

# 2017



## Florida Census of Women Directors and Executive Officers



WOMEN EXECUTIVE LEADERSHIP





## ABOUT WOMEN EXECUTIVE LEADERSHIP

Women Executive Leadership, Inc. (WEL) advocates, educates and connects accomplished women. WEL is a not-for-profit organization whose primary purpose is to increase the number of women serving on corporate boards and in the executive suite by recognizing and connecting accomplished women and further expanding their influence within their respective business communities. All qualified members are encouraged to join from the corporate sector, private enterprises and not-for-profit organizations.

- WEL provides a forum for executive women to unite and leverage best practices.
- WEL holds quarterly meetings, focused on C-Level executives and corporate board members of Fortune 1000 companies, addressing the challenges and issues they face.
- WEL seeks to increase the number of women on corporate boards by collaborating in the director selection process.

With the increased demands facing the traditional pool of board candidates and the higher expectations of board members, CEOs are expanding their search parameters to include more diverse board talent. WEL can influence the search process by serving as a catalyst to introduce qualified women to these decision makers.

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## ACKNOWLEDGMENTS

The research publication of this study is a result of many volunteer hours. WEL extends a special thanks to everyone who spent countless hours to create this report.

We acknowledge and extend our gratitude to our Partner Sponsor - Crowe Horwath - for its commitment to gender diversity in the boardroom and support of the organization that has made this 2017 WEL Census possible.

WEL would also like to acknowledge our Advocate Sponsors: Crystal & Company, Jabil Circuit Inc., SBA Communications Corp., Tech Data Corp., Universal Property & Casualty Insurance Company, and WellsFargo Bank, N.A.; our Sustaining Sponsors: Chico's FAS Inc., HSN Inc., Premier Eye Care and BankUnited, Inc.; our Media Sponsor: Florida Trend; our Print Sponsor: Donnelley Financial Solutions; and our Census Sponsor: Greenberg Traurig, P.A.

WEL extends its appreciation and gratitude to the Women Executive Leadership Census Committee who donated countless hours and effort to guide the creation and production of this report: Laurie Green, Christine Cannella and Deirdre Brown.

## PRESIDENT'S MESSAGE

Perhaps one of the most apt quotes for my message for this year's Florida Census of Women Directors and Executive Officers for 2017 is by Marie Curie – "I was taught that the way of progress is neither swift nor easy." As we study the results around the advancements of women in leadership roles, our conclusion is that we are making progress, although it is slow and it is not easy.

On behalf of Women Executive Leadership, we are pleased to contribute to the conversation around gender diversity in the boardrooms and C-Suites with our Florida Census of Women Directors and Executive Officers for 2017. This study highlights gender diversity in Florida's largest public companies as ranked by revenue by *Florida Trend* magazine with a focus on women on boards of directors and in executive positions.

The 2017 results provide optimism along with a recognition that we still have much work to do. The percentage of women directors on the boards of Florida's top 100 public companies has increased to 15.7% from 11.8% in 2014 and 8.8% in 2010. Of companies with revenue of \$5 billion or more, women held 20% of 190 board seats, an increase of almost 5% over 2014. Smaller companies tend to have fewer women on their boards. Our results also show women have gained ground in occupying leadership roles in the executive suite with 34% of Florida's top companies having at least one female named executive officer. The 2017 results show that the needle is continuing to move in a positive direction, albeit slowly.

At this year's Corporate Salute, we are delighted to celebrate 32 companies who have either added the first female director to their board (Breakthrough Award recipients) or have added additional female directors to their board since our last census in 2014 (Elevate Award recipients).

Women Executive Leadership is a non-profit, member driven organization committed to increasing these numbers. We have a continued initiative to meet with companies statewide one on one to understand the

challenges they face in identifying female candidates who would increase diversity in their boardrooms and executive suites and to partner with them to identify candidates and develop their pipeline for future leaders. We have enhanced our placement capabilities and our mentorship program to identify and work with qualified candidates for board and executive positions. With a state-wide presence, we provide our members with training, networking opportunities and resources to prepare them to become board-ready and raise their level of visibility in their companies and professional community.

Women Executive Leadership works in tandem with 2020 Women on Boards (an organization with a national campaign to increase women on U.S. Boards to 20% or greater by 2020). Together, and along with other like-minded organizations and Florida leaders, we believe the goal is attainable. After all, studies continue to show that companies with gender diversity at the board and C-Suite levels outperform those without gender diversity. We view our 2017 census as a springboard for thought and action, and we encourage Florida companies to consider the findings and use our organization as a resource.

Successful companies will continue to prosper from diverse perspectives in formulating their vision and strategy. We remain optimistic that more and more companies have gained an appreciation for gender diversity within their organizations and embrace the fact that boardroom diversity is good for business.

