seats Held by Gender



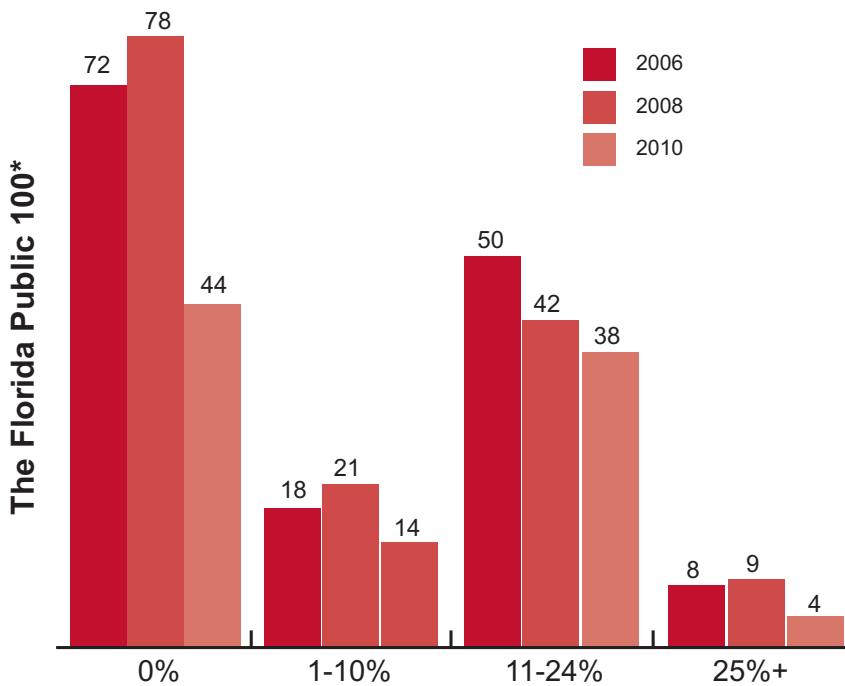
Percentage of Companies with Women Directors



- In 2010, the percentage of Florida Public 100 companies with no women directors decreased by 8.0% as compared to 2008.
- In 2010, there were two companies in the Florida Public 100 that had four women directors – Office Depot, Inc. and Tupperware Brands Corporation. In 2008, three companies in the Florida Public 100 had four women directors compared to four companies in 2006.
- 14 companies in the Florida Public 100 had two or more women directors, representing 14.0% in 2010. 16 companies in the Florida Public 150 had two or more women directors, representing 13.3% in 2008. There were 21 companies (14.2%) in 2006.

\* 2010 Census results are based on the Florida Public 100. 2008 and 2006 Census results are based on the Florida Public 150.

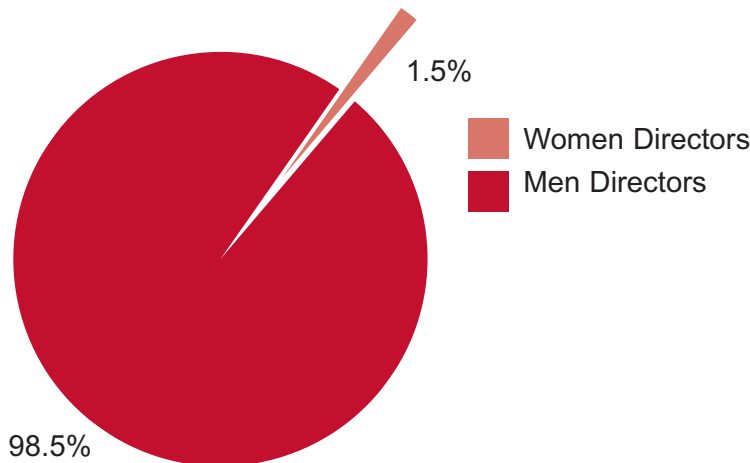
## Percentage of Women Directors



- In 2010, there were 4 companies in the Florida Public 100 that had 25%+ representation of women on their board compared to 9 in 2008 and 8 in 2006. The variance in 2010 is due to 4 companies that were either acquired or declared bankruptcy and one company whose representation decreased from 27.3% in 2008 to 20.0% in 2010.

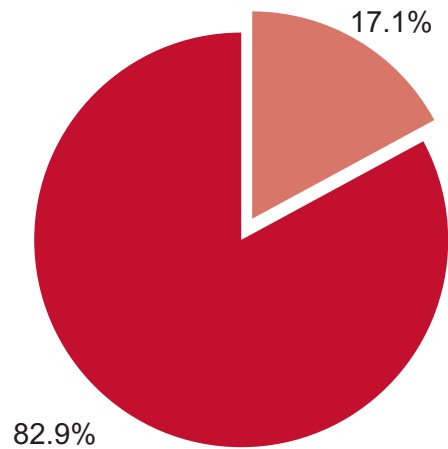
- The number of companies with no women directors has shown improvement as a % of the total number of companies surveyed in the census study. In 2010, 44 of the Florida Public 100 companies surveyed or 44% had no women directors compared to 78 of Florida Public 150 companies or 52% in 2008.

## Percentage of Total Board Seats Held by Women of Color<sup>1</sup>



- The percentage of seats held by Women of Color increased slightly from 1.1% in 2008, to 1.5% in 2010. While a slight improvement over 2008 the percentage of seats held by Women of Color remains extremely low.

## Women of Color<sup>1</sup> as Percentage of Women Directors



- In 2010, 13 of the 76 women directors (17.1%) were considered Women of Color compared to 13 of the 95 women directors (13.7%) in 2008. In 2006, the number of women directors considered Women of Color was 11 or 10.4% of the total seats held by women directors. The percentage of Women of Color as a percentage of women directors has steadily increased since 2006.

- In 2008, Catalyst surveyed 471 of Fortune's 500 and 67.5% of the boards had no Women of Color, 28.5% had one and 4.0% had two.<sup>2</sup>

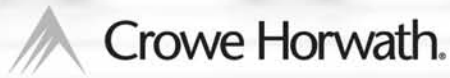
<sup>1</sup>U.S. Census Bureau Racial and Ethnic Classification Used in the Census 2000 and Beyond. Women of Color are Non-Caucasian women identified as Black, Hispanic, Asian, Native Hawaiian and other Pacific Islander and American Indian or Alaskan Nature.

<sup>2</sup> Catalyst Census of Women Board of Directors of the Fortune 500. New York. 2008. p.2

The table below reports the number of women directors for each company in the 2010 WEL Census. Appendix A provides additional detail about the number of women directors in these companies.

## Number of Women Directors for Each Company in the 2010 WEL Census

Companies with Two or More Women Directors			
<b>Companies with four Women Directors</b>		<b>Companies with two Women Directors</b>	
Office Depot, Inc.		Brown & Brown, Inc.	
Tupperware Brands Corporation		Darden Restaurants, Inc.	
<b>Company with three Women Directors</b>		Harris Corporation	
Chico's FAS, Inc.		HSN, Inc.	
Ryder System, Inc.		MEDNAX, Inc.	
		FPL Group, Inc.(NextEra Energy, Inc.)	
		Raymond James Financial, Inc.	
		SFN Group, Inc.	
		Stein Mart, Inc.	
		Winn-Dixie Stores, Inc.	
Companies with One Woman Director			
AirTran Holdings, Inc.	FPIC Insurance Group, Inc.	Regency Centers Corporation	
Avantair, Inc.	Fresh Del Monte Produce Inc.	Royal Caribbean Cruises LTD	
Capital City Bank Group, Inc.	GEO Group, Inc. (The)	RTI Biologics, Inc.	
Carnival Corporation	HealthManagement Associates, Inc.	Ruth's Hospitality Group, Inc.	
Citrix Systems, Inc.	International Speedway Corporation	St. Joe Company (The)	
ContinuCare Corp.	Jabil Circuit, Inc.	Switch & Data Facilities Company, Inc.	
Cott Corporation	Kforce Inc.	Sykes Enterprises, Incorporated	
Cross Country Healthcare, Inc.	Landstar System, Inc.	Syniverse Holdings, Inc.	
CSX Corporation	Lennar Corporation	Tech Data Corporation	
Dycom Industries, Inc.	MasTec, Inc.	TECO Energy, Inc.	
Elizabeth Arden, Inc.	Medical Staffing Network	Terremark Worldwide, Inc.	
Equity One, Inc.	Parlux Fragrances, Inc.	TradeStation Group, Inc.	
FARO Technologies, Inc.	PSS World Medical, Inc.	Vector Group Ltd.	
	Rayonier Inc.	Watsco, Inc.	
		WellCare Health Plans, Inc.	
Companies with No Women Directors			
AutoInfo, Inc.	Interline Brands, Inc.	Perry Ellis International, Inc.	Trailer Bridge, Inc.
AutoNation, Inc.	International Assets Holding Corp.	PetMed Express, Inc.	Ultimate Software Group, Inc. (The)
BankAtlantic Bancorp, Inc.	Interval Leisure Group, Inc.	PGT, Inc.	Universal Insurance Holdings, Inc.
BE Aerospace, Inc.	Ladenburg Thalmann Financial Services Inc.	QEP Co., Inc.	Walter Industries, Inc.
Benihana Inc.	Lender Processing Services	Quality Distribution, Inc.	World Fuel Services Corporation
BFC Financial Corporation	Lincare Holdings Inc.	Roper Industries, Inc.	
Bluegreen Corporation	MarineMax, Inc.	Rotech Healthcare, Inc.	
Burger King Holdings, Inc.	Metropolitan Health Networks, Inc.	SBA Communications Corporation	
eLandia International, Inc.	National Beverage Corp.	Seacoast Banking Corporation of Florida	
Exactech, Inc.	National Retail Properties, Inc.	SEACOR Holdings Inc.	
Fidelity National Financial, Inc.	Ocwen Financial Corporation	SMF Energy Corp.	
Fidelity National Information Services, Inc.	Patriot Transportation Holding, Inc.	Spanish Broadcasting System, Inc.	
Hackett Group, Inc. (The)		Tigrent, Inc.	
HEICO Corporation			



