

Fortune 500 Women General Counsel

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MCCA® List of Women General Counsel at Fortune 501–1000 Companies					
Company	General Counsel	2005 Rank	2004 Rank	Industry	Grouped by Industry
ABM Industries	Linda Auwers	659	631	Diversified Outsourcing	M
Adobe Systems	Karen Cottle	865	952	Computer Software	A
Agere Systems	Jean Rankin	782	733	Semiconductors and other Electronic Components	A
Agilysys	Katherine Vandewist	964	725	Wholesalers: Electronics & Office Equipment	A
Alliant Energy	Barb Swan	553	512	Utilities: Gas & Electric	C
American Greetings	Catherine M. Kilbane	755	713	Publishing, Printing	Q
Ann Taylor Stores	Barbara Eisenberg	797	827	Specialty Retailers	E
Apria Healthcare Group	Jamie Norman	935	907	Health Care: Pharmacy and other Services	I
Benchmark Electronics	Michele M. Hedges	758	745	Semiconductors and other Electronic Components	A
BJ Services	Margaret B. Shannon	628	677	Oil & Gas Equipment, Services	C
BorgWarner	Laurene Horiszny	506	520	Motor Vehicles & Parts	K
Burlington Coat Factory	Valerie Dion	582	566	Specialty Retailers	E
C.R. Bard	Judith Reinsdorf	866	887	Medical Products & Equipment	I
CellStar	Elaine F. Rodriguez	907	735	Wholesalers: Electronics & Office Equipment	A
CH2M Hill	Julie Arnold	607	674	Engineering, Construction	T
Community Health Systems	Rachel Seifert	518	545	Health Care: Medical Facilities	I
Corn Products Intl.	Marcia Doane	688	684	Food Production	J
CUNA Mutual Group	Faye Patzner	630	601	Insurance: Life, Health (mutual)	B
Dade Behring Holdings	Louise Pearson	900	884	Medical Products & Equipment	I
Dollar Thrifty Automotive	Vicki Vaniman	947	980	Specialty Retailers	E
Domino's Pizza	Elisa Garcia	936	951	Food Services	J
Duane Reade	Michelle Berkman	888	905	Food & Drug Stores	D
Energizer Holdings	Gayle Stratmann	593	649	Household and Personal Products	E
FMC	Andrea Utrecht	743	728	Chemicals	O
Giant Industries	Kim Bullerick	640	752	Petroleum Refining	C
H.B. Fuller	Patricia Jones	954	954	Chemicals	O
Hawaiian Electric Inds.	Jackie Mahi Erickson	777	762	Utilities: Gas & Electric	C
IDT	Joyce Mason	705	746	Telecommunications	H
Intuit	Laura Fennell	795	794	Computer Software	A
Invacare	Bridget Miller	963	970	Medical Products & Equipment	I
Jo Ann Stores	Valerie Gentile Sachs	813	785	Specialty Retailers	E
LandAmerica Financial	Michelle H. Gluck (Jan. 2004)	507	483	Insurance: P&C (stock)	B
Mandalay Resort Group	Yvette Landau	594	599	Hotels, Casinos, Resorts	N
Martin Marietta Materials	Roselyn Bar	832	776	Building Materials, Glass	T
National Fuel Gas	Paula M. Ciprich	750	702	Utilities: Gas & Electric	C
New Jersey Resources	Oleta Harden	637	591	Utilities: Gas & Electric	C
Northern Trust Corp.	Kelly R. Welsch	587	586	Commercial Banks	F
Ohio Casualty	Debra K. Crane	863	799	Insurance: P&C (stock)	B
Petco Animal Supplies	Darragh Davis	814	823	Specialty Retailers	E
Polaris Industries	Mary P. McConnell	808	822	Transportation Equipment	G
PolyOne	Wendy Shiba	625	593	Chemicals	O
Popular	Brunilda Santos	590	577	Commercial Banks	F
Primedia	Beverly C. Chell	982	923	Publishing, Printing	Q
Protective Life	Debra J. Long	764	721	Insurance: Life, Health (stock)	B

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MCCA® List of Women General Counsel at Fortune 501–1000 Companies (continued)

