

Sources to Help Find Qualified Female Board Candidates

Table of Contents

- No Fees for Companies Searching for Candidates2**
 - Boardbound—Colorado focus but national reach..... 2
 - Board List—technology focus 3
 - Boston Club—wide reach utilized by companies and search firms..... 4
 - Direct Women—focus on lawyers 4
 - ION Women—wide reach, works with Board Bound and Boston Club and many others..... 5
 - Women Corporate Directors—experienced women board directors with global reach 5
 - Women in the Board Room—board prep and matching program..... 6
- Fees for Companies Searching for Candidates7**
 - Appointed Partners—search firm focus on technology and finance..... 7
 - Catalyst—global reach across industries with CEO-endorsed candidates..... 8
 - Diversified Search—search firm with good track record placing women Board directors 9
 - Equilar BoardEdge—diverse search capabilities of comprehensive database 10
 - National Association of Corporate Directors—experienced Board directors..... 11
 - Trewstar—search firm with good track record placing women Board directors 11

Disclaimer: This is an incomplete list of resources drawn from public sources. Many of these resources were identified by The Thirty Percent Coalition on their website and were cross-checked via interviews and secondary research.

If you are aware of additional resources that should be added, please inform us via boardbound@womensleadershipfoundation.org.

No Fees for Companies Searching for Candidates

Boardbound—Colorado focus but national reach

Name of Source	Boardbound by Women's Leadership Foundation	Type of Source	Boardconnect
Geographical Scope	Colorado for Participants National for Placement	Industry Scope	All
Fee to Use	None to receive recommendations. Donation requested if select candidate.	Fee to List	None
Criteria for Inclusion	C-Suite or equivalent experience		
# of People Included	Apx. 100	# CO Women Incl.	Apx. 100
Success Rate	8 women placed on corporate boards		
Info Included	Board resume		
Method of Update	Women participants keep their information up to date		
Method of Connection	Women's Leadership Foundation, a 501c.3, listens to company's desired criteria for a board member and, if they have a match, they verify the candidate's interest and introduce them to the company.		
Keys to Success	Participates with ION and therefore has national reach for opportunities. Strong participation of current board member mentors.		
Contact	Boardbound@womensleadershipfoundation.org	Website	womensleadershipfoundation.org

Board List—technology focus

Name of Source	The Board List		Type of Source	Female Tech Executives
Geographical Scope	None		Industry Scope	Technology
Fee to Use	None		Fee to List	None
Criteria for Inclusion	Candidate must meet at least one of the following criteria: CEO/Found of Companies with \$5M+ revenue; C-Level reporting directly to CEO at companies with \$25M+ revenue; VP Level in company with \$100M+ revenue; Director in company with \$500M+ revenue; previous experience on a board is a plus but not necessary PLUS – must have an endorser member nominate them to the Board List			
# of People Included	+1,200 endorsed female tech executives	# CO Women Incl.	NA	
Success Rate	Number of candidates on list (1,200; number placed in last year (3), collaborated placements (30))			
Info Included				
Method of Update	Individual responsibility to keep updated			
Method of Connection	Once company finds an individual from data base that they want to talk to, they make a request through the company. The team sends the candidate info about the company and board opportunity. If candidate is interested, the team introduces the candidate/company via email. Companies do not have direct access to contact information off of data base.			
Keys to Success	Tech community driven effort; success due to endorser requirement that gives CEO/Board confidence of the quality of the individual			
Contact	Leslie Grosslatt, VP Products and Business Operation; 415-713-8772	Website	www.theboardlist.com	

Boston Club—wide reach utilized by companies and search firms

Name of Source	The Boston Club	Type of Source	Women Executive Members
Scope	U.S. and European Union, with emphasis on North East U.S. companies. All industries.		
Fee to Use	None	Fee to List	None
Criteria for Inclusion	Members and many non-members identified by Corporate Board Committee and Directors Circle of women directors		
# of People Included	Thousand	# CO Women Included	Incidental
Success Rate	Over 100 placements across all major industries		
Info Included	Bio or resume		
Method of Update	Women self-identifying with credentials to existing database plus networking with women executive members, Corporate Advisory Board and other regional organizations through membership in ION.		
Method of Connection	Corporate Board Committee, where Search Managers work with companies and recruiters to identify candidates and introduce them if desired.		
Keys to Success	Supported by Corporate Advisory Board of top business leaders and track record of successful matches since 2000.		
Contact	Nancy Nager at nnager@sbscincorporated.net 781-639-8002	Website	http://www.thebostonclub.com/

