

Women and Leadership: The Courage to Dream Big

Panelists: Maria C. Hackley, Managing Director of Citigroup
Financial Institutions Group

Kara Ross, Owner of Kara Ross New York LLC

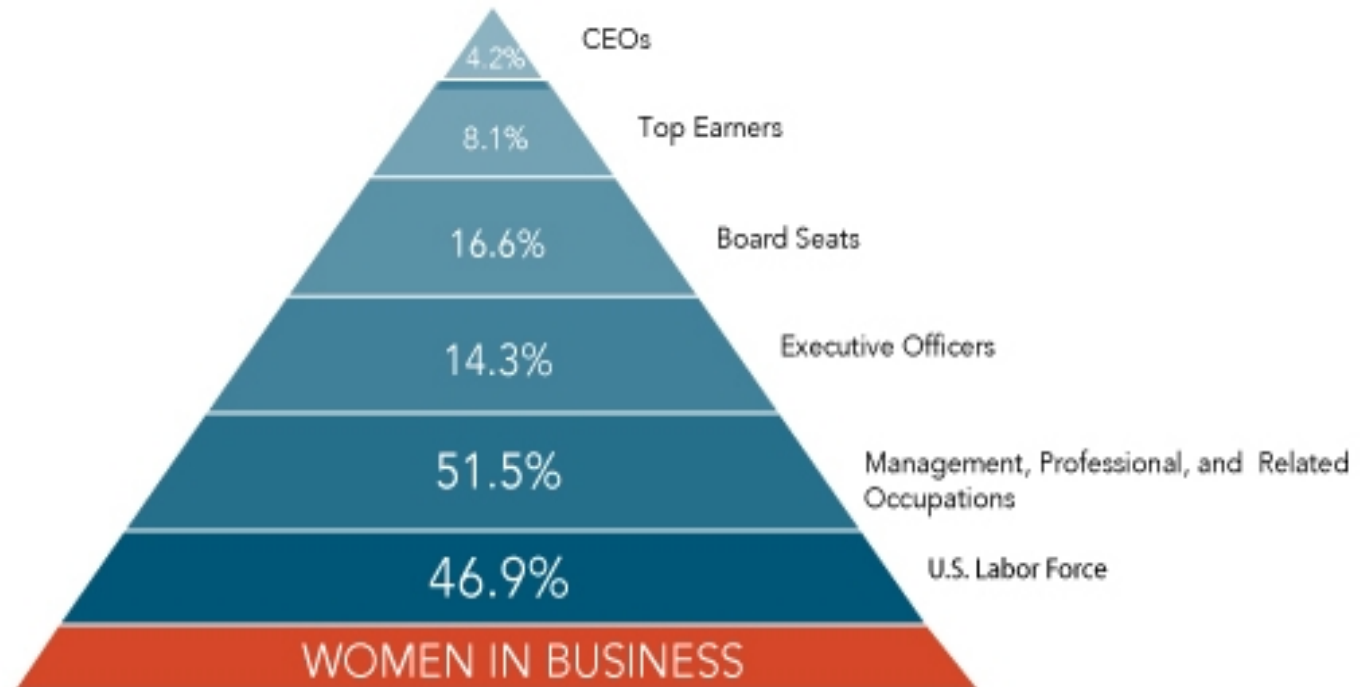
Regina K. Scully, Founder and CEO of Artemis Rising
Foundation

Moderator: Dr. Catherine Tinsley, Professor, McDonough
School of Business; Georgetown University

John Carroll Weekend 2014
Fontainebleau, Miami



A current snap shot in the U.S.



Sources

Catalyst Research (2013).

Catalyst, 2012 Catalyst Census: Fortune 500 Women Board Directors (2012).

Catalyst, 2012 Catalyst Census: Fortune 500 Women Executive Officers and Top Earners (2012).

Bureau of Labor Statistics, 2012 Current Population Survey, "Employed Persons by Detailed Occupation, Sex, Race, and Hispanic or Latino Ethnicity" (2013).