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**Crowe is proud to support Women Executive Leadership. WEL's mission is an extension of Crowe's philosophy to mentor and advance women in leadership. We congratulate this year's honorees for the Florida Census of Women Directors and Executive Officers for 2010.**

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## REVENUE AND BOARD SEATS HELD BY WOMEN

### Companies with the highest revenue generally have more women on their boards

- Of companies with revenue of \$5 billion or more, women held 11.0% of 164 board seats. This percentage has decreased compared to 2008 and 2006.
- Of companies with revenue below \$500 million, women represented 5.1% of 316 board seats. This percentage has remained relatively the same as compared to 2008 and 2006.
- 11 out of 15 companies (73.3%) with revenue of \$5 billion or more had at least one woman director, and five out of 11 (45.5%) companies had two or more women directors. However, there were 4 companies that had no women directors in 2010 (International Assets Holding Corp., World Fuel Services Corporation, AutoNation, Inc. and Fidelity National Financial, Inc.) compared to 2 in 2008 and 2006.
- Of companies with revenue below \$500 million, 16 out of 41 (39.0%) companies had at least one woman director and there were none that had two or more women directors.

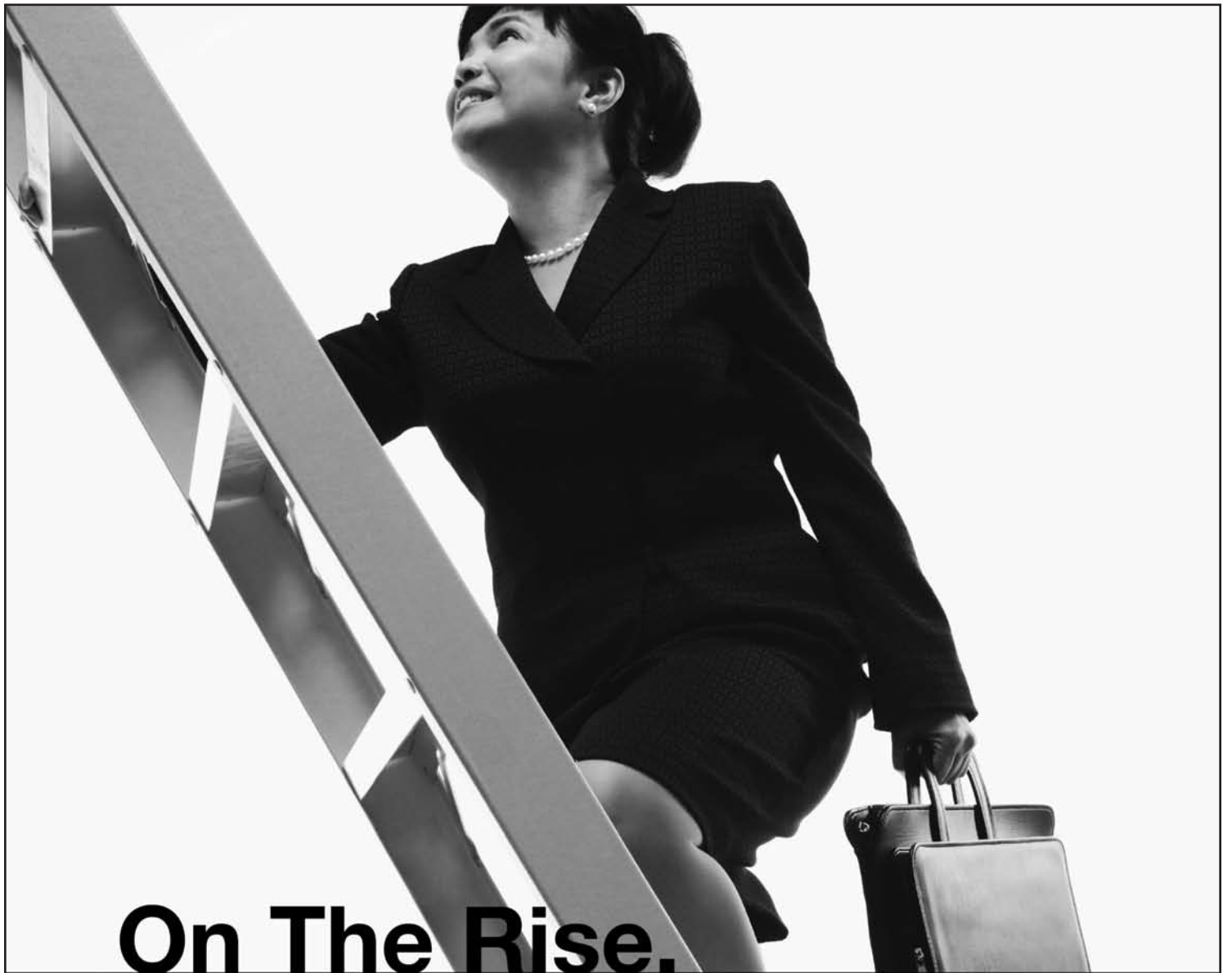
Revenue (in millions)	Number of Companies*	Average Size of Board	No Women Directors	One Woman Director	2 or More Women Directors	2010 % Women Directors	2008 % Women Directors	2006 % Women Directors
\$5000+	15	10.9	4	6	5	11.0%	15.7%	14.1%
\$1000<\$4999	31	8.8	8	15	8	12.8%	9.2%	13.5%
\$500<\$999	13	8.6	7	5	1	6.3%	5.5%	6.6%
<\$500	41	7.7	25	16	0	5.1%	5.4%	5.8%

### Florida's Fortune Companies

- Florida has 28 companies in the Fortune 1000. Women hold 12.0% of 274 board seats in these companies. This compares to 13.4% and 307 board seats in the 2008 Florida Fortune 1000, indicating a reduction of board seats.
- Among Florida's Fortune 500 companies the percentage is slightly higher, and women represent 12.6% of the 159 board seats available, down from 15.7% in 2008 and 2006.
- The 2010 national average among Fortune 500 companies of board seats held by women is 15.7% compared to 15.2% in 2009.<sup>3</sup>
- Outside Florida, in 2009 and 2010 more than 50% of companies had at least two women directors, yet more than 10% had no women serving on their boards.<sup>4</sup>

<sup>3</sup> 2010 Catalyst Census: Fortune 500 Women Board Directors. p.1.

<sup>4</sup> 2010 Catalyst Census: Fortune 500 Women Board Directors. p.1.