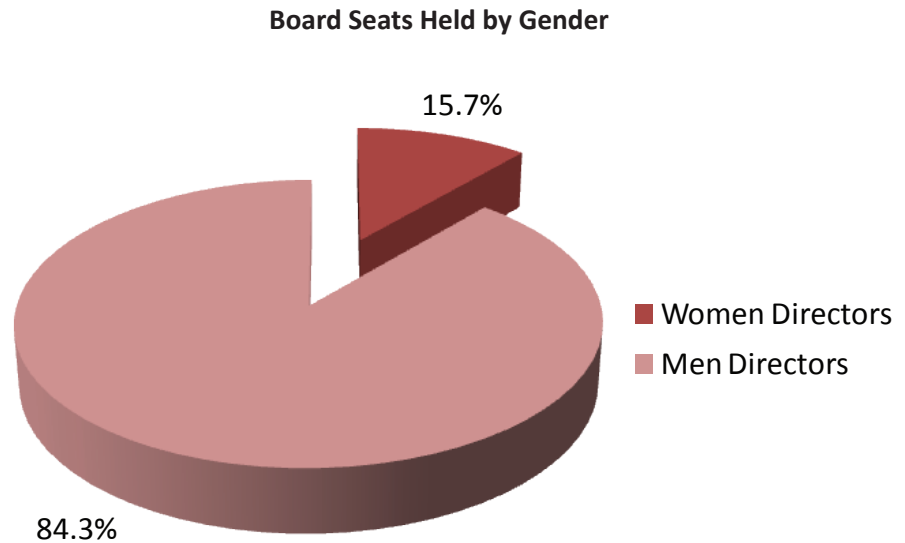
We want to thank our sponsors for making it possible to host the 2017 Corporate Salute and we want to congratulate the companies who are taking a leadership role in tapping the talent of qualified women. Finally, we want to thank the Women Executive Leadership Board and Advisory Board Members who contribute their incredible energy, persistence and passion to our mission.

**Michelle Eisner**  
**President**  
**Women Executive Leadership**

## WOMEN DIRECTORS ON THE BOARDS OF THE FLORIDA PUBLIC 100

Relatively few corporate board seats are held by women, but some companies demonstrate strong leadership in gender diversity.

- In 2017, there were 856 board seats in the Florida Public 100. 134 of those board seats were held by women, representing 15.7%.
- This percentage is higher compared to 11.8% in 2014 and 8.8% in 2010.



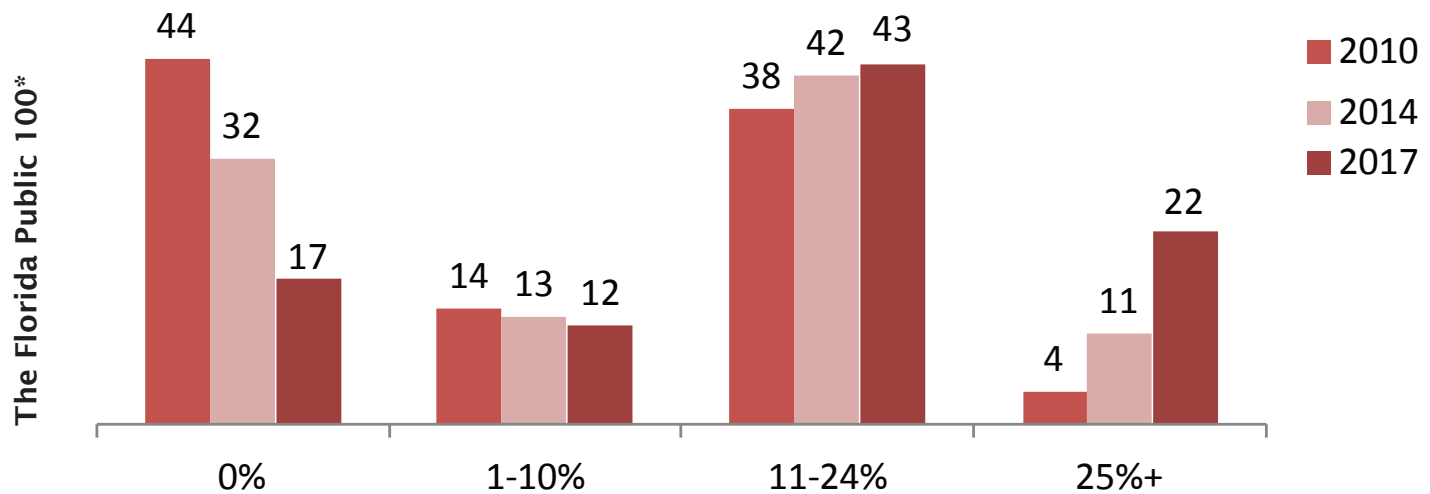
### Percentage of Companies With Women Directors



- In 2017, the percentage of Florida Public 100 companies with no women directors decreased by 13.5% as compared to 2014.
- In 2017, for the first time there were 2 companies in the Florida Public 100 that had five women directors – Tupperware Brands Corp. and Chicos FAS Inc.
- 38 companies in the Florida Public 100 had two or more women directors, representing 40.4% in 2017. 25 companies in the Florida Public 100 had two or more women directors, representing 25.5% in 2014. There were 16 companies in the Florida Public 100, representing 14% in 2010.



