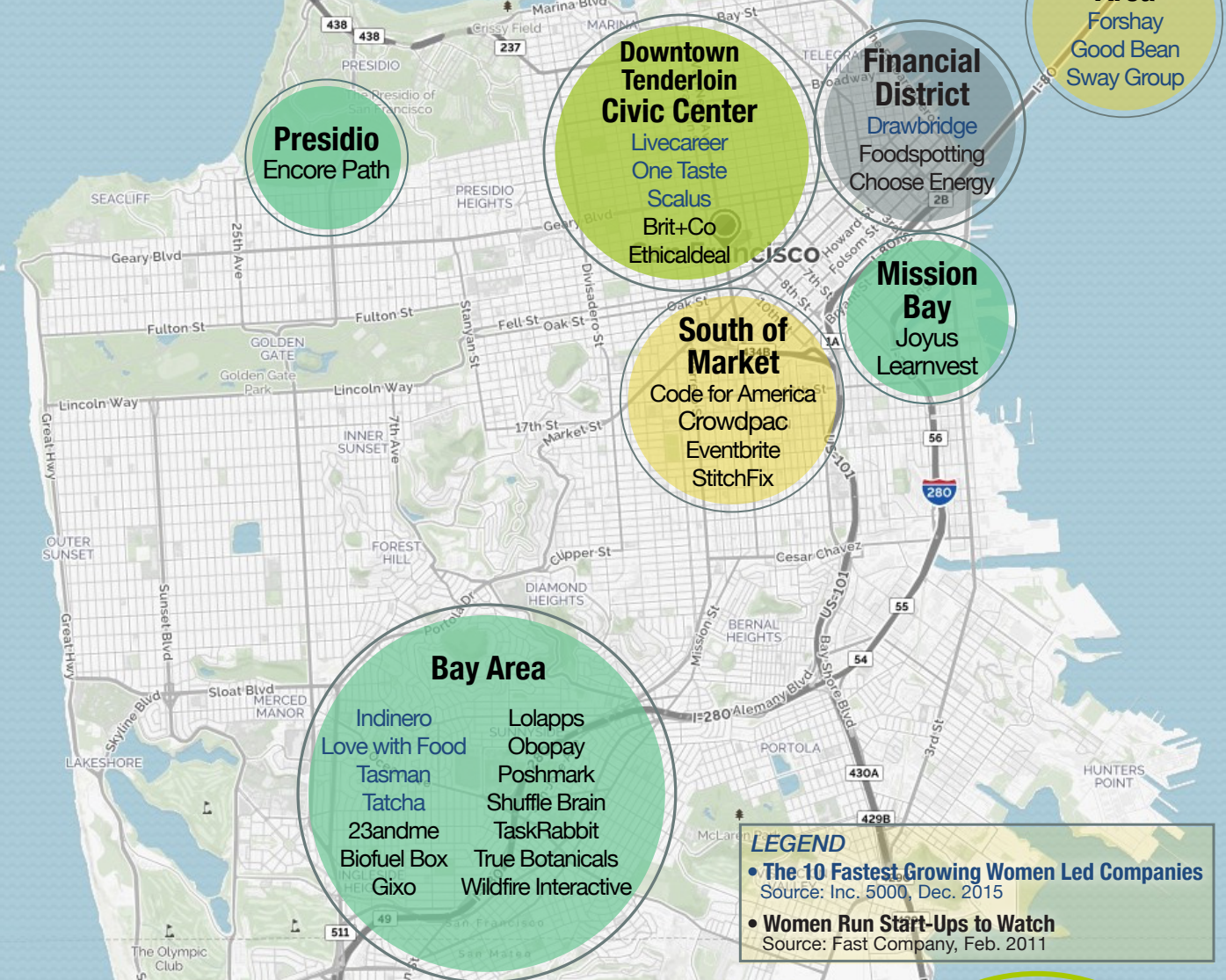


WOMEN mean BUSINESS in SAN FRANCISCO

Women Lead the Way in San Francisco

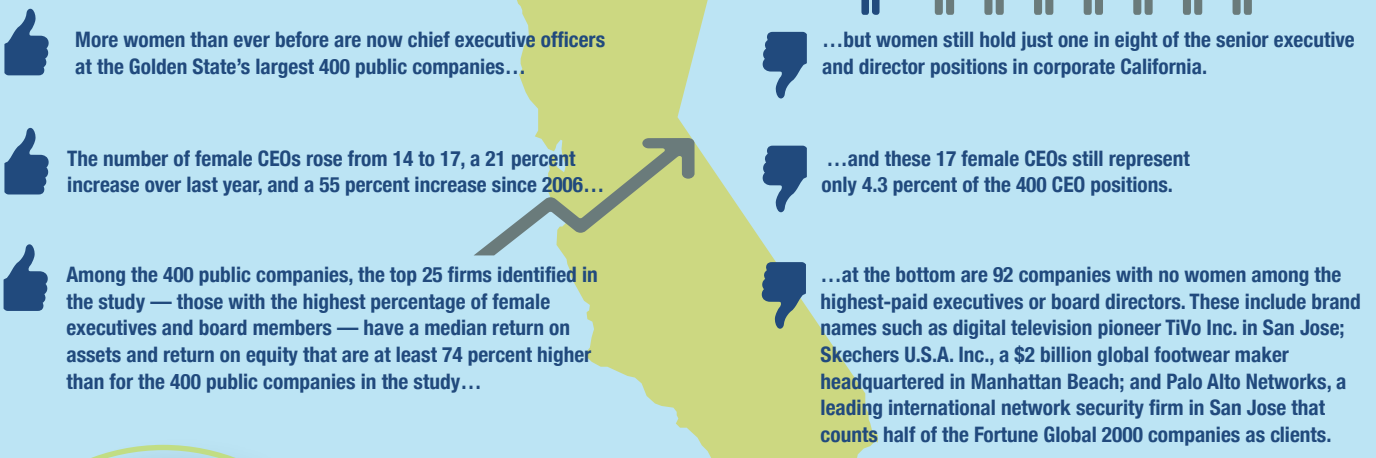


The UC Davis Graduate School of Management has found very incremental gains during the 11 years it has tracked the representation of women in these key decision-making roles. The percentage of women in these key corporate leadership positions