

ECONOMIC BENEFITS OF WOMEN ON BOARDS

1. The **Entire** Economy Grows

2. Lifetime earnings of approximately **\$1M**

3. Women stay - the cost to companies when losing an experienced employee is **18 months salary** on average

A NEW CULTURE

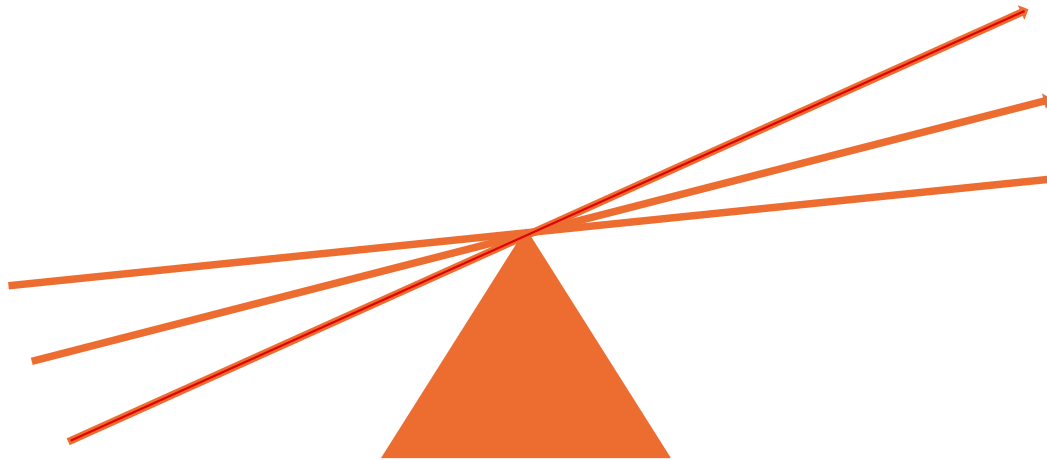


WE HAVE REACHED A TIPPING POINT

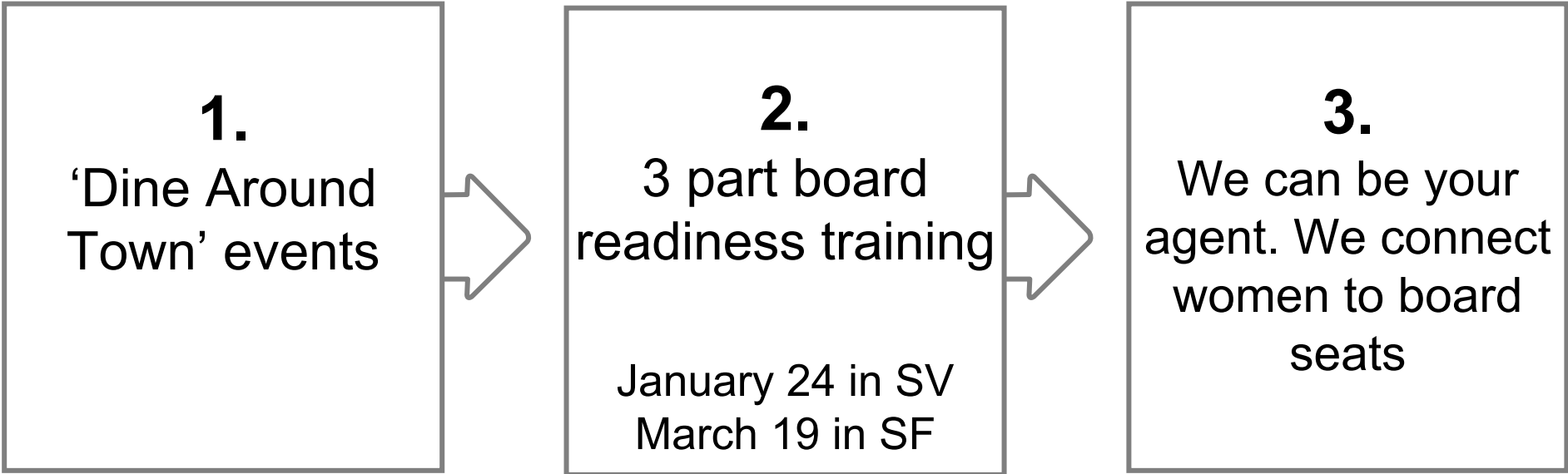
We can help you with your search