## Percentage of Women Directors



- In 2017, there were 22 companies in the Florida Public 100 that had 25%+ representation of women on their board compared to 11 in 2014 and 4 in 2010.
- The number of companies with no women directors has continued to show improvement as a percentage of the total number of companies surveyed in the census study. In 2017, 17 of the Florida Public 100 companies surveyed, or 18.1%, had no women directors compared to 32 companies, or 31.6% in 2014.

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With our breadth of services, our relationship approach, and our goal of becoming the commercial bank for women-owned and women-led businesses, Wells Fargo is dedicated to helping women succeed financially – in business and personally.

**Wells Fargo is proud to support Women Executive Leadership** and its mission to increase the number of women serving on corporate boards and in the executive suite.

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BOARDROOM AND C-SUITE.**

The table below reports the number of women directors for each company in the 2017 WEL Census. Appendix A provides additional detail about the number of women directors in these companies.

## Number of Women Directors for Each Company in the 2017 WEL Census

### Companies with Five Women Directors

Chico's FAS Inc.

Tupperware Brands Corp.

### Companies with Four Women Directors

HSN, Inc.

### Companies with Three Women Directors

BankUnited, Inc.

International Speedway Corp.

Ryder System Inc.

Bloomin' Brands Inc.

NextEra Energy Inc.

SeaWorld Entertainment Inc.

Carnival Corporation

Office Depot Inc.

Tech Data Corp.

CSX Corp.

Ruth's Hospitality Group Inc.

### Companies with Two Women Directors

AutoNation Inc.

Jabil Circuit Inc.

Rayonier Inc.

Brown & Brown Inc.

Kforce Inc.

Roper Technologies, Inc.

Darden Restaurants Inc.

Lennar Corp.

Royal Caribbean Cruises Ltd.

Dycom Industries Inc.

MEDNAX Inc.

Spirit Airlines

Equity One Inc.

NeoGenomics, Inc.

Sykes Enterprises Inc.

Fidelity National Financial Inc.

Ocwen Financial Corporation

The GEO Group Inc.

Hertz Global Holdings

OPKO Health, Inc.

Welbilt

ILG, Inc.

Raymond James Financial

Xenia Hotels & Resorts, Inc.

### Companies with One Woman Director

ACI Worldwide

HEICO Corp.

Rayonier Advanced Materials Inc.

Bankrate Inc.

Heritage Insurance Holdings Inc.

Regency Centers Corp.

Capital Bank Financial Corp.

Intertape Polymer Group

Restaurant Brands International Inc.

Citrix Systems Inc.

Ladenburg Thalmann Financial Services Inc.

RTI Surgical, Inc.

Cott Corp.

Landstar System Inc.

SBA Communications Corp.

Cross Country Healthcare Inc.

MarineMax Inc.

Stein Mart Inc.

Exactech Inc.

Marriott Vacations Worldwide

Superior Uniform Group Inc.

FARO Technologies Inc.

Masonite International Corp.

Universal Insurance Holdings Inc.

Federated National Holding Company

MasTec Inc.

Vector Group Ltd.

Fidelity National Information Services (FIS)

National Retail Properties Inc.

VOXX International Corporation

FirstService Corp

Norwegian Cruise Line Holdings

Watsco Inc.

Fresh Del Monte Produce Inc.

Perry Ellis International Inc.

Web.com Group Inc.

Harris Corporation

PGT Inc.

WellCare Health Plans Inc.

### Companies with No Women Directors

Advanced Disposal Services

Hackett Group

SEACOR Holdings Inc.

BBX Capital

HCI Group Inc.

Ultimate Software Group Inc.

BFC Financial Corp.

KLX Inc.

United Insurance Holdings Corp.

CenterState Banks Inc.

National Beverage Corp.

Walter Investment Management Corp.

Chatham Lodging Trust

Neff Corporation

World Fuel Services Corporation

FCB Financial Holdings

Platform Specialty Products Corp.





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Crowe Horwath LLP is proud to support Women Executive Leadership. WEL's mission is an extension of the Crowe philosophy to mentor and advance women in leadership.

To learn more, visit [crowehorwath.com](http://crowehorwath.com) or contact Cindy Kushner at +1 954 202 8608 or [cindy.kushner@crowehorwath.com](mailto:cindy.kushner@crowehorwath.com).

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## REVENUE AND BOARD SEATS HELD BY WOMEN

**Companies with the highest revenue generally have more women on their boards.**

- Of companies with revenue of \$5 billion or more, women held 20% of 190 board seats. This percentage has increased compared to 2014 and 2010.
- Of companies with revenue below \$500 million, women represented 10.1% of 158 board seats. This percentage has increased compared to 2014 and 2010.
- 18 out of 19 companies (94.7%) with revenue of \$5 billion or more had at least one woman director, and 14 companies (77.8%) had two or more women directors. There was only 1 company that had no women directors in 2017 compared to 2 in 2014 and 4 in 2010.
- Of companies with revenue below \$500 million, 12 out of 19 (63.2%) companies had at least one woman director and 3 had two or more women directors, compared to 2 in 2014.