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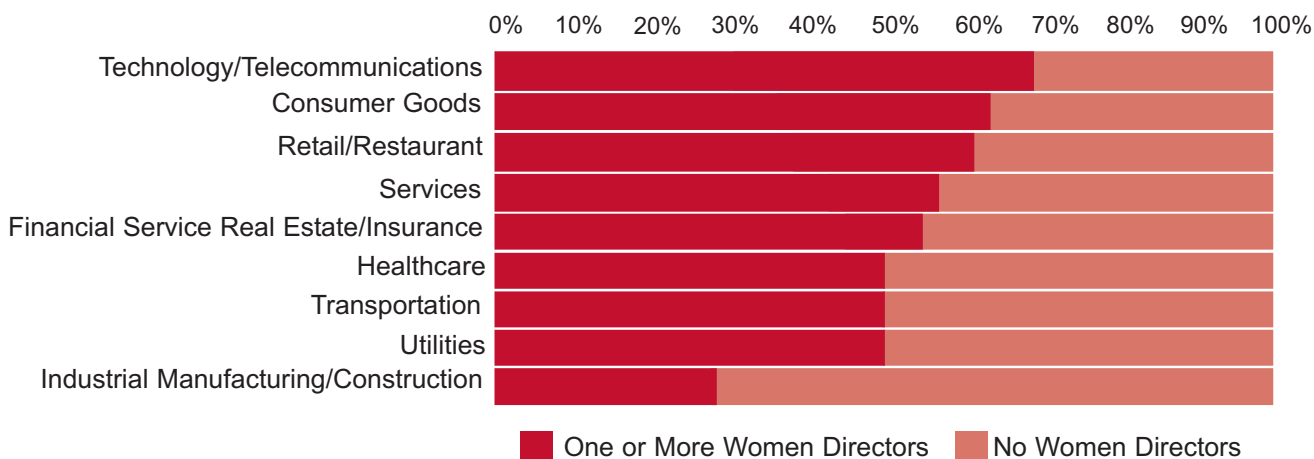
# WOMEN DIRECTORS AMONG FLORIDA'S INDUSTRIES

## Wide differences separate industries

The presence of women on corporate boards varies markedly by industry, several of which showed signs of improvement since 2006.

- 2010 exhibited a change in the sector possessing the greatest percentage of companies with at least one woman director. That sector was the Technology/Telecommunications sector, with 69.2% of companies having at least one woman director. In prior years, the Retail/Restaurant sector led the pack with 68.8% of companies having at least one woman director in 2008. In 2010, the percentage of board seats held by women in the Technology/Telecommunications sector increased to 9.9% compared to 7.1% in 2008 and 6.0% in 2006.
- The Retail/Restaurant sector experienced the largest decrease, going from 68.8% of companies within the sector that had at least one woman director in 2008 to 61.5% in 2010. This decrease was predominantly the result of several companies ranking below the Florida Public 100.
- The Retail/Restaurant sector also showed the largest decrease in the percentage of board seats held by women from 14.8% in 2008 and 2006 compared to 13.2% in 2010.

**Companies with Women Directors**



Industry Sector	# of Companies	# of Companies with at Least One Woman Director	# of Companies with Two or More Women Directors	% of Companies with at Least One Woman Director	# of Women Directors	# of total Board Seats	2010 % of Board Seats Held by Women	2008 % of Board Seats Held by Women	2006 % of Boards Seats Held by Women
Technology/Telecommunications	13	9	1	69.2%	10	101	9.9%	7.1%	6.0%
Consumer Goods	11	7	1	63.6%	10	85	11.8%	8.8%	11.0%
Retail/Restaurant	13	8	6	61.5%	17	129	13.2%	14.8%	14.8%
Services	14	8	1	57.1%	9	119	7.6%	7.5%	7.9%
Financial Service Real Estate/Insurance	20	11	2	55.0%	13	193	6.7%	6.6%	7.9%
Healthcare	8	4	1	50.0%	5	61	8.2%	3.5%	5.5%
Transportation	10	5	1	50.0%	7	82	8.5%	9.8%	8.4%
Utilities	4	2	1	50.0%	3	36	8.3%	9.1%	11.4%
Industrial Manufacturing/Construction	7	2	0	28.6%	2	59	3.4%	1.6%	6.4%

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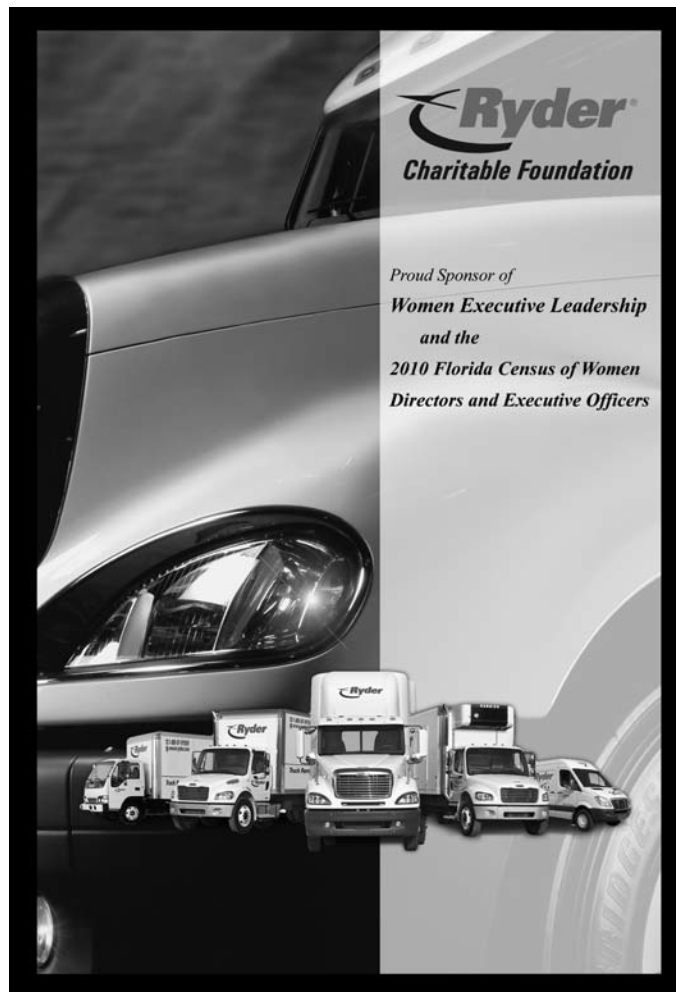
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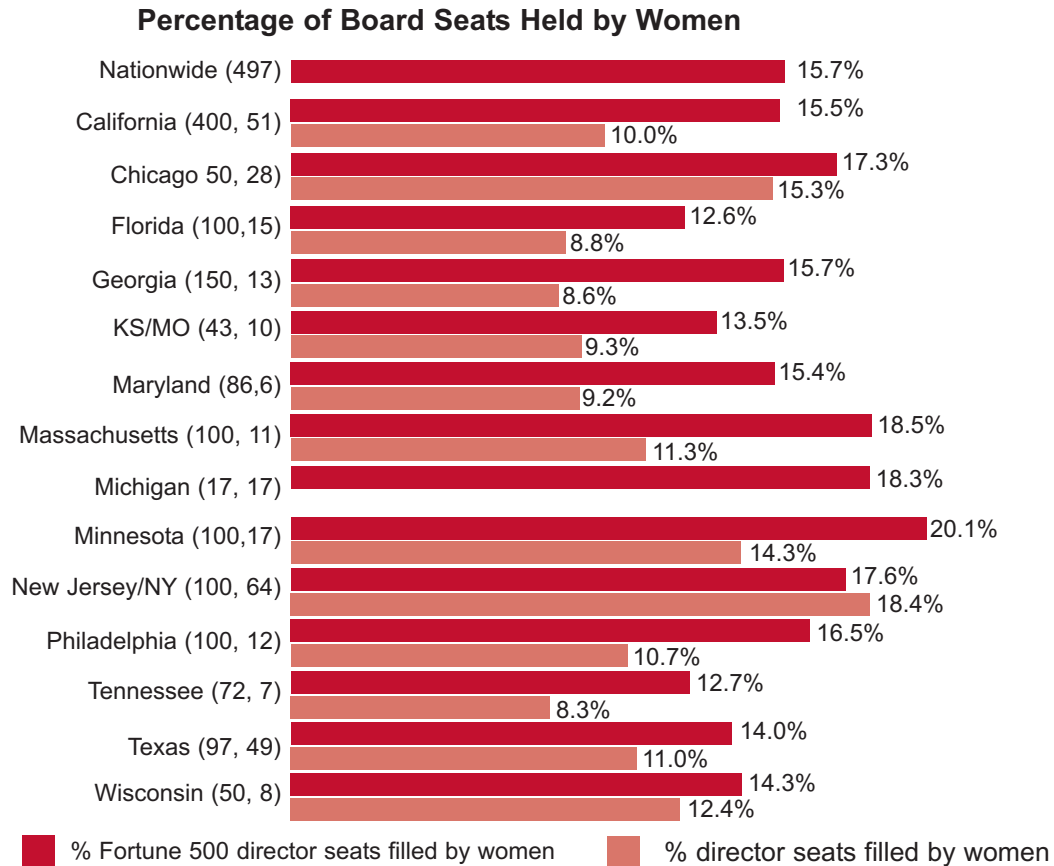
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## Some Geographic Comparisons

### Other cities and states report a higher percentage of women serving on boards

The ION organizations conducted studies similar to the 2010 WEL Census. The findings are based on 2010 data and are summarized in the Percentage of Board Seats Held by Women chart below.



