

ZoomInfo *InSite* Report: Gender in the Executive Suite

A Quantitative View of Gender Roles in
Business Leadership | May 2007



Introduction

In the following analysis, ZoomInfo provides a new, quantitative view of gender roles in business leadership positions across multiple industries. Based on the deep data ZoomInfo’s semantic search engine has compiled on business people from information found on the Web, this report is the first in a quarterly series that will look at multiple industries and market segments, digging deeper into a few in each report and providing a variety of statistics about each role and industry.

ZoomInfo is a business information search engine used to quickly find information about industries, companies, people, products and services. ZoomInfo’s semantic search engine continually crawls the Business Web – the millions of company Websites, news feeds and other online sources – to identify company and people information which is then organized into fresh, comprehensive and objective profiles. ZoomInfo currently has profiles on nearly 36 million people and over 3.8 million companies, and its search engine adds more than 20,000 new profiles every day.

ZoomInfo compiles its information automatically, and categorizes companies into industries and market segments using semantic technology. The patented technology intelligently understands that companies often fall into more than one industry (for example, General Electric is included in the aerospace and the manufacturing industries). As such, some companies will ultimately be represented in more than one industry.

On a quarterly basis, ZoomInfo will be publishing updated statistics and new quantitative analysis of gender roles across multiple industries. In future reports, ZoomInfo will look at additional industries, track measurable changes in the original 13 industries, and will provide deeper analysis across titles. ZoomInfo will also provide specific additional statistics upon request. If you would like additional information, please contact Kari Hanson, ZoomInfo’s director of corporate communications, at hanson@zoominfo.com.

Analysis Overview

In this first ZoomInfo InSite Report, we will provide a high-level look at executives by gender in 13 industries or market segments: aerospace; construction; finance; healthcare; insurance; law firms and legal services; manufacturing; non-profit; pharmaceutical; real estate; and software.

Below is a snapshot of the number of companies used as the sample-set within each selected industry, including how many of them are publicly traded, as well as how many people exist in that industry within the ZoomInfo dataset. Within this sample, the greatest number of companies falls into the non-profit industry and the least fall within aerospace. The manufacturing industry contains 35% of the public companies, with finance, healthcare and software ranking second through fourth.

Non-profit organizations, such as schools and universities, religious institutions and charities, account for nearly 55% of the business people in this sampling, and women in the non-profit industry account for 24.6% of all the business people profiled. Female profiles in the rest of the industries combined account for only 15% of the total business people profiled.

Industry	Number of Companies	Public Companies	Total Profiles	Male	Female
Aerospace	2,500	123	25,350	80.9%	19.1%
Automotive	2,800	82	31,950	82.9%	17.1%
Construction	31,700	91	122,150	80.3%	19.7%
Finance	62,200	1,452	360,850	69.9%	30.1%

Healthcare	52,800	1,053	366,100	56.7%	43.3%
Insurance	30,400	303	131,750	58.6%	41.4%
Law Firms & Legal Services	30,400	12	282,550	65.5%	34.5%
Manufacturing	110,100	3,100	494,600	73.8%	26.2%
Non-Profit	302,200	n/a	3,005,100	54.9%	45.1%
Pharmaceutical	7,800	796	42,300	77.2%	22.8%
Real Estate	71,200	429	388,550	56.9%	43.1%
Semiconductor	3,000	288	27,200	82.0%	18.0%
Software	64,100	1,049	226,100	72.3%	27.7%

Finding the Female CEOs

This table takes this high-level view a step deeper by providing a look at the total CEOs across all 13 industries, as well as any vice president-level and all non-executive titles (note: these numbers exclude titles such as

Title	Total	Male	Female
CEO	178,650	83.7%	16.3%
VP	465,600	72.5%	27.5%
Non-Executive	2,410,450	58.8%	41.2%

president, CTO and CMO). Sixteen percent of the CEOs in ZoomInfo's business information search engine are female, and 27.5% of the VP-level executives are female.

Women only outnumber men in non-executive positions in the law firm and legal services industry, as well as in the non-profit industry. Across all 13 industries examined, women trail men in all executive categories.