Your visibility is essential

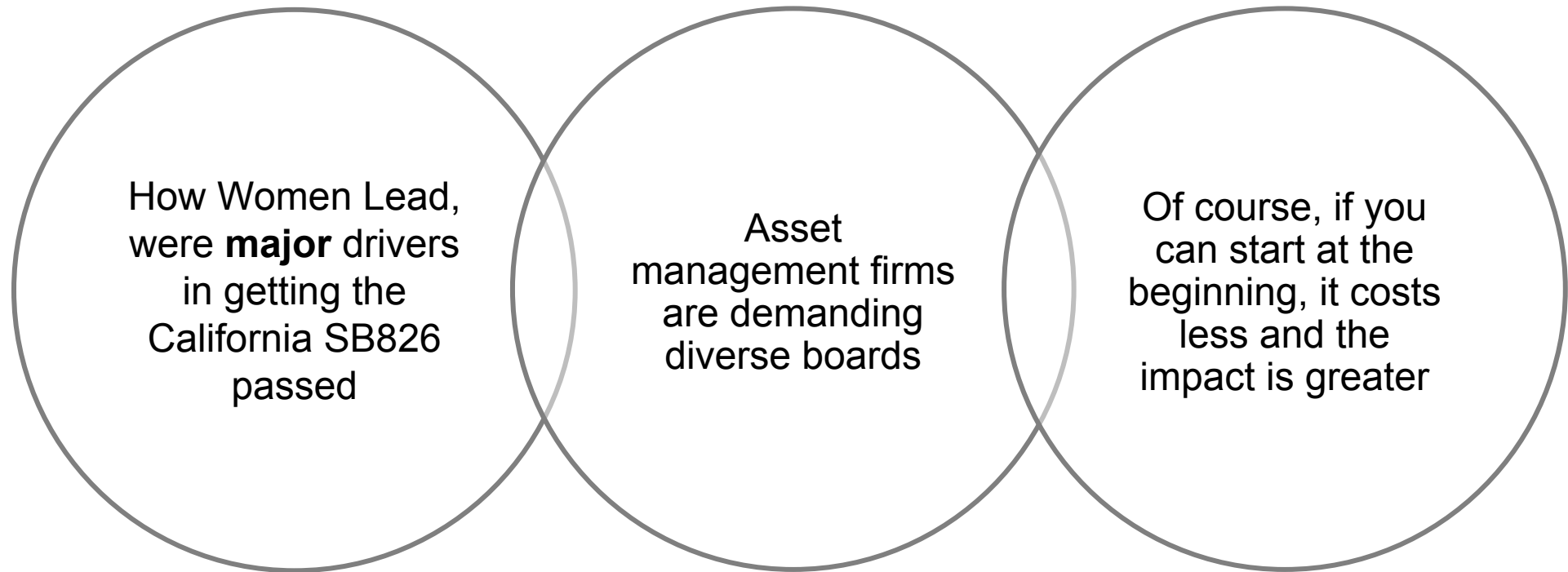
Relationships are everything



OUR PATHWAY TO GET YOU ON BOARD



WHY THERE IS A TIPPING POINT AND WHY I AM SO HOPEFUL



Your Power and Action

TALK AND ASK

- Talk about women on boards
- Become informed
- You have influence - ask and ask again.
- Ask vendors how many women are on the board