has inched up from 9.6 percent in 2010 to 12.3 percent in 2015, which represents 623 women in the 5,083 highest-paid executive and board positions at the 400 firms this year.

Source: Karen Nikos-Rose, UC Davis November 17, 2015



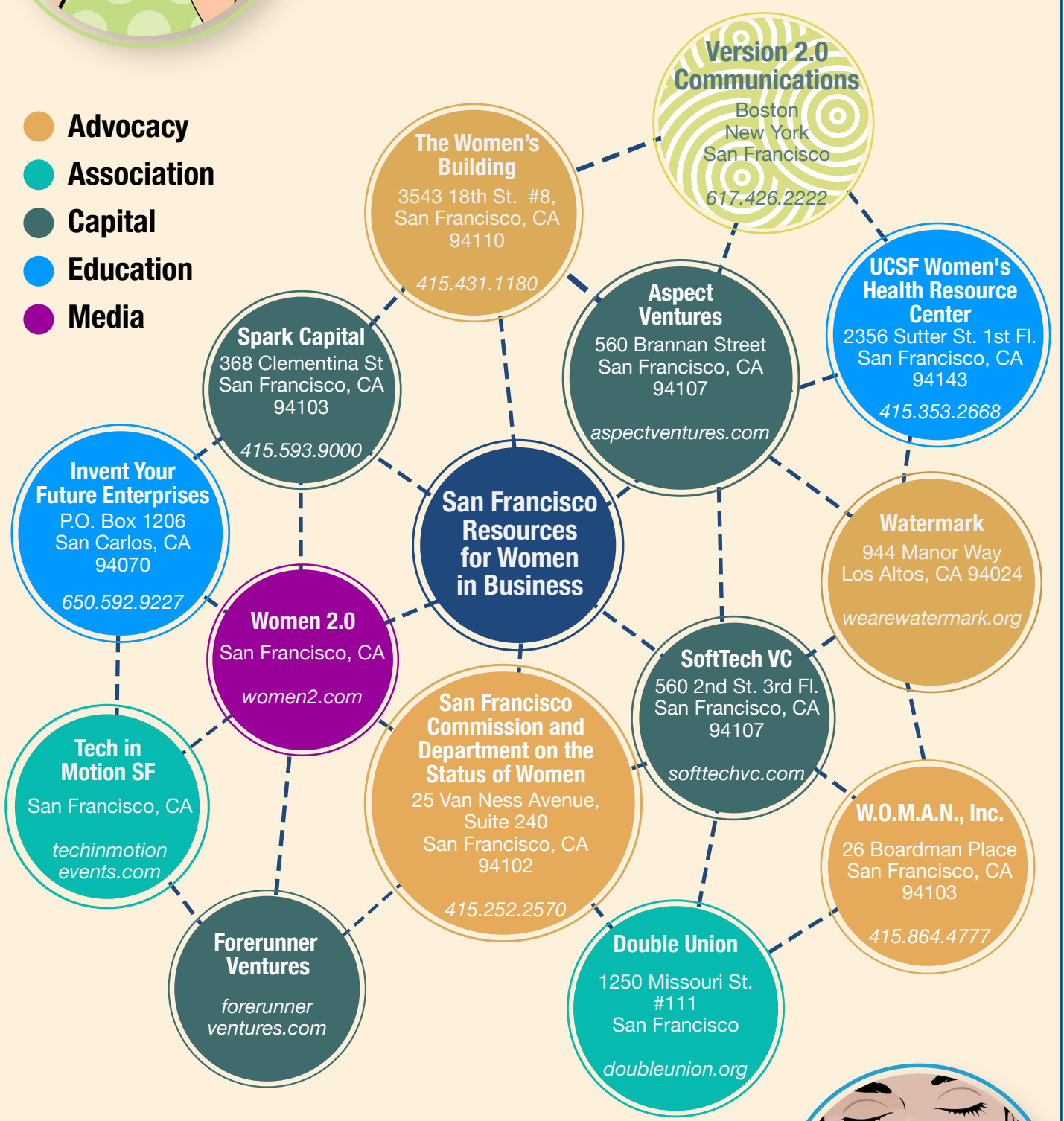
UC Davis Study of Women Leaders in 400 Largest California Public Companies – Representing \$5 Trillion in Stock Market Value