Revenue (in Millions)	Number of Companies	Average Size of Board	No Woman Directors	One Woman Director	Two or More Women Directors	2017 % of Women Directors	2014 % of Women Directors	2010 % of Women Directors
\$5000	19	10.0	1	4	14	20.0%	14.9%	11.0%
\$1000<\$4999	38	9.1	4	16	18	18.2%	14.3%	12.8%
\$500<\$999	18	8.9	5	10	3	10.6%	10.7%	6.3%
<\$500	19	8.3	7	9	3	10.1%	6.9%	5.1%

### Florida's Fortune 500 Companies

- Florida has 16 companies in the Fortune 500. Women hold 20.1% of the 159 board seats available, up from 13.8% in 2014 and 12.6% in 2010.
- The 2016 national average among Fortune 500 companies of board seats held by women is 20.2% compared to 16.6% in 2012.<sup>1</sup>

<sup>1</sup> Missing Pieces Report: The 2016 Board Diversity Census of Women and Minorities on Fortune 500 Boards, Alliance for Board Diversity and Deloitte.

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Championing the business benefits of gender balance,  
challenging organizational barriers, and  
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of women in leadership and operations.

JABIL



## PROMOTING WOMEN IN LEADERSHIP

Tech Data is proud to promote gender diversity among our executive leaders and honored to be recognized by Women Executive Leadership, whose efforts continue to advocate, educate, and connect accomplished women.

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## SOME GEOGRAPHIC COMPARISONS

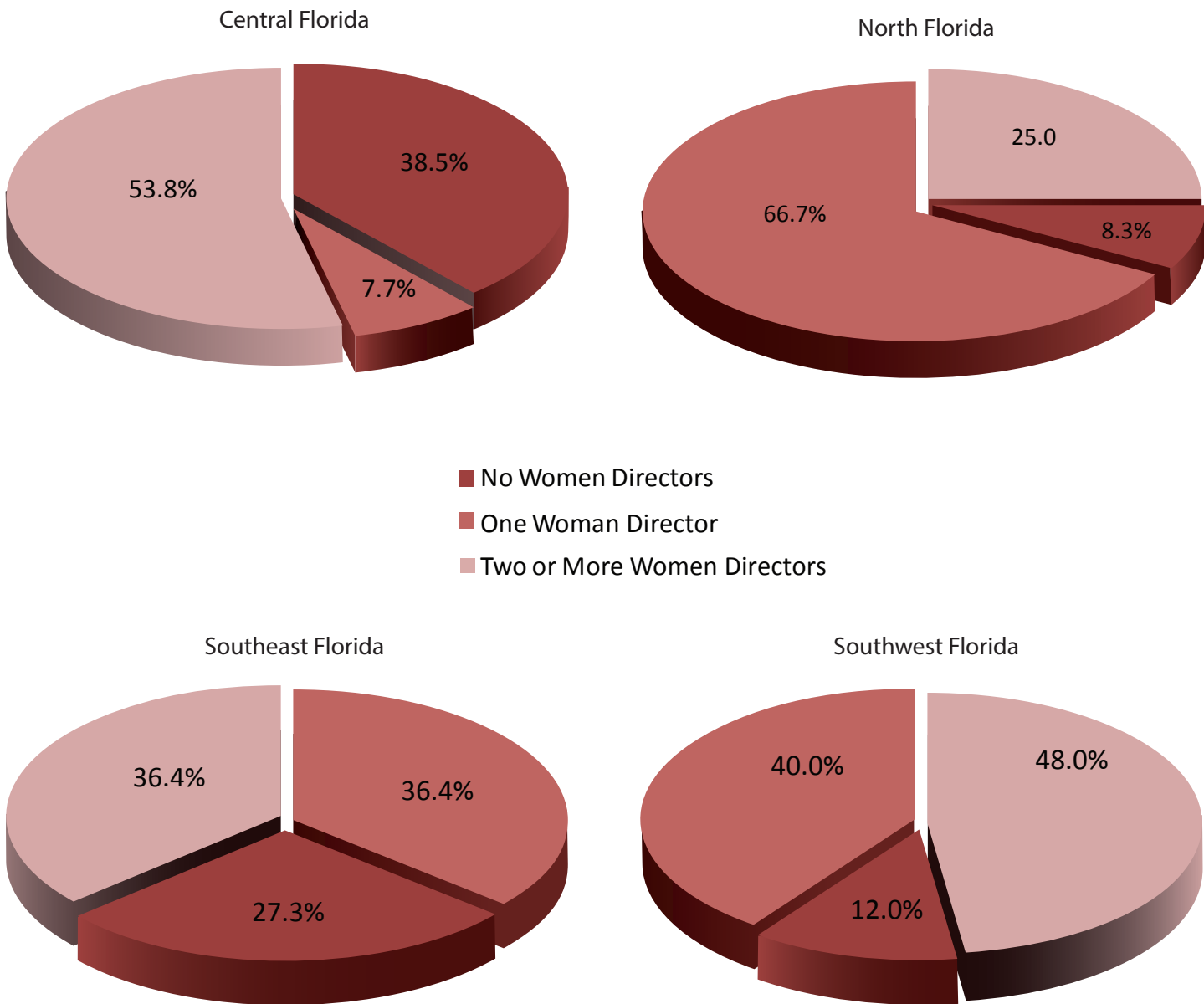
### Results vary across Florida.

