



September 2005 Women at the Top

RESULTS

Slow climb continues for women in financial services industry

The 2004 study focused on the 50 largest commercial banks and the 100 largest credit unions. Results reveal that the numbers are down. There are fewer women holding executive positions in commercial banks and credit unions. Results support the need for FWI. To help improve the statistics you need to *Invest in yourself – take advantage of all that FWI offers you.*

In the 50 largest U.S. Commercial Banks:

- 12.6% of executive positions are held by females
- One bank has a female CEO
- Seven banks have female CFO's
- 30% of banks have zero female executives

In the 100 largest Credit Unions:

- Eight credit unions have female CEO's

HISTORY

Continued focus on helping women attain career success

The Women at the Top survey is a series of ongoing studies conducted by the Financial Women International (FWI) Foundation focused on the status of women working in the financial services industry. This study supports FWI's mission: to help women be successful in their careers.

To date, the studies have focused on commercial banks and credit unions.

BACKGROUND

Study sponsored by BMO Financial, conducted by William Carey College

The 2004 study was sponsored by BMO Financial, Toronto, Ontario, and was conducted by the MBA Marketing Management class of William Carey College, in Hattiesburg, Mississippi.

Data was collected from the top U.S. commercial banks and credit unions. The top commercial banks were determined using the Moneylink website (March 29, 2005). The banks were ranked by total assets.

The credit unions with the largest portfolios of loans and leases were determined using the rankings of American Banker. Data for the studies were collected from annual reports and the website of the National Credit Union Administration.

Number of Women CEO's		
Year	Commercial Banks	Credit Unions
2004	1	8
2002	2	9
1999	0	n/a

1999 and 2002 results based on 100 largest commercial banks and 100 largest credit unions; 2004 results based on 50 largest commercial banks and 100 largest credit unions.

WOMEN AT THE TOP

A historical perspective

In the 100 largest US commercial banks (July 2002, July 2001, July 1999):

- Women comprise 16% of executive management which is up from 13% in the July 1999 study of largest commercial banks.
- Eight of the banks have a female CFO
- Two banks have female CEO's, while in 1999, the study found zero.

In the 100 largest US credit unions (July 2002):

- Women comprise 35% of executive management.
- Twenty one have female CFO's.
- Nine have female CEO 's.

In the 100 smallest US community banks (July 2001):

- Women comprise 29% of the executive management.
- Nine have female CEO's or Presidents.

In the 100 largest US community banks (July 2000):

- Women comprise 16% of the executive management.
- Three banks have female CFO's.
- None have female CEO's.

HOW TO GET INVOLVED

Show your support for women in financial services

To view "Women at the Top" releases go to www.fwifoundation.org.

To sponsor future studies, request additional information on this valuable research or to find out more about the FWI Foundation, please contact us at info@fwifoundation.org or 651-487-7632.

A HISTORY OF SUCCESS

FWI members tout Foundation programs

"I firmly believe that it is because of the leadership training and experience acquired from FWI that I have been promoted twice in just two and a half years." Susan Jandle, Review Examiner, State of Louisiana, Office of Financial Institutions

"FWI has helped me develop new skills, build my self confidence and take charge of my own career. The professional advancement I have received is directly connected to my FWI involvement." Cindy Haas, VP of Private Banking, Anchor Bank

FOUNDATION MISSION

Over 30 years of educating women in financial services

Created in 1973 to serve as the educational arm of Financial Women International, the FWI Foundation is dedicated to the advancement of financial services industry professionals, by providing tools, resources and opportunities that will benefit the individual, the industry and the community at large. The FWI Foundation is a nonprofit, 501(c) 3 corporation, governed by a board of nine trustees. Donations to the Foundation may be tax-deductible.

ABOUT FWI

Become a member of the premier organization for financial executives

Financial Women International was founded in 1921 as the National Association of Bank Women, and is one of the largest and oldest individual membership organizations of women financial executives. FWI's mission is to help women in the financial services industry be successful in their careers.

For more information go to www.fwi.org or contact us at info@fwi.org or 651-487-7632.