Direct Women—focus on lawyers

Name of Source	Direct Women	Type of Source	Female lawyers. Focus is less of a data base for companies to find board candidates and more on coaching women on how to position themselves in their networks for board consideration.
Geographical Scope	National	Industry Scope	All
Fee to Use	None	Fee to List	\$150
Criteria for Inclusion	Female lawyer who applied (\$150) and been selected to participate in an annual Board Institute (coaching/networking).		
# of People Included	150 women (20/yr)	# CO Women Incl.	NA
Success Rate	23% of alumnae from first 6 Board Institutes serve on at least one large corporate board now		
Info Included	Regular bio info		
Method of Update	Individual		
Method of Connection	Company reach out to entity; board would identify appropriate women and determine their interest; provide company with interested candidates bios and contact numbers		
Contact	Sarah Gevlin	Website	www.directwomen.org

ION Women—wide reach, works with Board Bound and Boston Club and many others

Name of Source	ION Women Interorganization Network	Type of Source	Consortium of 12 Member Organizations
Geographical Scope	National	Industry Scope	All
Fee to Use	None	Fee to List	None
Criteria for Inclusion	Member organizations recommend Board-ready women		
# of People Included	Hundreds	# CO Women Incl.	24
Success Rate	NA		
Info Included	Resume		
Method of Update	Info verified current for each search.		
Method of Connection	Client gives requirements and ION sends info to member organizations. Potential candidates are vetted and most relevant who are interested in serving are shared with the client and intros are made.		
Keys to Success	Breadth of informal networks.		
Contact	ionpresident@comcast.net	Website	http://www.ionwomen.org/

Women Corporate Directors—experienced women board directors with global reach

Name of Source	Women Corporate Directors	Type of Source	Non Profit Membership Association
Geographical Scope	Global	Industry Scope	All
Fee to Use	Free	Fee to List	Member fee varies
Criteria for Inclusion	Must be director of public or large (over \$200M) private company for Member. Must be Director, CEO, CFO or C-Suite Executive and not on public board for Board Next program.		
# of People Included	Thousands	# CO Women Incl.	About 25
Success Rate	Not known		
Info Included	Detailed info on areas of expertise, education and corporate board experience.		
Method of Update	Members update info		
Method of Connection	Companies share a board opportunity with Women Corporate Directors. Women Corporate Directors shares the listed board opportunities with their members who choose to respond directly to the company contact if they are interested.		
Keys to Success	Connects to women with proven board experience.		
Contact	1-561-290-0389	Website	www.womencorporatedirectors.com

Women in the Board Room—board prep and matching program

Name of Source	Women in the Board Room		Type of Source	Female Senior level Executives
Geographical Scope	None		Industry Scope	All
Fee to Use	None		Fee to List	\$900-\$2900
Criteria for Inclusion	In charge of significant budget; participate in strategy setting; manage significant group of people			
# of People Included	@300 board ready females	# CO Women Incl.		
Success Rate	539 board packets sent for board openings with 14% getting interviews			
Info Included	Not willing to share template			
Method of Update	Individual is responsible			
Method of Connection	Company provides board seat spec; candidates view and interested candidates post bio/resume; hiring company reviews and contacts those in which they are interested.			
Keys to Success	Willingness to evolve based upon what companies need; listening to companies/boards			
Contact	Sheila Romming, CEO/Founder	Website	www.womenintheboardroom.com	

Fees for Companies Searching for Candidates

Appointed Partners—search firm focus on technology and finance

Name of Source	Appointed Partners	Type of Source	Search Firm
Geographical Scope	National	Industry Scope	All focused in Technology and Finance
Fee to Use	Yes	Fee to List	Every connection goes into their database at no charge, but their agent model is \$7500/yr.
Criteria for Inclusion	Personally vetted		
# of People Included	8000 Executives in total database 70% which are women	# CO Women Incl.	NA
Success Rate			
Info Included	Very detailed once vetted and working with them		
Method of Update	Constantly talking with clients		
Method of Connection	Personal connections. Her search firm believes in taking a proactive approaching, reaching out to companies before they have an opening and bringing fresh new people to them. Primarily through personal meetings. Meet the talent then find out if there is a fit.		
Keys to Success	They believe the key is to be more proactive by meeting the talent then finding out if there is fit. They bring a slate of vetted people to their corporate clients on a monthly basis. They also coach their individual clients and put them in front of corporations on a constant basis, operating as a business agent.		
Contact	Marci Nigro	Website	www.appointedpartners.com