- The Central and Southwest Regions show the largest percentage of board seats held by women with 20.0% and 18.4%, respectively, in 2017 compared to 17.0% and 13.8%, respectively, in 2014. The company leading the Central Region with five women directors in 2017 is Tupperware Brands Corp. The company leading the Southwest Region with five women directors in 2017 is Chico's FAS Inc.
- All regions had a significant increase in the percentage of companies with at least one woman director, with the North Region showing the largest increase from 68.8% in 2014 to 91.7% in 2017. The Central Region also showed a significant increase in the percentage of companies with at least one woman director, from 72.7% in 2014 to 92.3% in 2017.

Florida Region	# of Companies	# of Companies with One Woman Director	# of Companies with at least Two Women Directors	% of Companies with at least One Woman Director	# of Women Directors	# of Board Seats	2017 % of Board Seats Held by Women	2014 % of Board Seats Held by Women	2010 % of Board Seats Held by Women
Central	13	5	7	92.3%	25	125	20.0%	17.0%	12.6%
North	12	8	3	91.7%	15	114	13.2%	10.7%	8.1%
Southeast	44	16	16	72.7%	53	393	13.5%	9.6%	7.6%
Southwest	25	10	12	88.0%	41	224	18.4%	13.8%	9.7%

**Distribution of women among corporate boards shows regional differences.**

- The Central and Southwest Regions lead the State of Florida in gender diversity in the boardroom. These regions had the greatest % of board seats held by women (20.0% and 18.4% respectively). The Central Region also leads the State with the greatest percentage (53.8%) of companies with two or more women directors.
- The North Region now leads the State of Florida with the percentage of companies that have one woman director. This percentage showed an increase from 37.5% in 2014 to 66.7% in 2017.
- The Southeast Region has the largest % of companies with no women directors.

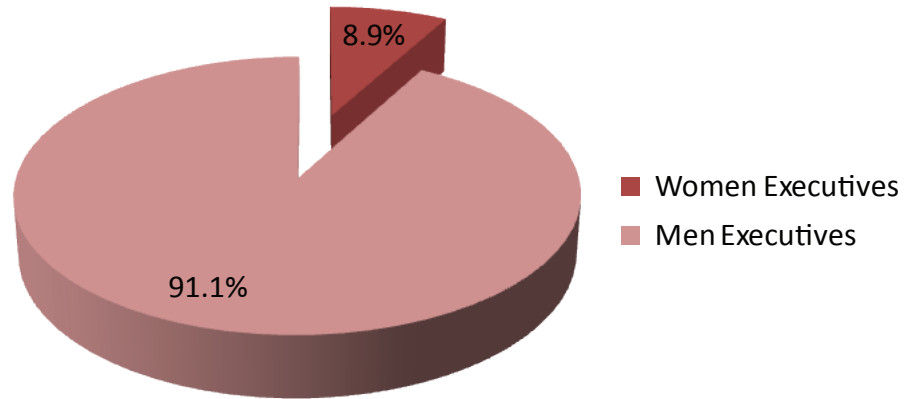


## WOMEN NAMED EXECUTIVE OFFICERS IN THE FLORIDA PUBLIC 100

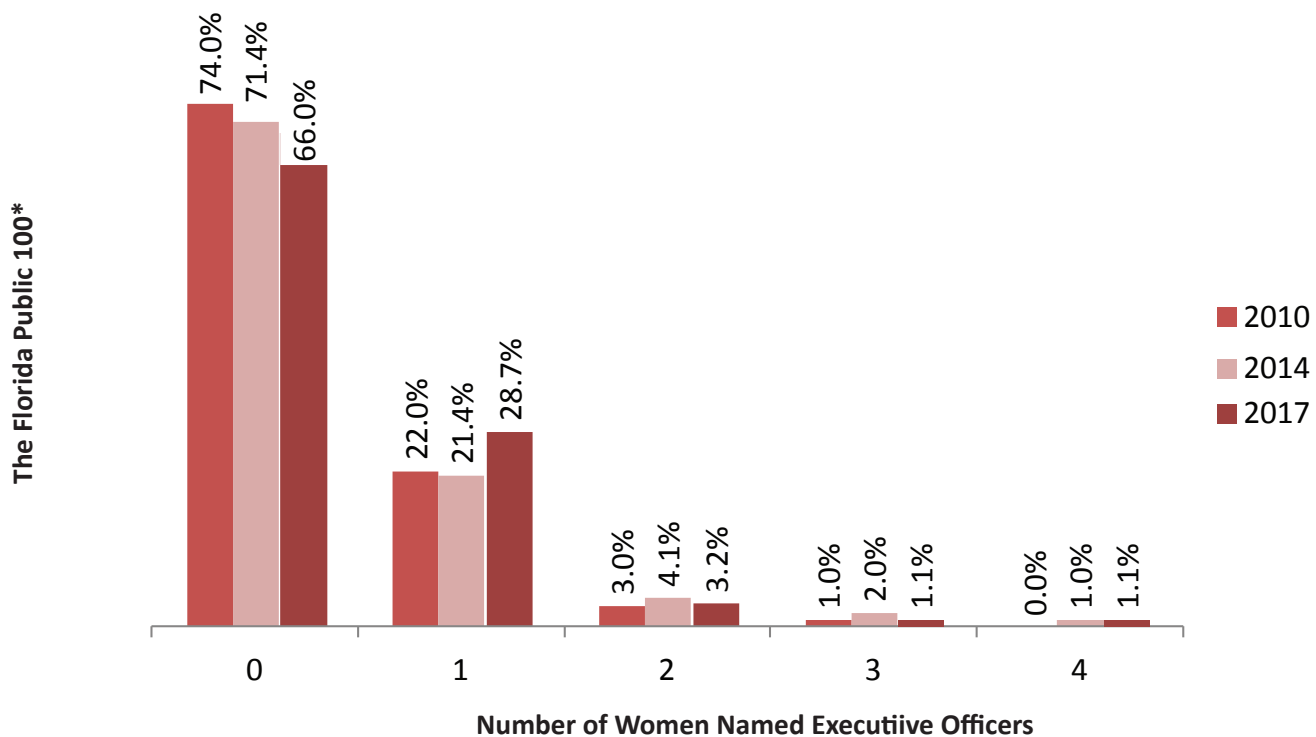
**Women hold even fewer executive officer positions than board seats.**