*\*Source ION 2010 Report. The number of companies analyzed in each ION 2010 Report are in parentheses.*

### Results vary across Florida

- The Central Region continues to show the largest percentage of board seats held by women with 12.6% in 2010 compared to 10.4% in 2008. The companies leading this region with two or more women directors in 2010 are Tupperware Brands Corporation, Darden Restaurants, Inc., Harris Corporation, and Brown & Brown, Inc.
- The Southwest Region had a significant increase in the percentage of companies with at least one woman director, from 47.4% in 2008 to 66.7% in 2010. This was due to the addition of HSN, Inc., Syniverse Holdings, Inc. and a few others that had women directors on their board.

Florida Region	# of Companies	# of Companies with One Woman Director	# of Companies with at least Two Women Directors	% of Companies with at least One Woman Director	# of Women Directors	# of Board Seats	2010 % of Board Seats Held by Women	2008 % of Board Seats Held by Women	2006 % of Board Seats Held by Women
Central	11	4	4	72.7%	14	111	12.6%	12.0%	8.5%
North	18	9	2	61.1%	13	160	8.1%	7.9%	8.5%
Southeast	50	18	5	46.0%	31	409	7.6%	9.0%	7.4%
Southwest	21	11	3	66.7%	18	185	9.7%	7.4%	8.3%



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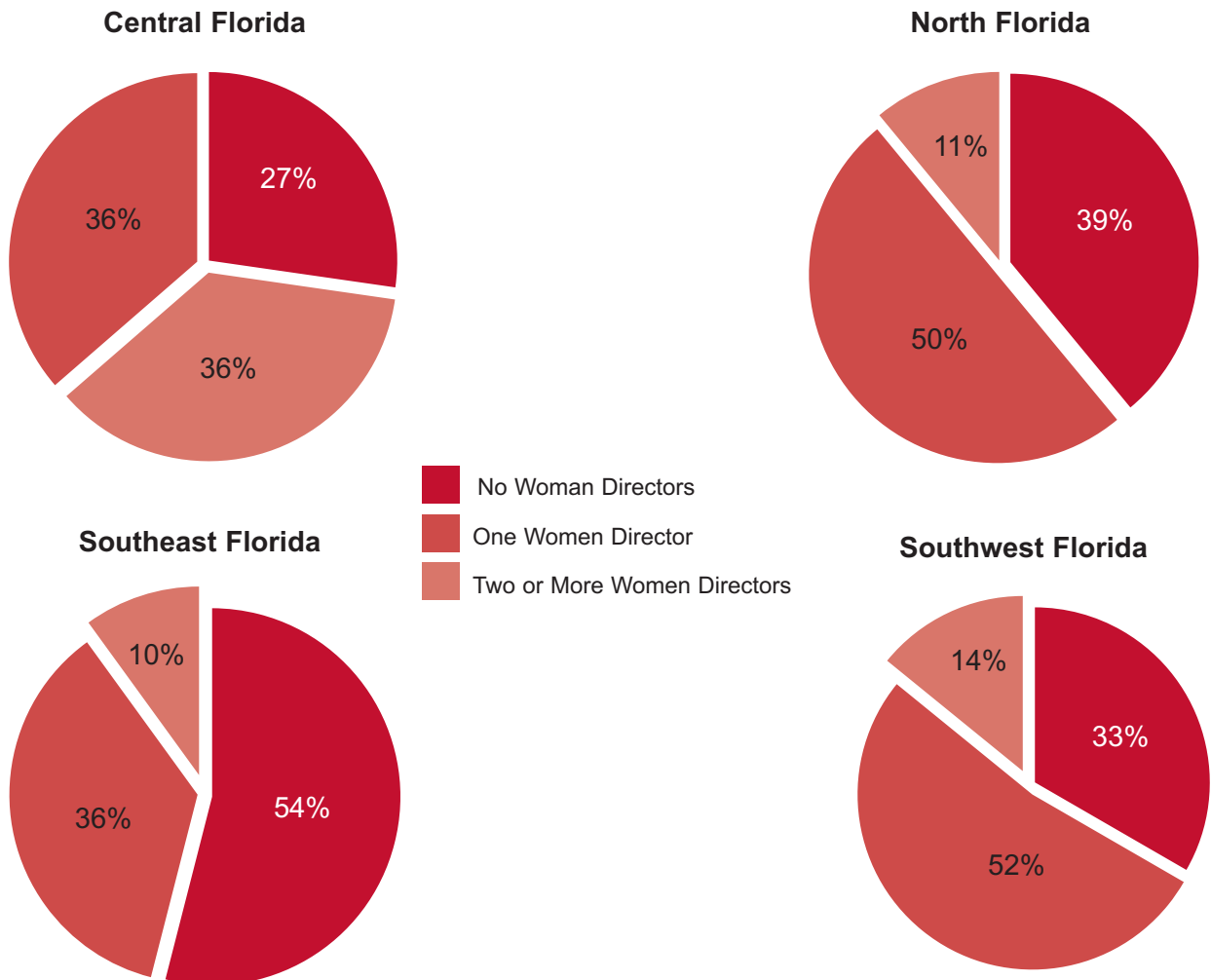
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## Distribution of women among corporate boards shows regional differences

- The Central Region continues to lead the State in gender diversity in the boardroom. The region had the greatest % of board seats held by women (12.6%). This region also leads the State with the greatest percentage (36%) of companies with two or more women directors.
- The North Region continues to lead the State with the percentage of companies that have one woman director. This percentage showed an increase from 45% in 2008 to 50% in 2010.
- The Southeast and North regions have the largest % of companies with no women directors.
- The Southwest Region showed the greatest improvement in % of companies with no women directors from 53% in 2008 to 33% in 2010.



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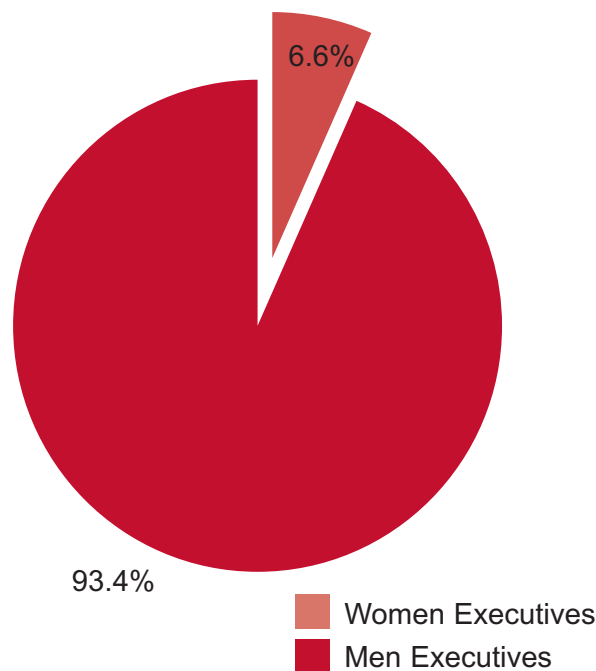
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## WOMEN NAMED EXECUTIVE OFFICERS IN THE FLORIDA PUBLIC 100

### Women hold even fewer executive officer positions than board seats

- The number of executive positions filled by women decreased from 49 (7.0%) in 2008 to 31 (6.6%) in 2010. In 2004, the number of women executive positions was 67 or 7.6%. The trend continues to decline in the number of executive positions held by women.
- The percentage of companies with no women executives increased by 4.0% to 74.0% in 2010 compared to 70.0% in 2008.
- Another notable decrease occurred in the percentage of companies with one woman executive. The percentage in 2010 was 22.0% compared to 27.3% in 2008.
- In 2010, there were 4 companies with two or more woman executives – HSN, Inc., Chico's FAS, Inc., Interval Leisure Group, Inc. and Cross Country Healthcare, Inc.