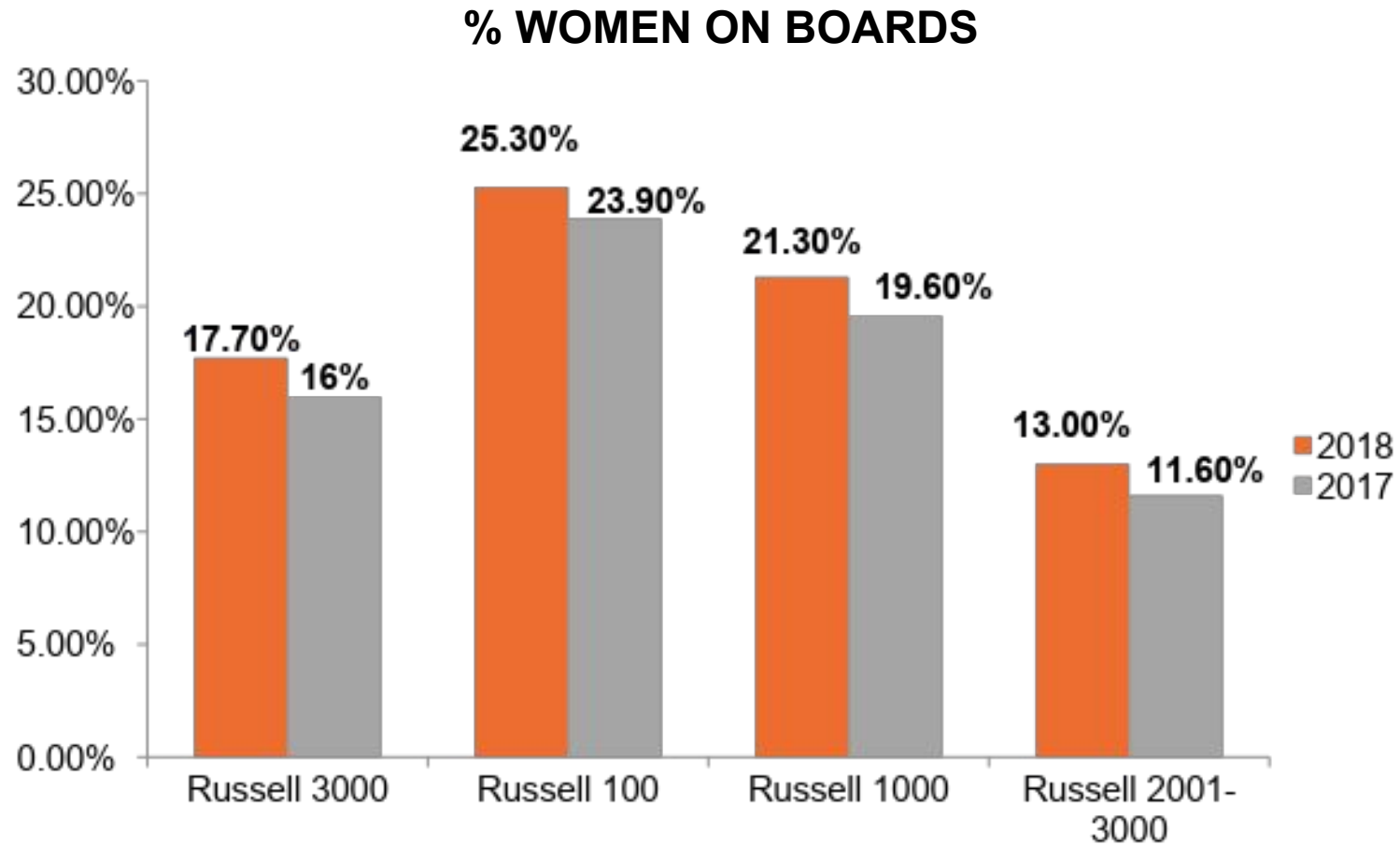
STEP UP AND SPEAK OUT

- Nominations and Governance Chair
- Get more women on the board immediately
- Shorter board tenures - 9-12 years
- Recommend 2-3 women when asked
- Reframe to “a network problem”

USE YOUR ECONOMIC POWER

- Invest when at least 3 women on board
- Invest in women owned companies.
- Join the How Women Lead Fund

BREAKDOWN of *Russell 3000* PERCENTAGE OF WOMEN ON BOARDS 2018 - 2017



*Based on 2835 companies in 2018 and 2871 companies in 2017.
2020 Women on Boards, Gender Diversity Index, November 2018

