

MCCA® List of Women General Counsel at Fortune 500 Companies

| Company | General Counsel | 2005 Rank | 2004 Rank | Industry | Grouped by Industry |
|-----------------------------------|--|-----------|-----------|---|---------------------|
| Abbott Laboratories | Laura Schumacher* | 100 | 96 | Pharmaceuticals | I |
| Amazon.com, Inc. | L. Michelle Wilson | 303 | 342 | Specialty Retailers | E |
| American Express Company | Louise Parent | 62 | 69 | Diversified Financials | F |
| American Standard Companies, Inc. | Mary Beth Gustafsson* | 238 | 240 | Industrial & Farm Equipment | L |
| Anadarko Petroleum | Charlene Ripley (as of Nov. 2003)* | 333 | 345 | Mining, Crude-Oil Production | C |
| Apple Computer, Inc. | Nancy Heinen | 263 | 301 | Computers, Office Equipment | A |
| Asbury Automotive Group, Inc. | Lynne Burgess | 358 | 357 | Automotive Retailing, Services | K |
| Assurant, Inc. | Katherine Greenzang* | 282 | N/A | Insurance: Life, Health (stock) | B |
| Avaya Inc. | Pamela Craven | 451 | 401 | Network and Other Communications Equipment | H |
| Baxter International | Susan R. Lichtenstein* | 237 | 220 | Medical Products & Equipment | E |
| BB&T Corp. | Patricia Oliver* | 312 | 298 | Commercial Banks | F |
| BJ's Wholesale Club, Inc. | Kellye Walker | 284 | 277 | Specialty Retailers | E |
| C.H. Robinson Worldwide | Linda Feuss (as of Oct. 2003)* | 442 | 467 | Transportation and Logistics | G |
| Calpine Corporation | Lisa Bodensteiner | 242 | 226 | Energy | C |
| Campbell Soup Company | Ellen Oran Kaden | 297 | 280 | Consumer Food Products | J |
| CDW Corporation | Christine Leahy | 347 | 376 | Wholesalers: Electronics & Office Equipment | A |
| Charles Schwab | Carrie Dwyer | 411 | 402 | Securities | F |
| CIGNA Corporation | Judith Soltz | 122 | 101 | Health Care: Insurance | B |
| Clorox Company | Laura Stein | 445 | 416 | Household and Personal Products | E |
| CNF | Jennifer W. Pileggi* | 339 | 347 | Transportation & Logistics | G |
| Constellation Energy Group | Kathleen Chagnon | 167 | 203 | Energy | C |
| Continental Airlines, Inc. | Jennifer Vogel | 232 | 231 | Airlines | M |
| CSX Corporation | Ellen Fitzsimmons | 269 | 259 | Railroads | S |
| Cummins, Inc. | Marya Rose | 257 | 296 | Industrial & Farm Equipment | L |
| Darden Restaurants, Inc. | Paula Shives | 386 | 377 | Food Services | J |
| Dean Foods Company | Michelle Goolsby | 205 | 218 | Consumer Food Products | J |
| Dollar General Corp. | Susan Lanigan | 280 | 281 | General Merchandisers | E |
| Dynegy Inc. | Carol Graebner | 327 | 316 | Energy | C |
| Eastman Chemical Company | Theresa Lee | 316 | 317 | Chemicals | O |
| Eastman Kodak Company | Joyce Haag* | 153 | 149 | Scientific, Photo, Control Equipment | U |
| Estee Lauder Co. | Sara Moss | 346 | 346 | Household and Personal Products | E |
| FedEx | Christine P. Richards* | 78 | 82 | Mail, Package, Freight Delivery | T |
| FirstEnergy Corp. | Leila Vespoli | 163 | 158 | Utilities: Gas & Electric | C |
| Gap Inc. | Lauri M. Shanahan | 130 | 124 | Specialty Retailers | E |
| General Mills, Inc. | Siri Marshall | 197 | 186 | Consumer Food Products | J |
| Goldman Sachs Group | Gregory Palm; Esta Stecher (co-counsel since 2000) | 59 | 74 | Securities | F |
| Harley-Davidson, Inc. | Gail Lione | 368 | 355 | Transportation Equipment | K |
| Hewlett-Packard Company | Ann Baskins | 11 | 11 | Computers, Office Equipment | A |
| Hilton Hotels Corporation | Madeleine Kleiner | 459 | 438 | Hotels, Casinos, Resorts | N |
| Host Marriott Corporation | Elizabeth Abdo | 486 | 455 | Real Estate | N |
| International Paper Company | Maura Abeln Smith | 70 | 71 | Forest & Paper Products | P |
| J.C. Penney | Joanne L. Bober | 74 | 43 | General Merchandisers | E |
| J.P. Morgan Chase & Co. | Joan Guggenheimer | 20 | 26 | Commercial Banks | F |
| Kindred Healthcare, Inc. | M. Suzanne Riedman | 499 | 479 | Health Care: Medical Facilities | I |
| Laidlaw International | Beth Byster Corvino (as of April 2004)* | 419 | 391 | Transportation and Logistics | G |