This same data is represented in the next table across each of the 13 industries:

Industry	Title	Total	Male	Female
Aerospace	CEO	533	95.5%	4.5%
	VP	3,074	89.5%	10.5%
	Non-Executive	8,400	80.4%	19.6%
Automotive	CEO	377	95.8%	4.2%
	VP	1,328	90.4%	9.6%
	Non-Executive	8,750	85.7%	14.3%
Construction	CEO	1,922	92.6%	7.4%
	VP	9,200	89.7%	10.3%
	Non-Executive	32,850	77.0%	23.0%
Finance	CEO	11,400	90.4%	9.6%
	VP	46,850	67.0%	33.0%
	Non-Executive	80,450	61.8%	38.2%
Healthcare	CEO	8,600	77.9%	22.1%
	VP	16,350	76.1%	23.9%
	Non-Executive	81,300	52.6%	47.4%
Insurance	CEO	2,945	91.1%	8.9%
	VP	13,000	75.8%	24.2%
	Non-Executive	48,350	52.2%	47.8%
Law Firms & Legal Services	Partners	52,450	82.3%	17.7%
	Attorneys	36,500	72.9%	27.1%
	Admin	17,450	49.6%	50.4%

Manufacturing	CEO	14,030	94.8%	5.2%
	VP	39,150	84.9%	15.1%
	Non-Executive	146,600	76.5%	23.5%
Non-Profit	CEO	11,150	70.4%	29.6%
	VP	57,000	57.8%	42.2%
	Non-Executive	455,100	49.7%	50.3%
Pharmaceutical	CEO	2,389	91.7%	8.3%
	VP	6,029	79.6%	20.4%
	Non-Executive	12,200	71.7%	28.3%
Real Estate	CEO	3,137	90.9%	9.1%
	VP	15,400	76.3%	23.7%
	Non-Executive	110,450	53.3%	46.7%
Semiconductor	CEO	1,497	96.9%	3.1%
	VP	3,491	91.7%	8.3%
	Non-Executive	8,150	81.6%	18.4%
Software	CEO	11,016	92.7%	7.3%
	VP	27,200	83.1%	16.9%
	Non-Executive	59,500	70.6%	29.4%

Cumulatively, women have the most significant numbers as partners in law firms and legal services, with 9,300 in CEO positions, but still only represent 17.7% of the partners profiled. In the non-profit industry, the 3,300 female CEOs represent 29.6% of that industry's CEOs, and in the healthcare industry, the 1,900 female CEOs represent 22.1% of the CEOs. In the remaining 10 industries, women represent less than 10% of the CEOs, including representing less than 5% in three industries. The semiconductor industry has the lowest percentage of CEOs, coming in at just over 3% of that industry's CEO population.

The following two tables focus solely on the CEOs within each industry, first presented alphabetically by industry and then presented based on the number of female CEOs identified by ZoomInfo.

Industry	Title	Total	Male	Female
Aerospace	CEO	533	95.5%	4.5%
Automotive	CEO	377	95.8%	4.2%
Construction	CEO	1,922	92.6%	7.4%
Finance	CEO	11,400	90.4%	9.6%
Healthcare	CEO	8,600	77.9%	22.1%
Insurance	CEO	2,945	91.1%	8.9%
Law Firms & Legal Services	Partners	52,450	82.3%	17.7%
Manufacturing	CEO	14,030	94.8%	5.2%
Non-Profit	CEO	11,150	70.4%	29.6%
Pharmaceutical	CEO	2,389	91.7%	8.3%
Real Estate	CEO	3,137	90.9%	9.1%
Semiconductor	CEO	1,497	96.9%	3.1%
Software	CEO	11,016	92.7%	7.3%

Industry	Title	Total	Male	Female
Law Firms & Legal Services	Partners	52,450	82.3%	17.7%
Non-Profit	CEO	11,150	70.4%	29.6%
Healthcare	CEO	8,600	77.9%	22.1%
Finance	CEO	11,400	90.4%	9.6%
Software	CEO	11,016	92.7%	7.3%
Manufacturing	CEO	14,030	94.8%	5.2%
Real Estate	CEO	3,137	90.9%	9.1%
Insurance	CEO	2,945	91.1%	8.9%
Pharmaceutical	CEO	2,389	91.7%	8.3%
Construction	CEO	1,922	92.6%	7.4%
Semiconductor	CEO	1,497	96.9%	3.1%
Aerospace	CEO	533	95.5%	4.5%
Automotive	CEO	377	95.8%	4.2%