Company	General Counsel	2005 Rank	2004 Rank	Industry	Grouped by Industry
Provident Financial	Ellen Richey	619	557	Commercial Banks	F
Puget Energy	Jennifer O'Connor	631	598	Utilities: Gas & Electric	C
Quanta Services	Dana Gorden	878	808	Engineering, Construction	T
Questar	Connie C. Holbrook	785	869	Utilities: Gas & Electric	C
Reliance Steel & Alum.	Kay Rustand	576	737	Wholesalers: Diversified	R
Retail Ventures	Julia Davis	612	590	General Merchandisers	E
Ryerson Tull	Virginia Dowling	525	663	Wholesalers: Diversified	R
Snap-On	Susan Marrinan	663	648	Industrial & Farm Equipment	L
Solutia	Rosemary Klein	613	594	Chemicals	O
Southwest Gas	Karen Haller	928	979	Utilities: Gas & Electric	C
Spherion	Lisa Iglesias	698	691	Temporary Help	M
SunGard Data Systems	Victoria Silbey	503	530	Computer & Data Services	A
TD Banknorth Group	Carol Mitchell	889	834	Commercial Banks	F
TECO Energy	Sheila McDavitt	527	570	Utilities: Gas & Electric	C
Teradyne	Eileen Casal	824	921	Scientific, Photo, Control Equipment	U
Timberland	Danette Wineberg	923	924	Apparel	E
Tractor Supply	Kim Vance	839	862	Specialty Retailers	E
True Value	Cathy Anderson	751	704	Wholesalers: Diversified	R
The Washington Post	Diana Daniels	526	544	Publishing, Printing	Q
WCI Communities	Vivien Hastings	818	877	Homebuilders	N
WGL Holdings	Beverly Burke	738	693	Utilities: Gas & Electric	C
Zale	Hilary Molay	684	657	Specialty Retailers	E

corporate headquarters. "Having both aids us in being able to successfully address diversity issues," with one providing supply and the other demand.

Longstanding efforts by regional bar associations have gone a long way toward outlining the business case for diversity, and in the four years she has been with CMCP, Narang says there has been a definite shift in the attention paid to diversity issues in California. "Whereas before we were pulling teeth to get them to see why diversity was an important issue, we now have law firms, public agencies, industry groups, and corporate sponsors calling to find out how they can improve and develop their programs."

It is no surprise, then, that in this progressive environment seven Fortune 500 women general counsel call this state home-base: Madeleine Kleiner of Hilton Hotels Corporation, Lauri M. Shanahan of Gap Inc., Carrie Dwyer of Charles Schwab, Lisa Bodensteiner of Calpine Corporation, Nancy Heinen of Apple Computer, Inc., Ann Baskins of Hewlett-Packard Company, and Laura Stein of Clorox Company. In the pages that follow, you'll read about three women general counsel who each have a unique story of reaching the top, but who all share characteristics and tactics that can help women in the pipeline continue upward.

NOTES

1. Hewlett-Packard Company, led by General Counsel Ann Baskins, has seen its profits rise steadily each year, from \$45.2 billion in the 2002 Fortune 500, to \$73.0 billion in 2004, to \$79.9 billion in 2005. Among women-led corporate legal departments, it is the highest-grossing corporation.

2. "Women and Attorneys of Color at Law Firms—2004," *National Association of Legal Professionals Bulletin*, Feb. 2005, at <http://www.nalp.org/content/index.php?pid=253>.

3. It is worth noting, too, the small segment of leaders who are not reported due to a division of duties and titles. To best juggle the expansion of duties, some major companies maintain one general counsel, while others have both a general counsel managing day-to-day legal operations and a position above to which the general counsel reports. MCCA's report focuses on the chief legal operators of Fortune-ranked companies. Still, we acknowledge this subgroup of legal leaders—women, for example, like Lisa Joley, general counsel of Anheuser-Busch, who reports to Mark Bober, chief legal officer, and is therefore not counted in our tally—as an additional sector of women legal leadership.

4. See The NALP's *Diversity & Demographics* data at <http://www.nalp.org/content/index.php?pid=143>.