### Executive Officer Positions Held by Gender



### Percentage of Companies with Women Executive Officers



### The Named Executive Positions<sup>5</sup>

Selected Position	Number of Women
Chief Executive Officer (CEO)	3
President	3
Chief Operating Officer (COO)	3
Chief Financial Officer (CFO)	4
Chief Technology Officer (CTO)	1

<sup>5</sup>Named Executive Positions are those positions listed in the Summary Compensation Table in the most recently filed proxy statement.

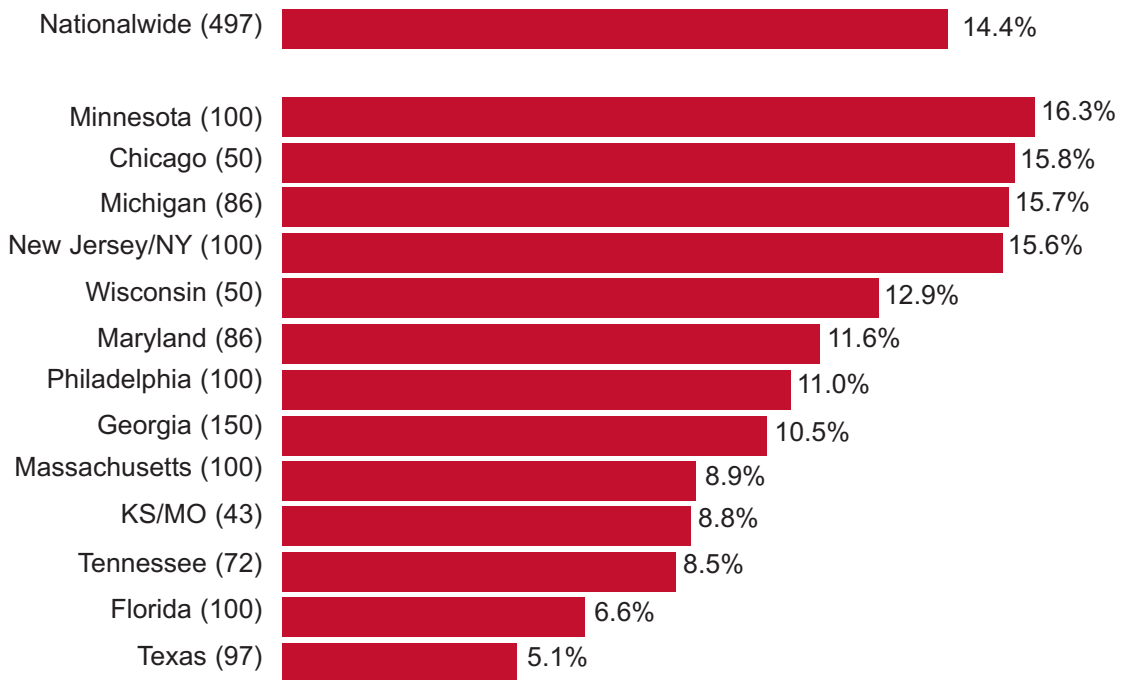
# WOMEN EXECUTIVE OFFICERS IN THE FLORIDA PUBLIC 100

## SOME GEOGRAPHIC COMPARISONS

### Other cities and states report a higher percentage of executive positions held by women

The ION organizations conducted studies similar to the 2010 WEL Census. The findings related to women executives are summarized in the Percentage of Companies with Women Executives chart. Florida continues to rank second to lowest.

**Percentage of Executive Officers Who Are Women**



## Number of Women Executives for Each Company in the 2010 WEL Census

### Companies with One or More Women Executives

#### Companies with two Women Executives

Chico's FAS, Inc.  
 Cross Country Healthcare, Inc.  
 HSN, Inc.  
 Interval Leisure Group, Inc.

#### Companies with one Woman Executive

Burger King Holdings, Inc.  
 ContinuCare Corp.  
 CSX Corporation  
 Dycom Industries, Inc.  
 Elizabeth Arden, Inc.  
 Interline Brands, Inc.  
 International Assets Holding Corp.  
 International Speedway Corporation  
 Lennar Corporation  
 Perry Ellis International, Inc.  
 PGT, Inc.  
 Regency Centers Corporation  
 RTI Biologics, Inc.  
 Seacoast Banking Corporation  
 of Florida  
 SMF Energy Corp.

Spanish Broadcasting System, Inc.  
 Syniverse Holdings, Inc.  
 TECO Energy, Inc.  
 Terremark Worldwide, Inc.  
 Tigrent, Inc.  
 Trailer Bridge, Inc.  
 Watsco, Inc.

### Companies with No Women Executives

AirTran Holdings, Inc.	FPIC Insurance Group, Inc.	National Beverage Corp.	SEACOR Holdings Inc.
AutoInfo, Inc.	FPL Group, Inc. (NextEra Energy, Inc.)	National Retail Properties, Inc.	SFN Group
AutoNation, Inc.	Fresh Del Monte Produce, Inc.	Ocwen Financial Corporation	St. Joe Company (The)
Avantair, Inc.	GEO Group, Inc. (The)	Office Depot, Inc.	Stein Mart, Inc.
BankAtlantic Bancorp, Inc.	Harris Corporation	Parlux Fragrances, Inc.	Switch & Data Facilities Company, Inc.
BE Aerospace, Inc.	Health Management Associates, Inc.	Patriot Transportation Holding, Inc.	Sykes Enterprises, Incorporated
Benihana Inc.	Hackett Group, Inc. (The)	PetMed Express, Inc.	Tech Data Corporation
BFC Financial Corporation	HEICO Corporation	PSS World Medical, Inc.	TradeStation Group, Inc.
Bluegreen Corporation	Jabil Circuit, Inc.	QEP Co., Inc.	Tupperware Brands Corporation
Brown & Brown, Inc.	Kforce Inc.	Quality Distribution, Inc.	Ultimate Software Group, Inc. (The)
Capital City Bank Group, Inc.	Ladenburg Thalmann Financial Services Inc.	Raymond James Financial, Inc.	Universal Insurance Holdings, Inc.
Carnival Corporation	Landstar System, Inc.	Rayonier Inc.	Vector Group Ltd.
Citrix Systems, Inc.	Lender Processing Services	Roper Industries, Inc.	Walter Industries, Inc.
Cott Corporation	Lincare Holdings Inc.	Rotech Healthcare	WellCare Health Plans, Inc.
Darden Restaurants, Inc.	MarineMax, Inc.	Royal Caribbean Cruises LTD	Winn-Dixie Stores, Inc.
eLandia International	MasTec, Inc.	Ruth's Hospitality Group, Inc.	World Fuel Services Corporation
Equity One, Inc.	Medical Staffing Network	Ryder System, Inc.	
Exactech, Inc.	MEDNAX, Inc.	SBA Communications Corporation	
FARO Technologies, Inc.	Metropolitan Health Networks		
Fidelity National Financial, Inc.			
Fidelity National Information Services, Inc.			



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Director, American Airlines Chile  
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## REVENUE AND NAMED EXECUTIVE POSITIONS HELD BY WOMEN

### Companies with the highest revenue generally have more women in the top executive positions

- Of companies with revenues of \$5 billion or more, women held 2.6% of the executive positions in 2010 compared to 7.4% in 2008. This was a significant decrease due to 3 companies no longer having executive positions and 2 companies whose revenues fell below the \$5 billion threshold.
- 86.7% of Florida Fortune 500 companies had no women executives compared to 61.5% in 2008 and 66.7% in 2006. This represents a notable increase in companies with no women executives.
- A slight improvement was made in companies with revenues less than \$5 billion. In almost every revenue category, there was an increase in the % women executives with the largest increase occurring in companies with revenues of \$1000<\$4999.