Another way to look at the numbers is to compare the number of male and female CEOs relative to the total number men and women ZoomInfo has profiled within each industry. For example, real estate has the lowest ratio of women identified compared to women serving as CEO, with only one out of every 583 women ZoomInfo identified in real estate is currently a CEO. In that same industry, one in every 78 men is a CEO. The finance, healthcare, legal, pharmaceutical and software industries have the highest ratio of female CEOs compared to the overall number of women in the industry; while the legal, semiconductor, software and pharmaceutical industries have the highest ratio of male CEOs compared to the overall number of men in those industries.

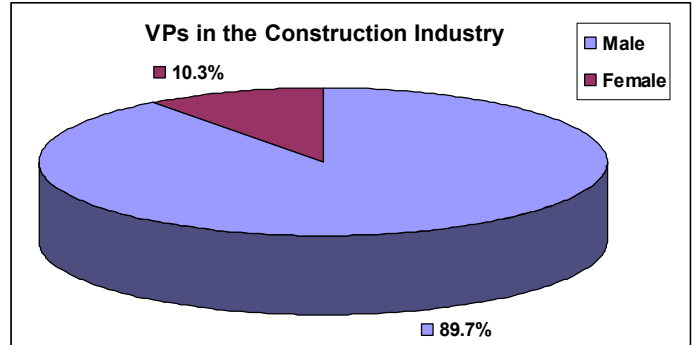
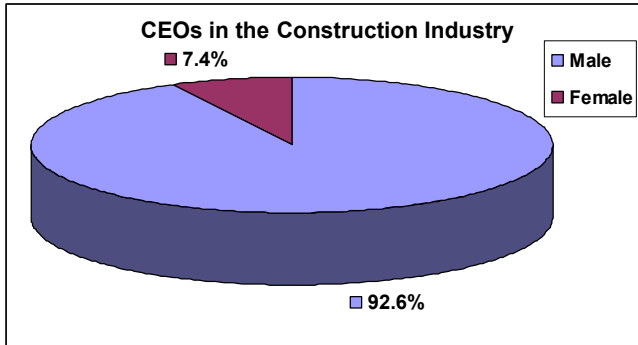
Industry	Title	Female CEOs	Female Profiles	Male CEOs	Male Profiles
Aerospace	CEO	24	4,850	509	20,500
Automotive	CEO	16	5,450	361	26,500
Construction	CEO	142	24,100	1,780	98,050
Finance	CEO	1,100	108,500	10,300	252,350
Healthcare	CEO	1,900	158,450	6,700	207,650
Insurance	CEO	261	54,500	2,684	77,250
Law Firms & Legal Services	Partners	9,300	97,550	43,150	185,000
Manufacturing	CEO	730	129,600	13,300	365,000
Non-Profit	CEO	3,300	1,356,100	7,850	1,649,000
Pharmaceutical	CEO	199	9,650	2,190	32,650
Real Estate	CEO	287	167,350	2,850	221,200
Semiconductor	CEO	47	4,900	1,450	22,300
Software	CEO	808	62,650	10,208	163,450

A Deeper Dive: Construction, Healthcare and Semiconductor Industries

In this first report, ZoomInfo has also provided deeper statistics on the roles females hold within three of the 13 industries profiled. In future reports, we will provide updated figures on these industries while looking more in-depth at three additional industries.