Bureau of Labor Statistics, 2012 Current Population Survey, "Employment Status of the Civilian Noninstitutional Population by Age, Sex, and Race" (2013).

A current snapshot in other countries



Sources

Equal Opportunity for Women in the Workplace Agency, EOWA 2012 Australian Census of Women in Leadership (2010).
 Australian Bureau of Statistics, "Occupation ANZSCO," 6105.0 Australian Labour Market Statistics (July 2012).
 Australian Bureau of Statistics, "Table 1: Labour Force Status (Aged 15 Years & Over): Trend," 6202.0 - Labour Force, Australia 2012 (September 2012).

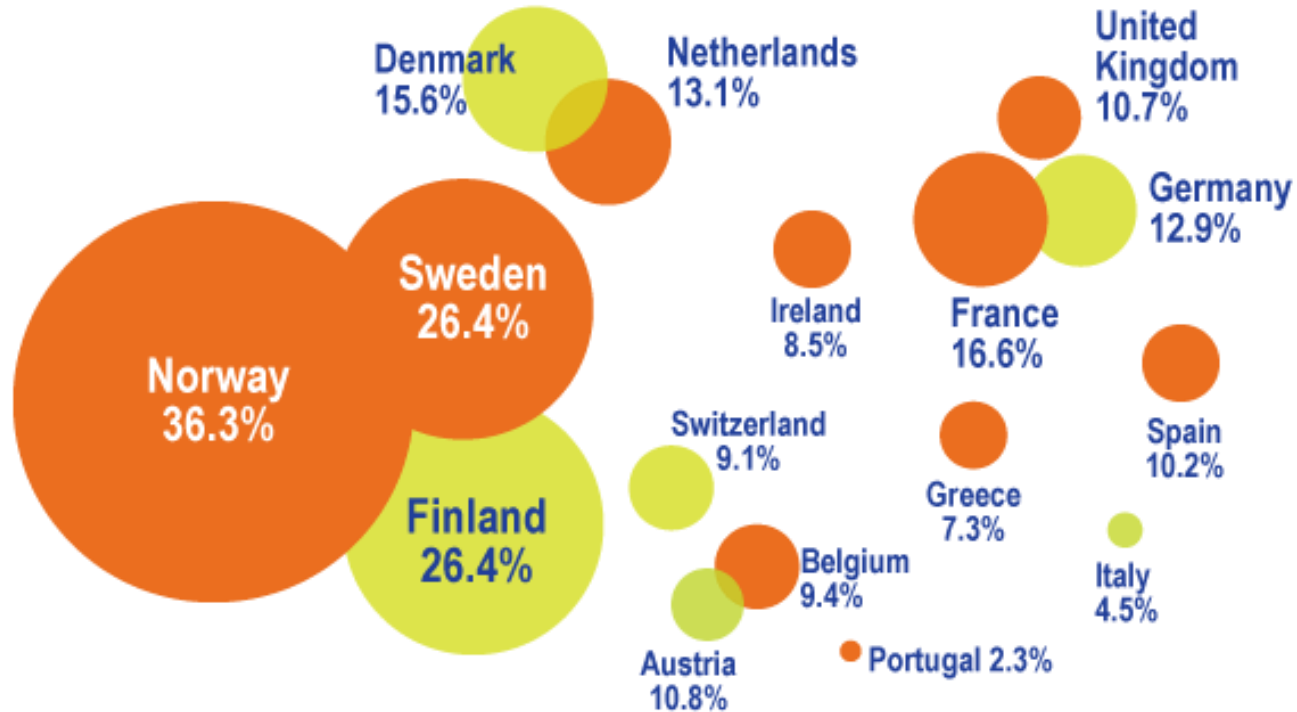


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Catalyst Research (2013).
 Catalyst, 2012 Catalyst Census: Financial Post 500 Women Senior Officers and Top Earners (2013).
 Catalyst, 2011 Catalyst Census: Financial Post 500 Women Board Directors (2012).
 Statistics Canada, "282-0008," CANSIM (February 2013).
 Statistics Canada, "282-0002," CANSIM (January 2013).



