

MCCA® LIST OF WOMEN GENERAL COUNSEL AT FORTUNE 500 COMPANIES (continued)					
Company	General Counsel	2010 Rank	2009 Rank	Industry	Grouped by Industry
Gap	Michelle Banks	162	178	Specialty Retailers	E
Goldman Sachs Group	Esta Stecher ³	39	40	Commercial Banks	F
Health Net	Angelee Bouchard ²	146	165	Healthcare: Insurance and Managed Care	I
Holly	Denise McWatters	431	420	Petroleum Refining	C
Honeywell International	Katherine Adams	74	63	Aerospace and Defense	R
Host Hotels & Resorts	Elizabeth Abdoo	492	449	Hotels, Casinos, Resorts	N
International Paper	Maura Abeln-Smith	104	97	Forest and Paper Products	P
J.C. Penney	Janet Dhillon	133	139	General Merchandisers	E
Kindred Healthcare	M. Suzanne Riedman	477	538	Healthcare: Medical Facilities	I
Liberty Global	Elizabeth Markowski	210	257	Telecommunications	H
Lincoln National	Nicole Jones	256	274	Insurance: Life, Health (Stock)	B
Marathon Oil	Sylvia Kerrigan	41	23	Petroleum Refining	C
Masco	Sharon Rothwell ¹	291	277	Home Equipment, Furnishings	E
McDonald's	Gloria Santona	108	107	Food Services	J
McKesson	Laureen Seege	14	15	Wholesalers: Healthcare	I
Nash-Finch	Kathleen Mahoney	400	492	Wholesalers: Food and Grocery	J
Nationwide	Patricia Hatler	118	124	Insurance: Property and Casualty (Stock)	B
NCR	Jennifer Daniels ¹	451	446	Telecommunications	H
New York Life Insurance	Sheila Davidson	64	76	Insurance: Life, Health (Mutual)	B
Nike	Hilary Krane ¹	124	136	Apparel	E
NiSource	Carrie Hightman	336	289	Utilities: Gas and Electric	C
Office Depot	Elisa Garcia	192	179	Office Equipment	A
Oracle	Dorian Daley	105	113	Computer Software	A
Owens & Minor	Grace den Hartog	283	339	Wholesalers: Healthcare	I
Pacific Life	Sharon Cheever	401	551	Insurance: Life, Health (Stock)	B
PetSmart	Emily Dickinson ¹	393	468	Specialty Retailers	E
Pfizer	Amy Schulmar	40	46	Pharmaceuticals	I
Pitney Bowes	Vicki O'Meara	375	395	Computers, Office Equipment	A
PNC Financial Group	Helen Pudlin	123	278	Commercial Banks	F
Principal Financial	Karen Shaff	266	273	Insurance: Life, Health (Stock)	F
Proctor & Gamble	Deborah Platt Majoras	22	20	Household & Personal Products	E
Prudential Financial	Susan Blount	65	84	Insurance: Life, Health (Stock)	B
R.R. Donnelley & Sons	Susan Bettman	240	233	Publishing, Printing	Q
Reliance Steel & Aluminum	Kay Rustand	394	298	Wholesalers: Diversified	E
Reynolds American	E. Julia "Judy" Lambeth	272	294	Tobacco and Other Products	Z
Sealed Air	H. Katherine White	487	483	Packaging, Containers	T
Southwest Airlines	Madeleine Johnson	229	246	Airlines	M
Spectrum Group International	Carol Meltzer ¹	480		Global Collectibles	E
St. Jude Medical	Pamela Krop	445	520	Medical Products and Equipment	I
Staples	Kristin Campbell	101	109	Office Equipment	A
¹ New to list ² Replaced a woman on last year's list ³ Ms. Stecher is co-general counsel with Gregory Palm					

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Starbucks	Paula Boggs	241	261	Food Services	J
SunGard Data Systems	Victoria Silbey	380	435	Information Technology Services	A
Sunoco	Stacy L. Fox ¹	78	41	Petroleum Refining	C
Thrivent Financial for Lutherans	Teresa Rasmussen	342	409	Insurance: Life, Health (Mutual)	B
TJX	Ann McCauley	119	131	Specialty Retailers	E
TRW Automotive Holdings	Robin Walker-Lee ¹	201	169	Motor Vehicles and Parts	K
Unisys	Nancy Sundheim	452	456	Miscellaneous	Z
United Parcel Service	Teri Plummer-McClure	43	43	Mail, Package, and Freight Delivery	T
Valero Energy	Kim Bowers	26	10	Petroleum Refining	C
VF	Candace Cummings	310	335	Apparel	E
Walgreen	Dana Green	32	36	Food and Drug Stores	D
Washington Post	Veronica Dillon	455	514	Publishing, Printing	Q
Wesco International	Diane Lazzaris ¹	448	406	Wholesalers: Diversified	E
Whole Foods Market	Roberta Lang	284	324	Food and Drug Stores	D
¹ New to list					

companies with women general counsel, an increase of five from the previous year. New York is second with ten, a decrease of one, and Texas is third with nine, up one. Illinois dropped from nine companies with women general counsel last year to seven this year—a number that nevertheless is good enough for fourth-best among all U.S. states.

In the 2009 survey, twenty-one of the eighty-five companies with women GCs posted losses. That measure improved in this year's survey, with only eighteen of the ninety-four corporations posting a loss. Those companies were, from largest to smallest in revenue: Valero Energy, Sunoco, HealthNet, Continental Airlines, Office Depot, Liberty Global, R.R. Donnelly & Sons, Lincoln National, Bank of New York Mellon Corp., Masco, Eastman Kodak, Thrivent Financial for Lutherans, Avery Dennison, SunGard Data Systems, NCR, Agilent Technologies, Con-Way, and Host Hotels & Resorts.

The vast majority of companies in the list with women general counsel posted revenues between \$5 billion and \$25 billion (62 of the 94 companies), but that number is down from last year's 67. Also, 17 companies with women GCs had revenues of at least \$25 billion, up 4 from last year, an indication that women are gaining ground at the top of the

Women led the legal departments of some of the best-performing companies in the Fortune 500, claiming four spots among the fifteen most-profitable companies and twelve of the forty-nine fastest-growing companies.

Fortune 500. Fifteen companies on the list worth less than \$5 billion were represented by women general counsel, an increase of one from the previous year. Encouragingly, 49 women led the legal departments of the top 250 companies, an increase of 8 from last year.

Women led the legal departments of some of the best-performing companies in the Fortune 500. For example, Deborah Platt Majoras saw her company, Procter & Gamble, rank fourth among Fortune's list of most-profitable companies; Goldman Sachs, where Esta Stecher is co-general counsel, was the sixth most-profitable company; Bristol-Myers Squibb, where Sandra Leung is general counsel, was the thirteenth most-profitable company; Pfizer, where Amy Schulman is general counsel, was the fifteenth most-profitable company.

In addition, 12 of the 49 fastest-growing companies last year have women as general counsel: Goldman Sachs (3),