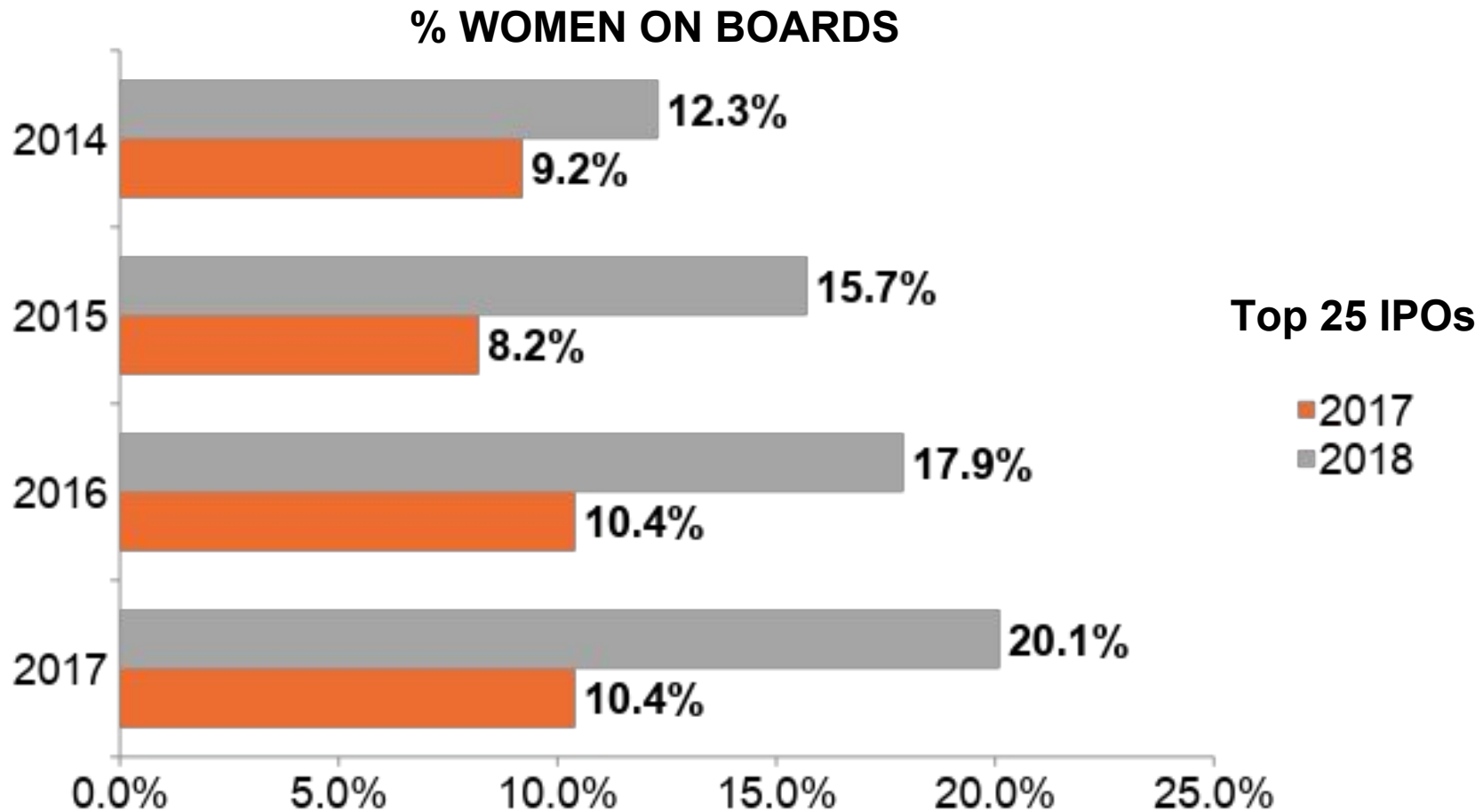
BOARD TURNOVER TRENDS: 2017 - 2018

| | BOARD SEATS | |
|-------------------------|-------------|-------------|
| | Women | Men |
| Net Change Seats | 469 | -382 |
| Added Seats | 608 | 555 |
| Lost Seats | -139 | -937 |

63% of companies increased board size to add women directors.

Based on 2629 companies in the Russell 3000 for years 2017 and 2018.
2020 Women on Boards, Gender Diversity Index, November 2018

TOP 25 IPOs: 2014 - 2018



*As of September 2018
2020 Women on Boards, Gender Diversity Index, November 2018

WOMEN ON BOARDS IN CALIFORNIA

| | 2018 | 2017 |
|----------------------|-------|-------|
| CA: # Companies | 436 | 448 |
| % Women on Boards | 17.3% | 15.6% |
| # W Companies (20%+) | 168 | 150 |

Based on the Russell 3000 Index for years 2018 and 2017.
2020 Women on Boards, Gender Diversity Index, November 2018

Number of Women Directors: 620

California needs: 346 – 383 women for all companies to reach 20%

**689 – 712 women to be compliant with new
legislation by 2021**

SB826 REQUIREMENTS FOR PUBLICLY TRADED COMPANIES WITH PRINCIPAL EXECUTIVE OFFICES IN CALIFORNIA

- To have at least **one woman** on its board by the end of 2019.

By the end of 2021:

- Have or appoint **2** women on boards of **5** directors.
- Have or appoint **3** women on boards with **6** directors or more.
- Pay penalty of **\$100,000** for first violation and **\$300,000** for second and thereafter.

Estimated **650** new board seats for women
by 2021.

RECOMMENDATIONS

Set a goal and ask for what you want.

A bio with your relevant skills.
Model after current board members

Ask for board opportunities.

Connect with board members, venture capitalists, search firms

Be patient for a year of disciplined effort

Know why you want to go on a board.

Be strategic about nonprofit board roles - go where men on corporate boards play

Engage with family offices

Align your value proposition with company needs.

Ask good questions, read balance sheets, understand capital markets, and cybersecurity