Women on Corporate Boards



Sources

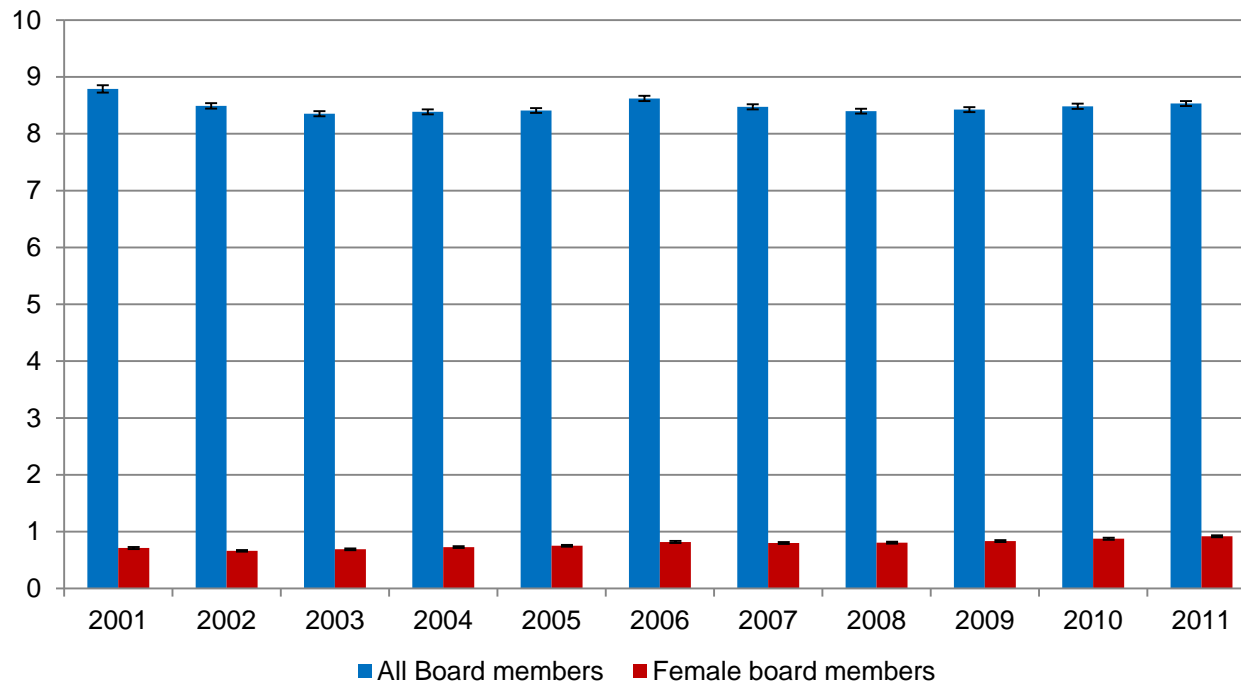
GovernanceMetrics International, GMI Ratings' 2012 Women on Boards Survey (2012).

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Women on boards of Russell 3000

Average Numbers across All Companies



Women as Entrepreneurs

- 7.8 million U.S. businesses owned by women*
 - 44% increase from 1997-2007
 - twice the growth rate of men-owned businesses.
- 29% of non-farm, private companies women owned*
 - Average \$130,000 revenue (vs \$570,000 for men)**
 - 88% earn less than \$50,000***
 - 3% earn more than \$1 Million (vs 6% for men)***

* <http://www.sba.gov/community/blogs/women-business-owners-%E2%80%93-find-help-you-need-start-and-grow>

** SBA, Office of Advocacy, FAQ's, September 2012

** Entrepreneur Magazine, November 2013

