

## Fortune 500 Women General Counsel

Valero Energy Corporation. Although Bowers was not appointed general counsel until 2006, she joined Valero in 1997 and served as lead attorney for all the company's major acquisitions during that span, including six petroleum refineries in the United States and Aruba. She also managed many legal aspects of Valero's \$6 billion acquisition of Ultramar Diamond Shamrock in 2001.

### Linking Business Success and A Commitment to Diversity: Two Examples

In addition to enjoying their strong gains on the Fortune 500 list over the past year, two companies in particular have been active players in recent years in advancing the cause of diversity.

Merrill Lynch's ranking rose from 34 in 2006 to 22 this year. Four years ago, Rosemary Berkery, the company's executive vice president and general counsel, presided over "Affirmative Action: A View From Wall Street," a seminar that focused on recent landmark U.S. Supreme Court decisions and their implications for corporate America. Leading experts from law, business school, and nonprofit legal defense organizations participated in the symposium before an audience of employment lawyers, senior human

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## MCCA® 2007 FORTUNE 500 Women General Counsel

### By Industry\*

|   | Number    | Percentage |
|---|-----------|------------|
| Electronics, Office Equipment (A)   | 3         | 3.3        |
| Insurance: All (B)  | 8         | 8.9        |
| Energy, Gas, Petroleum Refining, Pipelines, etc. (C)                          | 4         | 4.4        |
| Food & Drug Stores (D)  | 2         | 2.2        |
| General Merchandisers, Specialty Retailers Wholesalers: Diversified, etc. (E) | 16        | 17.9       |
| Financial Services: Diversified Financials, Securities, Banks (F)             | 8         | 8.9        |
| Transportation & Logistics (G)  | 2         | 2.2        |
| Telecommunications (H)  | 1         | 1.1        |
| Pharmaceuticals, Medical Products & Equipment, Healthcare (I)                 | 11        | 12.3       |
| Food Services, Consumer Food Products (J)                                     | 7         | 7.8        |
| Motor Vehicles (K)  | 3         | 3.3        |
| Industrial & Farm Equipment (L)   | 3         | 3.3        |
| Airlines (M)  | 3         | 3.3        |
| Real Estate, Hotels & Casino Resorts (N)                                      | 3         | 3.3        |
| Chemicals (O)   | 2         | 2.2        |
| Forest & Paper Products (P)   | 2         | 2.2        |
| Publishing, Printing (Q)  | 1         | 1.1        |
| Scientific, Photo Control Equipment (R)                                       | 1         | 1.1        |
| Railroads (S)   | 1         | 1.1        |
| Mail, Packaging, Freight (T)  | 3         | 3.3        |
| Other (Z)   | 6         | 6.8        |
| <b>Totals</b>   | <b>90</b> | <b>100</b> |

\* Percentage of all Fortune 500 Companies with women general counsel

### By Race\*

|                                     | No.       | %          |
|-------------------------------------|-----------|------------|
| Undisclosed                         | 1         | 1.1        |
| Asian American/<br>Pacific Islander | 1         | 1.1        |
| Hispanic                            | 1         | 1.1        |
| African American                    | 3         | 3.3        |
| Caucasian                           | 84        | 93.4       |
| <b>Total</b>                        | <b>90</b> | <b>100</b> |

\* Percentage of Fortune 500 women general counsel