Revenue (in millions)	# of Companies	# of Executives	# of Women Executive	No Woman Executives	One Woman Executives	Two or More Women Executives	2010 % Women Executives	2008 % Women Executives
\$5000+	15	78	2	13	2	0	2.6%	7.4%
\$1000<\$4999	31	162	12	22	7	2	7.4%	6.3%
\$500<\$999	13	68	4	10	2	1	5.9%	7.1%
<\$500	41	163	13	29	11	1	8.0%	7.3%

### Florida's Fortune Companies

- Women held 5.4% of the highly compensated executive positions in Florida's Fortune 1000. This is up considerably from 4.7% in 2006.
- The percentage among Florida's Fortune 500 was 2.6% in 2010, a significant decrease from 7.2% in 2008 and 8.2% in 2006.
- The national average of corporate officer positions among Fortune 500 companies held by women was 15.7% in 2010. No change from 15.7% in 2008 but an increase from 15.2% in 2009.<sup>6</sup>
- Women held only 7.6% of the top earner positions in Fortune 500 Companies in 2010. This is an increase from 6.3% in 2009 and 6.2% in 2008.<sup>7</sup>

<sup>6</sup> 2010 Catalyst Census of Women Fortune 500 Women Board of Directors

<sup>7</sup> 2010 Catalyst Census of Women Corporate Officers and Top Earners of the Fortune 500

## APPENDIX A: WOMEN DIRECTORS IN THE FLORIDA PUBLIC 100 (BY REVENUE)

Rank	Company	Total # of Directors	Total Women Directors	% of Women Directors	Total # of Women Executives	Total Executive Officers	% of Women Executive Officers
1	International Assets Holding Corp.	13	0	0.00%	1	5	20.00%
2	Tech Data Corporation	10	1	10.00%	0	6	0.00%
3	FPL Group, Inc. (NextEra Energy, Inc.)	12	2	16.67%	0	5	0.00%
4	Carnival Corporation	14	1	7.14%	0	5	0.00%
5	Office Depot, Inc.	14	4	28.57%	0	5	0.00%
6	Jabil Circuit, Inc.	9	1	11.11%	0	5	0.00%
7	World Fuel Services Corporation	8	0	0.00%	0	6	0.00%
8	AutoNation, Inc.	9	0	0.00%	0	5	0.00%
9	CSX Corporation	11	1	9.09%	1	5	20.00%
10	Winn-Dixie Stores, Inc.	9	2	22.22%	0	5	0.00%
11	Darden Restaurants, Inc.	11	2	18.18%	0	5	0.00%
12	WellCare Health Plans, Inc.	12	1	8.33%	0	6	0.00%
13	Royal Caribbean Cruises LTD	11	1	9.09%	0	5	0.00%
14	Fidelity National Financial, Inc.	10	0	0.00%	0	5	0.00%
15	Harris Corporation	11	2	18.18%	0	5	0.00%
16	Ryder System, Inc.	11	3	27.27%	0	5	0.00%
17	Health Management Associates, Inc.	9	1	11.11%	0	5	0.00%
18	Fidelity National Information Services, Inc.	8	0	0.00%	0	7	0.00%
19	Fresh Del Monte Produce Inc.	9	1	11.11%	0	5	0.00%
20	TECO Energy, Inc.	9	1	11.11%	1	8	12.50%
21	Lennar Corporation	8	1	12.50%	1	5	20.00%
22	HSN, Inc.	10	2	20.00%	3	3	100.00%
23	Raymond James Financial, Inc.	10	2	20.00%	0	5	0.00%
24	Burger King Holdings, Inc.	10	0	0.00%	1	5	20.00%
25	Lender Processing Services	7	0	0.00%	0	6	0.00%
26	AirTran Holdings, Inc.	10	1	10.00%	0	6	0.00%
27	Tupperware Brands Corporation	14	4	28.57%	0	5	0.00%
28	Roper Industries, Inc.	8	0	0.00%	0	5	0.00%
29	Landstar System, Inc.	6	1	16.67%	0	5	0.00%
30	Watsco, Inc.	8	1	12.50%	1	4	25.00%
31	PSS World Medical, Inc.	8	1	12.50%	0	5	0.00%
32	BE Aerospace, Inc.	7	0	0.00%	0	6	0.00%
33	Chico's FAS, Inc.	8	3	37.50%	2	5	40.00%
34	SEACOR Holdings Inc.	9	0	0.00%	0	5	0.00%
35	SFN Group (formerly Spherion)	9	2	22.22%	0	4	0.00%
36	MasTec, Inc.	8	1	12.50%	0	5	0.00%
37	Citrix Systems, Inc.	8	1	12.50%	0	5	0.00%
38	Cott Corporation	11	1	9.09%	0	7	0.00%
39	Lincare Holdings Inc.	5	0	0.00%	0	3	0.00%
40	MEDNAX, Inc	11	2	18.18%	0	5	0.00%
41	Stein Mart, Inc.	12	2	16.67%	0	5	0.00%
42	Rayonier Inc.	10	1	10.00%	0	5	0.00%
43	GEO Group, Inc. (The)	7	1	14.29%	0	6	0.00%
44	Dycom Industries, Inc.	7	1	14.29%	1	5	20.00%
45	Elizabeth Arden, Inc.	7	1	14.29%	1	7	14.29%
46	Interline Brands, Inc.	9	0	0.00%	1	5	20.00%
47	Brown & Brown, Inc.	11	2	18.18%	0	5	0.00%
48	Walter Energy, Inc. (Formerly Walter Industries, Inc.)	8	0	0.00%	0	4	0.00%
49	Kforce Inc.	10	1	10.00%	0	5	0.00%
50	Sykes Enterprises, Incorporated	11	1	9.09%	0	5	0.00%

## APPENDIX A: CONTINUED

Rank	Company	Total # of Directors	Total Women Directors	% of Women Directors	Total # of Women Executives	Total Executive Officers	% of Women Executive Officers
51	Vector Group Ltd.	7	1	14.29%	0	5	0.00%
52	Perry Ellis International, Inc.	7	0	0.00%	1	7	14.29%
53	International Speedway Corporation	13	1	7.69%	1	5	20.00%
54	Quality Distribution, Inc.	8	0	0.00%	0	4	0.00%
55	MarineMax, Inc.	8	0	0.00%	0	7	0.00%
56	Cross Country Healthcare, Inc.	7	1	14.29%	2	6	33.33%
57	National Beverage Corp.	6	0	0.00%	0	5	0.00%
58	SBA Communications Corporation	7	0	0.00%	0	5	0.00%
59	HEICO Corporation	9	0	0.00%	0	5	0.00%
60	Regency Centers Corporation	11	1	9.09%	1	4	25.00%
61	Syniverse Holdings, Inc.	9	1	11.11%	1	5	20.00%
62	Rotech Healthcare, Inc.	5	0	0.00%	0	3	0.00%
63	Interval Leisure Group, Inc	9	0	0.00%	2	5	40.00%
64	BFC Financial Corporation	10	0	0.00%	0	3	0.00%
65	Ocwen Financial Corporation	6	0	0.00%	0	6	0.00%
66	Bluegreen Corporation	10	0	0.00%	0	3	0.00%
67	Metropolitan Health Networks, Inc.	7	0	0.00%	0	4	0.00%
68	BankAtlantic Bancorp, Inc.	9	0	0.00%	0	3	0.00%
69	Ruth's Hospitality Group, Inc.	7	1	14.29%	0	4	0.00%
70	Medical Staffing Network Holdings, Inc.	6	1	16.67%	0	2	0.00%
71	Benihana Inc.	9	0	0.00%	0	5	0.00%
72	ContinuCare Corporation	8	1	12.50%	1	4	25.00%
73	Equity One, Inc.	9	1	11.11%	0	4	0.00%
74	Terremark Worldwide, Inc.	10	1	10.00%	1	6	16.67%
75	National Retail Properties, Inc.	8	0	0.00%	0	5	0.00%
76	PetMed Express, Inc.	5	0	0.00%	0	2	0.00%
77	Universal Insurance Holdings, Inc.	7	0	0.00%	0	3	0.00%
78	Equinix, Inc. (Formerly Switch & Data Facilities Company, Inc.) .	8	1	12.50%	0	6	0.00%
79	Q.E.P. Co., Inc.	5	0	0.00%	0	4	0.00%
80	SMF Energy Corporation	7	0	0.00%	1	3	33.33%
81	Ultimate Software Group, Inc. (The)	7	0	0.00%	0	3	0.00%
82	FPIC Insurance Group, Inc.	9	1	11.11%	0	3	0.00%
83	AutoInfo, Inc.	4	0	0.00%	0	3	0.00%
84	Capital City Bank Group, Inc.	10	1	10.00%	0	3	0.00%
85	eLandia International, Inc.	4	0	0.00%	0	3	0.00%
86	Exactach, Inc.	8	0	0.00%	0	5	0.00%
87	Tigrent, Inc.	4	0	0.00%	1	3	33.33%
88	PGT, Inc.	11	0	0.00%	1	5	20.00%
89	RTI Biologics, Inc.	9	1	11.11%	1	5	20.00%
90	Parlux Fragrances, Inc.	5	1	20.00%	0	4	0.00%
91	Ladenburg Thalmann Financial Services Inc.	11	0	0.00%	0	3	0.00%
92	FARO Technologies, Inc.	8	1	12.50%	0	4	0.00%
93	Hackett Group, Inc. (The)	7	0	0.00%	0	3	0.00%
94	Spanish Broadcasting System, Inc.	5	0	0.00%	1	4	25.00%
95	St. Joe Company (The)	7	1	14.29%	0	4	0.00%
96	Avantair, Inc.	7	1	14.29%	0	3	0.00%
97	TradeStation Group, Inc.	5	1	20.00%	0	5	0.00%
98	Seacoast Banking Corporation of Florida	14	0	0.00%	1	6	16.67%
99	Patriot Transportation Holding, Inc.	10	0	0.00%	0	6	0.00%
100	Trailer Bridge, Inc.	6	0	0.00%	1	4	25.00%