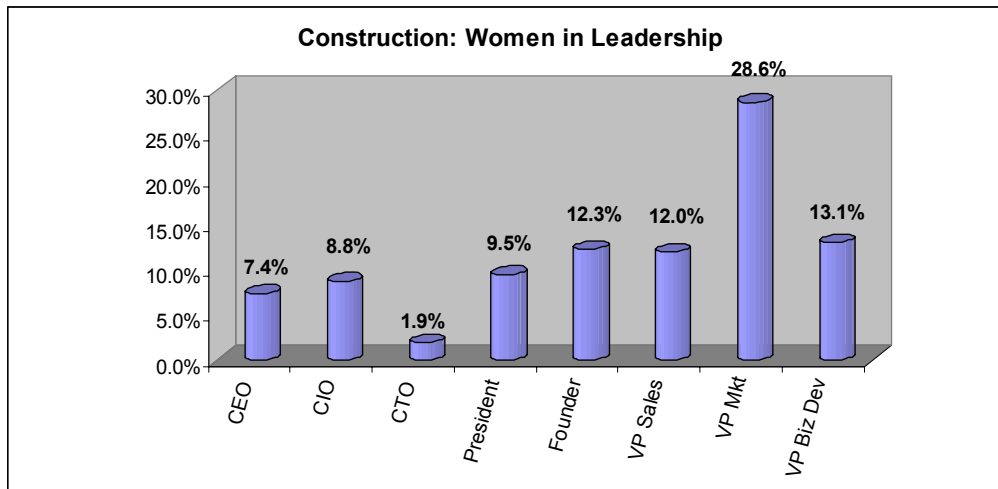
Construction

Within the construction industry, 7.4% of CEOs are women, and 10.3% of the vice president-level positions are filled with women.



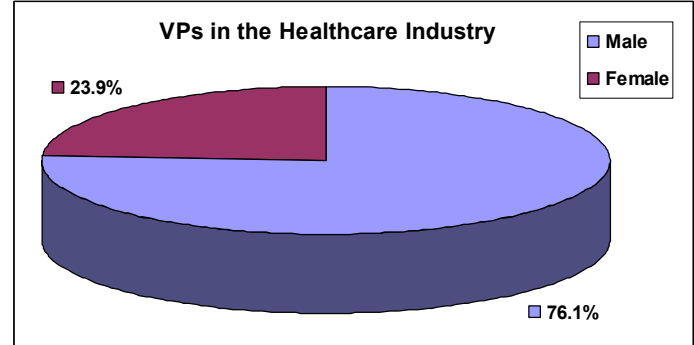
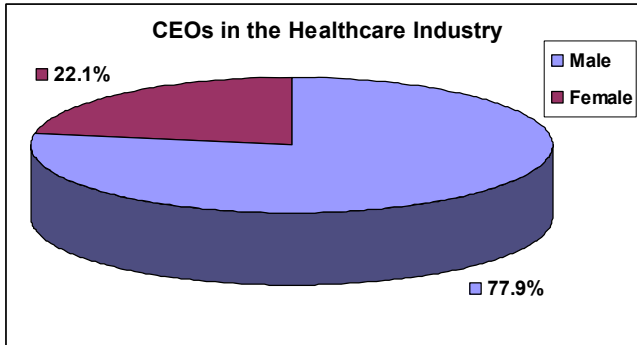
This table provides additional data on the number of women holding a sampling of executive titles within the construction industry. Out of 53 CTOs employed in the construction industry, ZoomInfo identified one female CTO. While only 7.4% of the CEOs are female, women represent 9% of presidents and 12% of founders. Out of this sampling, the largest representation of female executives is within the vice president of marketing role.

Title	Total	Male	Female
CEO	1,922	92.6%	7.4%
CIO	80	91%	9%
CTO	53	98%	2%
President	6,077	91%	9%
Founder	1,882	88%	12%
VP of Sales	142	88%	12%
VP of Marketing	199	71%	29%
VP of Business Development	252	87%	13%