- The number of executive positions filled by women increased from 39 (8.0%) in 2014 to 40 (8.9%) in 2017. In 2010, the number of women executive positions was 31 or 6.6%. The trend shows an increase in the number of executive positions held by women.
- The percentage of companies with no women executives decreased by 5.4% to 66% in 2017 compared to 71.4% in 2014.
- In 2017, there were 5 companies with two or more woman executives – Chico's FAS, Inc., Cross Country Healthcare, Inc., HSN, Inc., AutoNation Inc. and Tupperware Brands Corp.

**Named Executive Officer Positions Held by Gender**



## Percentage Of Companies With Women Named Executive Officers



## Number Of Women Named Executive Officers for Each Company in the 2017 WEL Census

### Companies with One or More Women Named Executive Officers

#### Companies with Four Women Executives

Chico's FAS, Inc.

#### Companies with Three Women Executives

HSN, Inc.

#### Companies with Two Women Executives

Cross Country Healthcare Inc.

AutoNation Inc.

Tupperware Brands Corp.

#### Companies with One Woman Executive

BankUnited, Inc.

Bloomin' Brands Inc.

CenterState Banks Inc.

Cott Corp.

CSX Corp.

Dycom Industries Inc.

FARO Technologies Inc.

FCB Financial Holdings

Fidelity National Information Services (FIS)

ILG, Inc.

International Speedway Corp.

MarineMax Inc.

Marriott Vacations Worldwide

MEDNAX Inc.

Norwegian Cruise Line Holdings

Office Depot Inc.

OPKO Health, Inc.

Regency Centers Corp.

Royal Caribbean Cruises Ltd.

RTI Surgical, Inc.

Ruth's Hospitality Group Inc.

Stein Mart Inc.

Universal Insurance Holdings Inc.

VOXX International Corporation

Watsco Inc.

Web.com Group Inc.

WellCare Health Plans Inc.

### Companies with No Women Named Executive Officers

ACI Worldwide

Advanced Disposal Services

Bankrate Inc.

BBX Capital

BFC Financial Corp.

Brown & Brown Inc.

Capital Bank Financial Corp.

Carnival Corporation

Chatham Lodging Trust

Citrix Systems Inc.

Darden Restaurants Inc.

Equity One Inc.

Exactech Inc.

Federated National Holding Company

Fidelity National Financial Inc.

FirstService Corp

Fresh Del Monte Produce Inc.

Hackett Group

Harris Corporation

HCI Group Inc.

HEICO Corp.

Heritage Insurance Holdings Inc.

Hertz Global Holdings

Intertape Polymer Group

Jabil Circuit Inc.

Kforce Inc.

KLX Inc.

Ladenburg Thalmann Financial Services Inc.

Landstar System Inc.

Lennar Corp.

Masonite International Corp.

MasTec Inc.

National Beverage Corp.

National Retail Properties Inc.

Neff Corporation

NeoGenomics, Inc.

NextEra Energy Inc.

Ocwen Financial Corporation

Perry Ellis International Inc.

PGT Inc.

Platform Specialty Products Corp.

Raymond James Financial

Rayonier Advanced Materials Inc.

Rayonier Inc.

Restaurant Brands International Inc.

Roper Technologies, Inc.

Ryder System Inc.

SBA Communications Corp.

SEACOR Holdings Inc.

SeaWorld Entertainment Inc.

Spirit Airlines

Superior Uniform Group Inc.

Sykes Enterprises Inc.

Tech Data Corp.

The GEO Group Inc.

Ultimate Software Group Inc.

United Insurance Holdings Corp.

Vector Group Ltd.

Walter Investment Management Corp.

Welbilt

World Fuel Services Corporation

Xenia Hotels & Resorts, Inc.