## APPENDIX B: WOMEN DIRECTORS IN THE FLORIDA PUBLIC 100 (BY REVENUE)

Company	Women Directors	Role on Committees of the Board	Title
Tech Data Corporation	Kathy Misunas	C, G&N	Principal, Essential Ideas and former CEO of AirTreks, Inc. Director of ExRez Software.
FPL Group, Inc. (NextEra Energy, Inc.)	Sherry S. Barrat	G&N	President of Personal Financial Services for Northern Trust Company.
	Toni Jennings	A, C, F	Retired. Served as Lieutenant Governor of the State of Florida. Former member of the Florida Senate and House of Representatives.
Carnival Corporation	Laura Weil	A, C	Former COO and Senior EVP of Ann Taylor Corporation. Former CFO and EVP of American Eagle Outfitters, Inc.
Office Depot, Inc.	Brenda J. Gaines	A*, G&N	Former President and CEO of Diners Club North America, a Division of Citigroup, Inc. Director of NICOR, Inc., Fannie Mae and Tenet Healthcare Corporation.
	Myra M. Hart	A	Member of Harvard Business School's senior faculty. Director of Nina McLemore Inc., Kraft Foods, Inc., Summer Infant, Inc. and IntelliVid Corporation.
	Marsha J. Evans	C	Retired Rear Admiral served in U.S. Navy. Director of Huntsman Corporation, Lehman Brothers Holdings and Weight Watchers International.
	Kathleen Mason	A	President and Chief Executive Officer of Tuesday Morning Corporation. Director of Genesco, Inc.
Jabil Circuit, Inc.	Kathleen A. Walters	N/A	Executive Vice President of Global Consumer Products Group for Georgia-Pacific LLC
CSX Corporation	Donna M. Alvarado	A, F	Founder & President of Aguila International. Director of Corrections Corporation of America.
Winn-Dixie Stores, Inc.	Evelyn V. Follit	A	President, Follit Associates. Former SVP and CIO of Radio Shack Corporation. Director of Catalina Marketing, Inc., Nautilus, Inc., and Beall's, Inc.
	Yvonne R. Jackson	C*	President and Principal of BeecherJackson. Former SVP and Chief People Officer of Pfizer, Inc.
Darden Restaurants, Inc.	Maria A. Sastre	Executive Committee, A, F*	Vice President, International, Latin America, Caribbean & Asia, Sales & Marketing, Royal Caribbean International, Celebrity Cruises and Azamara Cruises. Director of Laidlaw International, Inc. and Publix Super Markets, Inc.
	Victoria D. Harker	N/A	Executive Vice President and CFO of The AES Corporation.
WellCare Health Plans, Inc.	Carol J. Burt	A, C	Former executive officer of WellPoint Inc., where she served from 1997 to 2007.
Royal Caribbean Cruises Ltd.	Laura D.B. Laviada	C	Director of several public and not-for-profit companies in Mexico. Former Chairman and CEO of Editorial Televisa
Harris Corporation	Karen Katen	Business Conduct and Management Development and Compensation	Chairman of Pfizer Foundation and Director of General Motors Corporation, National Alliance for Hispanic Health, Catalyst, RAND Health Advisory Board and the New York Botanical Garden.
	Leslie F. Kenne	Business Conduct and Corporate Responsibility Committee*, G&N	Retired Lieutenant General USAF, President of LK Associates. Director of EDO Corporation and Unisys Corporation.
Ryder System, Inc.	Abbie J. Smith	A*, F	Boris and Irene Stern Professor of Accounting at the Graduate School of Business of the University of Chicago. Director of HNI Corporation, DFA Investment Dimensions Group Inc. and Dimensional Investment Group Inc.
	Lynn M. Martin	C, G&N	President of Martin Hall Group LLC. Served as Secretary of Labor under President George H.W. Bush. Director of The Proctor & Gamble Company, AT&T, Inc., The Dreyfus Funds, Constellation Energy Group, Inc. and Chicago's Lincoln Park Zoo.
	E. Follin Smith	A, G&N	Former EVP, CFO and CAO of Constellation Energy Group, Inc. Director of Discover Financial Services.
Health Management Associates, Inc.	Vicki A O'Meara	G&N	Former President-US Supply Chain Solution for Ryder System, Inc.
Fresh Del Monte Produce Inc.	Madeleine L. Champion	N/A	International management and trade consultant for financial and non-financial institutions.
TECO Energy, Inc.	Loretta A. Penn	C	Senior Vice President & Chief Service Excellence Officer, Spherion Corporation

\* = Committee Chair C= Compensation Committee A= Audit Committee F= Finance Committee  
G&N= Governance & Nominating Committee N/A= Not serving on a board committee

## APPENDIX B: CONTINUED

Company	Women Directors	Role on Committees of the Board	Title
Lennar Corporation	Donna Shalala	G&N*	President of the University of Miami. Former US Secretary of Health and Human Services. Member of Board of Directors for Gannett Co. Inc. and Lennar Corporation.
HSN, Inc.	Mindy Grossman	N/A	Chief Executive Officer of HSN, Inc. Chairperson of the Fashion Institute of Technology's Executive Women in Fashion Advisory Board, and is also a member of the Advisory Board of the J. Baker School of Retail at the Wharton School of Business.
	Stephanie Kugelman	C	Principal of A.S.O., A Second Opinion, a brand consultancy firm which she founded. Currently serves as a Vice Chairman Emeritus at Young & Rubicam and on the Board of Directors of Whole Foods.
Raymond James Financial, Inc.	Shelley G. Broader	N/A	Senior Vice President of Sam's Club a division of Wal-Mart Stores, Inc. Trustee for St. Leo University. Director of United Way of Tampa Bay.
	Susan N. Story	G&N	President and Chief Executive Officer, Gulf Power Company. Chair, Florida Chamber of Commerce. Chairman of the Board, Gulf Power Company. Vice Chair, Florida Council of 100.
AirTran Holdings, Inc.	J. Veronica Biggins	G	Partner in HNCL Search. Director of Avnet Corporation and Zep, Inc.
Tupperware Brands Corporation	M. Anne Szostak	C, G&N	President and CEO of Szostak Partners LLC, Director of Belo Corporation, ChoicePoint Inc., and Spherion Corporation.
	Joyce M. Roché	C*, G&N, Executive Committee	President and CEO of Girls, Inc., Director of AT&T Inc., Macy's and Anheuser-Busch Companies.
	Dr. Rita Bornstein Ph.D.	A	President Emerita of Rollins College.
	Catherine A. Bertini	A	Professor of Public Administration, Syracuse University. Senior Fellow, Agricultural Development, Bill and Melinda Gates Foundation.
Landstar System, Inc.	Diana M. Murphy	A, C*, G&N, Safety, Strategic Planning	Managing Director of Rocksolid Holdings, LLC. Director of The Coastal Bank of Georgia, the Southeast Georgia Boys and Girls Club and other privately-held companies.
Watsco, Inc.	Dr. Denise Dickens	A	Assistant Professor of Accounting at the College of Business at East Carolina University.
PSS World Medical, Inc.	Delores M. Kesler	Executive Committee, G&N*	Chairman and CEO of Adium LLC. Director of The St. Joe C, Company, Horatio Alger Association of Distinguished Americans, Inc.
Chico's FAS, Inc.	Betsy S. Atkins	C, G&N*	CEO of Baja Ventures.
	Verna K. Gibson	A, Executive Committee	Retailing Consultant. Former President and CEO of the Limited Stores Division of the Limited, Inc.
	Andrea M. Weiss	C	Founded Retail Consulting, Inc., and is President and Chief Executive Officer. Currently serves on the boards of directors of Cracker Barrel Old Country Store, Inc. and GSI Commerce, Inc.
SFN Group, Inc.	M. Anne Szostak	C*, G&N	President and CEO of Szostak Partners LLC, Director of Belo Corporation, ChoicePoint Inc., and Spherion Corporation.
	Barbara Pellow	C, G&N	Managing Partner, Pellow and Partners, LLC. Former Chief Marketing Officer of Kodak's Graphic Communications Group.
MasTec, Inc.	Julia L. Johnson	Executive; G&N*	President and Founder of NetCommunications, LLC. Founder and Chairman of the Emerging Issues Policy Forum. Director of Allegheny Energy Inc. and NorthWestern Corporation.
Citrix Systems, Inc.	Nanci Caldwell	C, G&N	Member of the Board of Directors Deltek Systems, Inc., Tibco Software Inc., LiveOps, Inc. and Sophos Plc.
Cott Corporation	Betty Jane Hess	C	Retired.
MEDNAX, Inc.	Dany Garcia	G&N	Chairwoman and Managing Member of White Buffalo Entertainment Holdings, LLC. Member of the University of Miami Board of Trustees and a Director of Florida International University Foundation Board.
	Donna E. Shalala.	N/A	President of the University of Miami. Former US Secretary of Health and Human Services. Member of Board of Directors for Gannett Co. Inc. and Lennar Corporation.