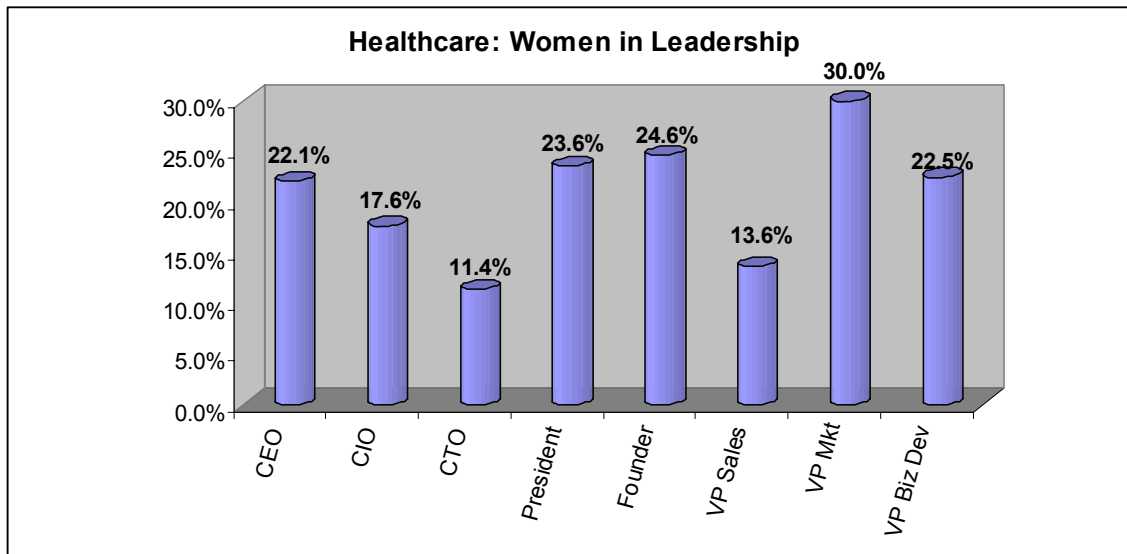
Healthcare

Within the healthcare industry, ZoomInfo has identified 1,900 female CEOs, which represents 22.1% of all CEOs in that industry.



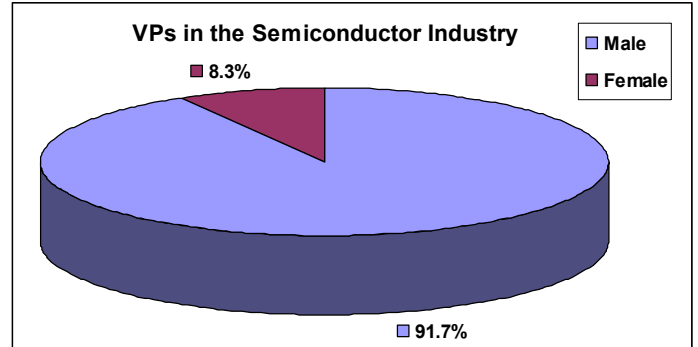
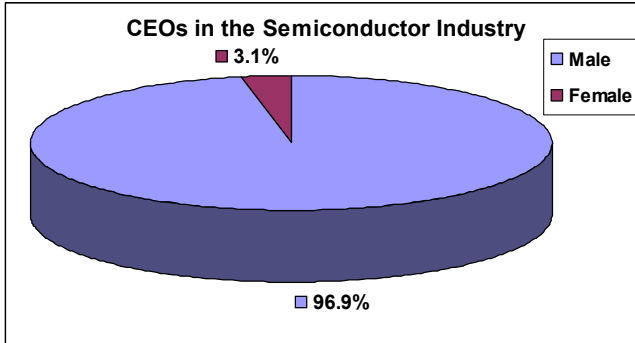
Combined with the 1,700 female presidents and the 710 female founders within the healthcare industry, women account for 23% of corner office executives in this field.

Title	Total	Male	Female
CEO	8,600	77.9%	22.1%
CIO	635	82.4%	17.6%
CTO	185	88.6%	11.4%
President	7,200	76.4%	23.6%
Founder	2,883	75.4%	24.6%
VP of Sales	566	86.4%	13.6%
VP of Marketing	827	70.0%	30.0%
VP of Business Development	730	77.5%	22.5%



Semiconductor

Within the sampling of titles in the semiconductor industries, female executives account for less than 8% of each executive position analyzed. The vice president of marketing has the highest percentage of female executives, with 7%, and chief technology officer has the lowest representation of female executives at 2%.



Title	Total	Male	Female
CEO	1,497	96.9%	3.1%
CIO	38	95%	5%
CTO	509	98%	2%
President	1,203	96%	4%
Founder	509	94%	6%
VP of Sales	514	96%	4%
VP of Marketing	553	93%	7%
VP of Business Development	308	97%	3%