## REVENUE AND EXECUTIVE POSITIONS HELD BY WOMEN

- Of companies with revenues of \$5 billion or more, women held 7.5% of the executive positions in 2017 compared to 3.7% in 2014.
- In almost every revenue category - other than companies with revenues of \$5 billion or more - there was a decrease in the % of women executives.
- 68.8% of Florida's Fortune 500 companies had no women executives compared to 80% in 2014 and 86.7% in 2010. This represents a notable decrease in companies with no women executives since 2014.

Revenue (in Millions)	# of Companies	# of Executives	# of Women Executives	No Women Executives	One Woman Executives	2 or More Women Executives	2017 % of Women Executives	2014 % of Women Executives
\$5000	19	93	7	13	5	1	7.5%	3.7%
\$1000<\$4999	38	190	20	24	11	3	10.5%	10.7%
\$500<\$999	18	84	8	11	6	1	9.5%	10.2%
<\$500	19	82	5	14	5	0	6.1%	6.9%

### Florida's Fortune 500 Companies

- Women held 7.6% of the named executive officer positions in Florida's Fortune 500 companies in 2017, an increase from 4.5% in 2014 and from 2.6% in 2010.

## APPENDIX A: WOMEN DIRECTORS IN THE FLORIDA PUBLIC 100 (BY REVENUE)

Rank	Company Name	Total # Directors	Total # Women Directors	% of Women Directors	Total # Named Executive Officers	Total # Women Named Executive Officers	% of Women Named Executive Officers
1	World Fuel Services Corporation	8	0	0.0%	4	0	0.00
2	Tech Data Corp.	9	3	33.3%	5	0	0.00
3	Adecco Group North America*						
4	AutoNation Inc.	10	2	20.0%	5	2	0.40
5	Jabil Circuit Inc.	9	2	22.2%	5	0	0.00
6	Carnival Corporation	10	3	30.0%	5	0	0.00
7	NextEra Energy Inc.	12	3	25.0%	5	0	0.00
8	WellCare Health Plans Inc.	9	1	11.1%	5	1	0.20
9	CSX Corp.	13	3	23.1%	5	1	0.20
10	Office Depot Inc.	8	3	37.5%	3	1	0.33
11	Lennar Corp.	10	2	20.0%	5	0	0.00
12	Fidelity National Financial Inc.	13	2	15.4%	6	0	0.00
13	Fidelity National Information Services (FIS)	9	1	11.1%	5	1	0.20
14	Hertz Global Holdings	7	2	28.6%	5	0	0.00
15	Royal Caribbean Cruises Ltd.	12	2	16.7%	5	1	0.20
16	Harris Corporation	12	1	8.3%	6	0	0.00
17	Darden Restaurants Inc.	8	2	25.0%	5	0	0.00
18	Ryder System Inc.	11	3	27.3%	5	0	0.00
19	Raymond James Financial	11	2	18.2%	5	0	0.00
20	MasTec Inc.	9	1	11.1%	4	0	0.00
21	Norwegian Cruise Line Holdings	9	1	11.1%	5	1	0.20
22	Cott Corp.	10	1	10.0%	5	1	0.20
23	Bloomin' Brands Inc.	7	3	42.9%	5	1	0.20
24	Watsco Inc.	9	1	11.1%	4	1	0.25
25	Fresh Del Monte Produce Inc.	9	1	11.1%	6	0	0.00
26	Roper Technologies, Inc.	9	2	22.2%	5	0	0.00
27	Platform Specialty Products Corp.	7	0	0.0%	4	0	0.00
28	HSN, Inc.	9	4	44.4%	6	3	0.50
29	Citrix Systems Inc.	9	1	11.1%	5	0	0.00
30	MEDNAX Inc.	10	2	20.0%	5	1	0.20
31	Landstar System Inc.	7	1	14.3%	5	0	0.00
32	B/E Aerospace Inc.*						
33	Dycom Industries Inc.	8	2	25.0%	5	1	0.20
34	Chico's FAS Inc.	9	5	55.6%	5	4	0.80
35	Embraer US*						
36	Spirit Airlines	8	2	25.0%	6	0	0.00
37	Tupperware Brands Corp.	11	5	45.5%	5	2	0.40
38	The GEO Group Inc.	6	2	33.3%	5	0	0.00
39	Masonite International Corp.	9	1	11.1%	5	0	0.00
40	Marriott Vacations Worldwide	8	1	12.5%	5	1	0.20
41	Brown & Brown Inc.	12	2	16.7%	5	0	0.00
42	Vector Group Ltd.	7	1	14.3%	5	0	0.00
43	SBA Communications Corp.	8	1	12.5%	5	0	0.00
44	KLX Inc.	7	0	0.0%	5	0	0.00
45	FirstService Corp	7	1	14.3%	5	0	0.00
46	Sykes Enterprises Inc.	9	2	22.2%	5	0	0.00
47	Welbilt	7	2	28.6%	5	0	0.00
48	Advanced Disposal Services	7	0	0.0%	5	0	0.00
49	Ocwen Financial Corporation	8	2	25.0%	5	0	0.00
50	HEICO Corp.	10	1	10.0%	5	0	0.00
51	Stein Mart Inc.	10	1	10.0%	6	1	0.17
52	ILG, Inc.	13	2	15.4%	5	1	0.20