Source: Karen Nikos-Rose, UC Davis November 17, 2015

According to a Fortune Magazine analysis in February 2014, just 4 percent of senior partners at venture capital firms are women; and only 12 percent of women, based on a study led by The National Venture Capital Association, are generally employed in the tech business.

Source: Anna Volpicelli, 7X7 August 1, 2014



Upscale kitchen and cookware retailer Williams-Sonoma of San Francisco and real estate trust LTC Properties of Westlake Village have equal numbers of women and men in top executive positions and board seats.

Source: Karen Nikos-Rose, UC Davis November 17, 2015



Additional Links

- 2015: Largest Bay Area Women-Owned Businesses**
<http://www.bizjournals.com/sanfrancisco/subscribe-only/2015/09/25/women-owned-businesses.html>
- Meet The Bay Area's Top Female Venture Capitalists**
<http://www.7x7.com/meet-the-bay-areas-top-female-venture-capitalists-1786885799.html>
- 10 Entrepreneurs Who Can't Be Overshadowed By Men — Even In Silicon Valley**
<http://www.inc.com/rebecca-borison/inc5000-women-san-francisco.html>
- Bay Area's 50 Highest-Paid Women Executives**
http://www.bizjournals.com/sanfrancisco/morning_call/2015/05/bay-areas-50-highest-paid-women-female-executives.html
- 21 Most Powerful Women In Bay Area Tech**
<http://blog.stgate.com/techchron/2014/05/28/20-most-powerful-women-in-bay-area-tech/>
- 50 Women In Tech Dominating Silicon Valley**
<http://tech.co/women-in-tech-silicon-valley-2015-02>
- Meet The Bay Area Women On Forbes Magazine's 'World's 100 Most Powerful Women' List**
<http://sanfrancisco.cbslocal.com/top-lists/meet-the-bay-area-women-on-forbes-worlds-100-most-powerful-women-list-in-2015/>

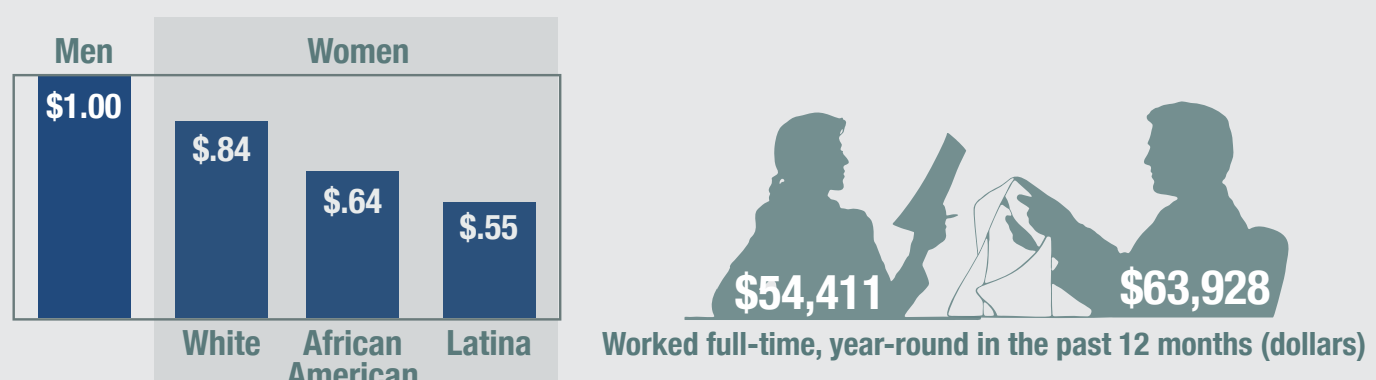


Women in New York and San Francisco earn 84% of what men make, and that's the closest they get to closing the gender wage gap, according to (2012) Census data.

Source: New York Daily News, February 4, 2014

“Some are closing the wage gap, others are not...”

For Every Dollar Earned



Source: U.S. Census Bureau, 2012 American Community Survey for San Francisco-Oakland-Fremont, CA Metro Area

According to data from the hiring platform Woo, Bay Area women in tech working as engineers, designers, developers and in other technical roles expect (to earn) 14 percent less than men on average. And there's evidence those expectations have a compounding effect over time, with the company estimating that those women wind up with 20 percent less over time.

Source: Annie Gaus, San Francisco Business Time, July 21, 2016