*New to List

Fortune 500 Women General Counsel

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MCCA® List of Women General Counsel at Fortune 500 Companies (continued)

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|--|--|-----------|-----------|----------------------------------|---------------------|
| Liz Claiborne, Inc. | Roberta Schuhalter Karp | 418 | 407 | Apparel | E |
| Lyondell Chemical Company | Kerry Ann Galvin | 338 | 441 | Chemicals | O |
| McDonald's Corporation | Gloria Santona | 116 | 114 | Food Services | J |
| MCI | Anastasia Kelly* | 90 | N/A | Telecommunications | H |
| Merrill Lynch & Co., Inc. | Rosemary Berkery | 53 | 58 | Securities | F |
| Nash Finch | Kathleen McDermott | 476 | 433 | Wholesalers: Food and Grocery | J |
| Nationwide Mutual Insurance Company | Patricia R. Hatler | 99 | 118 | Insurance: P&C (stock) | B |
| New York Life Insurance | Sheila Kearney Davidson (EVP of Law and Corporate Administration) | 68 | 70 | Insurance: Life, Health (mutual) | B |
| Owens & Minor, Inc. | Grace den Hartog | 427 | 406 | Wholesalers: Health Care | I |
| Pitney Bowes Inc. | Michele Coleman Mayes | 392 | 383 | Computers, Office Equipment | A |
| PNC Financial Services | Helen Pudlin | 323 | 309 | Commercial Banks | F |
| Principal Financial Group | Karen Shaff | 253 | 211 | Insurance: Life, Health (stock) | B |
| Prudential Financial, Inc. | Susan L. Blount* | 64 | 57 | Insurance: Life, Health (stock) | B |
| R.R. Donnelley & Sons Company | Monica Fohrman | 275 | 362 | Publishing, Printing | Q |
| Sealed Air Corp. | H. Katherine White | 481 | 471 | Packaging, Containers | J |
| Sears, Roebuck & Co. (as well as K-Mart and Sears Holding Company) | Andrea Zopp | 45 | 32 | General Merchandisers | E |
| Shell Oil Company | Catherine Lamboley** | N/A | N/A | Petroleum Refining | C |
| Southwest Airlines Co. | Deborah Ackerman | 318 | 310 | Airlines | M |
| Starbucks Corporation | Paula Boggs | 372 | 425 | Food Services | J |
| Thrivent Financial for Lutherans | Teresa Rasmussen* | 319 | 284 | Insurance: Life, Health (mutual) | B |
| Unisys Corporation | Nancy Strauss Sundheim | 343 | 312 | Computer & Data Services | A |
| US Airways Group | Elizabeth Lanier | 295 | 276 | Airlines | M |
| V.F. Corporation | Candace Cummings | 334 | 343 | Apparel | E |
| Valero Energy Corp. | Kim Bowers | 22 | 34 | Petroleum Refining | C |
| Walgreens | Dana I. Green (as of 2005)* | 38 | 45 | Food & Drug Stores | D |
| Washington Mutual Inc. | Fay Chapman | 131 | 103 | Savings Institutions | F |
| WellChoice, Inc. | Linda Tiano | 342 | 335 | Health Care: Insurance | B |
| WellPoint, Inc. | Angela Braley* | 97 | 119 | Health Care: Insurance | B |
| Wesco International | Marcy Smorey-Giger* | 489 | 490 | Wholesalers: Diversified | R |
| Whole Foods Market, Inc. | Roberta Lang* | 479 | 508 | Food & Drug Stores | D |
| York International Corp. | Jane Davis | 432 | 424 | Industrial & Farm Equipment | L |

* New to List

** Part of Global Fortune 500

experience, bode well for the continued diversification of the nation's top companies, as leadership at this level provides the closest read on that of the Fortune 500. MCCA® has previously reported that one of the most common routes to the general counsel office includes moving in-house after experience at a major law firm. Diversity results at the Fortune 501-1000 level, then, presumably benefit from modest improvements at law firms where, according to the National Association of Legal Placement (NALP), women constituted 47.74 percent of full-time associates and 17.06 percent of partners at major U.S. law firms.²

From the other end of the corporate spectrum, but of related note, is the small segment of women general counsel who leveraged broadened skills sets to transition into non-law related senior executive positions. Four women who fell from the 2004 Fortune 500 women general counsel list actually advanced beyond the scope of the MCCA survey: Pamela McGuire advanced strategically from general counsel of Pepsi Bottling (Fortune's #202) to senior vice president and deputy general counsel of business practice and compliance at PepsiCo (Fortune's #61); Ryder System's Vicki O'Meara shifted into the executive vice president and chief operating officer position; Marianne Keler rose to

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