\* = Committee Chair C= Compensation Committee A= Audit Committee F= Finance Committee  
G&N= Governance & Nominating Committee N/A= Not serving on a board committee

Company	Women Directors	Role on Committees of the Board	Title
Stein Mart, Inc.	Linda M. Farthing	N/A	President & Chief Executive Officer of Stein Mart, Inc.
	Susan Falk	A	Group President, Womenswear, Hartmarx Corporation.
Rayonier, Inc.	V. Larkin Martin	A, G&N	Managing Partner of Martin Farm & VP of The Albemarle Corp
The Geo Group, Inc.	Anne N. Foreman	Corporate Planning (Chair); G&N*, C, Operations and Oversight; Legal Steering; Independent	Trustee of the National Gypsum Company Settlement Trust. Director of Ultra Electronics Defense, Inc. and Trust Services, Inc.
Dycom Industries, Inc.	Patricia L. Higgins	N/A	Former President, Chief Executive Officer & Director of Switch & Data Facilities, Inc., Director of Barnes and Noble, Inc., Internap Network Services Corporation, The Travelers Companies, Inc. and Visteon Corporation.
Elizabeth Arden, Inc.	Maura J. Clark	A, G&N*	President, Commercial and Industrial Energy of Direct Energy Services, LLC
Brown & Brown, Inc.	Chilton D. Varner	C*, G&N	Partner of the law firm of King & Spalding. Trustee of Emory University. Serves on the Board of the Atlanta Symphony Orchestra.
	Toni Jennings	A,C	Chairman of the Board of Jack Jennings & Sons, Inc. and Jennings & Jennings, Inc. Director of FPL Group, SunTrust Bank/Central Florida and The Nemours Foundation. Trustees of Rollins College.
Kforce Inc.	Elaine D. Rosen	C*, G&N	Consultant for a variety of clientele. Trustee/Director of several non-profit organizations.
Sykes Enterprises, Incorporated	Linda F. McClintock-Greco, M.D	G&N	President and CEO of Greco & Assoc. Consulting.
Vector Group Ltd.	Jean E. Sharpe	A, G&N*	Private Investor: Former Executive Vice President & Secretary of the Vector Group Ltd.
International Speedway Corporation	Lesa France Kennedy	N/A	Vice Chairman & President of ISC.
Cross Country Healthcare, Inc.	Gale Fitzgerald	A	Principal of TranSpend, Inc.; Director of Health Net, Inc. and Diebold, Inc.
Regency Centers Corporation	Mary Lou Fiala	Executive Committee	President & COO of Regency Centers Corporation
Syniverse Holdings, Inc.	Wendy J. Murdock	G&N	Chief Franchise Officer for MasterCard Worldwide and is a member of the MasterCard Worldwide Management Council.
Ruth's Hospitality Group, Inc.	Carla R. Cooper	A,C	Senior Vice President of Quaker, Tropicana and Gatorade Sales for PepsiCo, Inc.
Medical Staffing Network Holdings, Inc.	Anne Boykin, PhD, RN	C	Dean & Professor of the Christine E. Lynn College of Nursing at Florida Atlantic University.
ContinuCare Corporation	Jacqueline Simkin	A,C	Owner and President of Simkin Management Inc.
Equity One, Inc.	Cynthia R. Cohen	A*	Founder and President of Strategic Mindshare. Lead director of bebe Stores and Director of Steiner Leisure.
Terremark Worldwide, Inc.	Melissa Hathaway	N/A	President of Hathaway Global Strategies, LLC and a Senior Advisor at Harvard Kennedy School's Belfer Center.
Equinix, Inc. (fka: Switch & Data Facilities Company, Inc.)	Kathleen Earley	N/A	President and COO of TriZetto Company, Inc.
FPIC Insurance Group, Inc.	Joan D. Ruffier	Strategic Planning*, A, C, G&N and Executive Committee	Serves on various state and community boards, including the University of Florida Foundation, the University of Central Florida Foundation, and Shands Healthcare.
Capital City Bank Group, Inc.	Lina S. Knox	G&N	Community Volunteer.
RTI Biologics, Inc.	Julianne Bowler	A, G&N	Served as commissioner of insurance for Massachusetts Division of Insurance
Parlux Fragrances, Inc.	Esther Egozi Choukroun	A, G&N*, Independent Committee	Chief Financial Officer of Flagler Investment, LLC.
FARO Technologies, Inc.	Lynn Brubaker	A	Director of Hexcel and The Nordam Group.
The St. Joe Company	Delores M. Kesler	A,C	Chairman of ATS Services, Inc.; Chairman and CEO of Adium, LLC; Founder of Accustaff, Inc., n/k/a MPS Group, Inc. Lead independent director of PSS World Medical, Inc.
Avantair, Inc.	Stephanie A. Cuskley	A, C	Member of the Board of Directors of Insituform Technologies, Inc. and Chief Executive Officer of Npower.
TradeStation Group, Inc.	Denise Dickens	G&N, A	Assistant Professor of Accounting at the College of Business at East Carolina University.

\* = Committee Chair C= Compensation Committee A= Audit Committee F= Finance Committee  
G&N= Governance & Nominating Committee N/A= Not serving on a board committee

## APPENDIX C: METHODOLOGY

This 2010 WEL Census of Women Directors and Executive Officers is based on the Top 100 Public Companies headquartered in Florida, as listed by net revenue in the June 2010 issue of Florida Trend Magazine.

The University of Miami compiled the data for the 2010 WEL Census from the most recent Securities and Exchange Commission (SEC) filings, including Annual Reports (Form 10-K's) and Proxy Statements (DEF 14A's). The most recent filings for nearly all of the companies were as of fiscal year ended December 31, 2009.

In order to validate and ensure the integrity of the information that was compiled, verification letters were mailed to the CEO of each company. The letters requested that the company verify director and executive officer information and to note any changes that may have occurred on their board of directors between the SEC filings and the Census cutoff date of August 31, 2010. Specifically, each company was provided the names of their directors and the women directors were identified. Companies were also provided with the names of their top executive officers and the women executives were identified. The companies were asked to confirm the composition of their board of directors and executive officers and to note any changes to the information provided.

In addition, the companies were asked to identify the women directors, which ones were women of color. Changes submitted on the return reply required supporting documentation either in the form of a press release or other SEC filings.

There were 14 (14%) companies that returned the confirmation sheets. Changes from the SEC filings were verified from publicly available sources, such as company press releases and current reports (Form 8-K's) filed with the SEC. Changes in directors and executive officers effective after August 31, 2010 will be reflected in the next WEL Census.

Inclusion in the "executive officer" category varies by company and information source. For consistency, the 2010 WEL Census used only those individuals formally named by the company as named executive officers in its SEC filings, specifically the Summary Compensation Table in the Form 10-K or Proxy Statement.

Reasonable steps have been taken to confirm the data and ensure its accuracy.

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