Rank	Company Name	Total # Directors	Total # Women Directors	% of Women Directors	Total # Named Executive Officers	Total # Women Named Executive Officers	% of Women Named Executive Officers
53	SeaWorld Entertainment Inc.	11	3	27.3%	5	0	0.00
54	Kforce Inc.	11	2	18.2%	5	0	0.00
55	OPKO Health, Inc.	8	2	25.0%	4	1	0.25
56	BankUnited, Inc.	10	3	30.0%	5	1	0.20
57	Restaurant Brands International Inc.**	12	1	8.3%	5	0	0.00
58	Ladenburg Thalmann Financial Services Inc.	10	1	10.0%	5	0	0.00
59	BFC Financial Corp.	15	0	0.0%	4	0	0.00
60	ACI Worldwide	10	1	10.0%	5	0	0.00
61	Elizabeth Arden Inc.*						
62	Xenia Hotels & Resorts, Inc.	8	2	25.0%	5	0	0.00
63	MarineMax Inc.	9	1	11.1%	5	1	0.20
64	EverBank Financial Corp.*						
65	Rayonier Advanced Materials Inc.	9	1	11.1%	5	0	0.00
66	Perry Ellis International Inc.	7	1	14.3%	4	0	0.00
67	Cross Country Healthcare Inc.	7	1	14.3%	5	2	0.40
68	SEACOR Holdings Inc.	7	0	0.0%	5	0	0.00
69	Intertape Polymer Group	9	1	11.1%	5	0	0.00
70	Rayonier Inc.	9	2	22.2%	5	0	0.00
71	Ultimate Software Group Inc.	7	0	0.0%	5	0	0.00
72	BBX Capital	15	0	0.0%	4	0	0.00
73	Walter Investment Management Corp.	11	0	0.0%	4	0	0.00
74	Web.com Group Inc.	8	1	12.5%	4	1	0.25
75	National Beverage Corp.	5	0	0.0%	4	0	0.00
76	Universal Insurance Holdings Inc.	10	1	10.0%	5	1	0.20
77	VOXX International Corporation	8	1	12.5%	5	1	0.20
78	International Speedway Corp.	11	3	27.3%	5	1	0.20
79	Regency Centers Corp.	11	1	9.1%	4	1	0.25
80	National Retail Properties Inc.	10	1	10.0%	5	0	0.00
81	United Insurance Holdings Corp.	7	0	0.0%	5	0	0.00
82	PGT Inc.	9	1	11.1%	4	0	0.00
83	Heritage Insurance Holdings Inc.	9	1	11.1%	3	0	0.00
84	Bankrate Inc.	8	1	12.5%	5	0	0.00
85	Neff Corporation	6	0	0.0%	3	0	0.00
86	Ruth's Hospitality Group Inc.	7	3	42.9%	4	1	0.25
87	Equity One Inc.	9	2	22.2%	5	0	0.00
88	FCB Financial Holdings	11	0	0.0%	5	1	0.20
89	Capital Bank Financial Corp.	10	1	10.0%	5	0	0.00
90	FARO Technologies Inc.	6	1	16.7%	5	1	0.20
91	Federated National Holding Company	7	1	14.3%	2	0	0.00
92	Q.E.P. Co. Inc.*						
93	Chatham Lodging Trust	8	0	0.0%	4	0	0.00
94	Hackett Group	6	0	0.0%	3	0	0.00
95	RTI Surgical, Inc.	10	1	10.0%	5	1	0.20
96	HCI Group Inc.	9	0	0.0%	4	0	0.00
97	Exactech Inc.	8	1	12.5%	5	0	0.00
98	CenterState Banks Inc.	13	0	0.0%	5	1	0.20
99	Superior Uniform Group Inc.	6	1	16.7%	5	0	0.00
100	NeoGenomics, Inc.	9	2	22.2%	5	0	0.00
<b>TOTALS</b>		<b>855</b>	<b>134</b>	<b>15.7%</b>	<b>449</b>	<b>40</b>	<b>8.9%</b>

\*Companies were excluded from the list of companies surveyed as they are no longer public companies.

\*\*Burger King Worldwide, Inc. is now a subsidiary of Restaurant Brands International Inc., which is a Canadian corporation.

## APPENDIX B: METHODOLOGY

This 2017 WEL Census of Women Directors and Executive Officers is based on the Top 100 Public Companies headquartered or with U.S. executive offices in Florida, as listed by net revenue in the July 2017 issue of *Florida Trend* magazine.

The data for the 2017 WEL Census was compiled from the most recent Securities and Exchange Commission (SEC) filings, including Annual Reports (Form 10-K's) and Proxy Statements (DEF 14A's), and from company websites. The most recent filings for nearly all of the companies were as of fiscal year ended December 31, 2016.

Inclusion in the "executive officer" category varies by company and information source. For consistency, the 2017 WEL Census used only those individuals formally named by the company as named executive officers in its SEC filings, specifically the Summary Compensation Table in the Form 10-K or Proxy Statement. Former named executive officers were excluded.

Reasonable steps have been taken to confirm the data and ensure its accuracy.



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