Catalyst—global reach across industries with CEO-endorsed candidates

Name of Source	Catalyst Corporate Board Service and Women On Board	Type of Source	Non Profit focused on accelerating progress for women
Geographical Scope	Global with emphasis on U.S. and Canada	Industry Scope	All
Fee to Use	Company must be Supporting Organization at \$15,000 (CH2M, MillerCoors, Newmont Mining & Lockheed Martin)	Fee to List	No
Criteria for Inclusion	CEO-endorsed by Supporting Organization		
# of People Included	NA	# CO Women Incl.	NA
Success Rate	50% of Women On Board alumnae have been appointed to corporate boards. In fact, Betty DeVita who joined Molson Coors' board is a Women on Board alumnae.		
Info Included	Whether direct report to CEO or runs multi-billion dollar business, skills (see Submission Form on their website for detailed list) and why the CEO is sponsoring the candidate.		
Method of Update			
Method of Connection	Supporting Organization to Catalyst fills out one-page Request Form which specifies what they are looking for in a Board Member. Within 7-10 days, Catalyst will provide them with CEO-endorsed candidates that meet their criteria.		
Keys to Success	CEO endorsed candidates.		
Contact	cbsinfo@catalyst.org 212-514-7600	Website	www.catalyst.org

Diversified Search—search firm with good track record placing women Board directors

Name of Source	Diversified Search	Type of Source	Search Firm
Geographical Scope	Global	Industry Scope	All
Fee to Use	Yes, fee varies	Fee to List	Free
Criteria for Inclusion	Candidate slates are developed for each individual client based on the specific needs of the company. Industry, function, scope of business, geographic expertise, etc. are all considered. Qualified candidates are interviewed for cultural fit, interest in the role and availability to serve on the board.		
# of People Included	Client specific	# CO Women Incl.	Client specific
Success Rate	100%		
Info Included	Resume and bio for initial candidates. Reference report for final candidate.		
Method of Update	Periodic phone status reports and meetings with the board/nominating committee as needed.		
Method of Connection	Retained search effort that focuses on background, skills and cultural fit with board. Deep track record of success in gender diversity board searches. Enables board to focus their time on a few highly qualified interested candidates while firm does the work of building and vetting the candidate pool.		
Keys to Success	Passion for diversity, one of top 10 executive search firms in U.S. and only woman-owned firm in this group, high touch approach to each individual client, Corporate Board Advisory Group to guide Board practice.		
Contact	Lauren E. Smith Lauren.smith@divsearh.com 305-679-6230	Website	www.diversifiedsearch.com

Equilar BoardEdge—diverse search capabilities of comprehensive database

Name of Source	Equilar BoardEdge	Type of Source	Searchable database includes male/female current and former board members, NEOs, and Section 16 officers. Search functionality includes more than 40 different filters for identifying candidates to meet specific needs/requirements.
Geographical Scope	US	Industry Scope	All industries; database covers more than 4,000 public companies.
Fee to Use	Corporate subscriptions: <ul style="list-style-type: none"> • Current Equilar clients: \$5,000 annually for two user licenses; • New clients: Starting at \$20,000 annually 	Fee to List	N/A
Criteria for Inclusion	From SEC filings: Current/former public board members, NEOs or Section 16 officers; Equilar Diversity Network: Highly qualified, diverse, senior-level executives representing leading organizations focused on diversity in the boardroom.		
# of People Included	Total 150,000 profiles (male and female)	# CO Women Incl.	459 women serving on boards located in Colorado (women not necessarily residents of Colorado).
Success Rate	Does not follow up with clients to know success		
Info Included	Professional history (sourced from SEC filings primarily), board memberships, public biography, network connections. Photo and education when available.		
Method of Update	SEC filing information: includes data from DEF 14As, 8-Ks, Form 4s and 10-K filings; Individuals able to also update their profiles.		
Method of Connection	Subscribers are able to use the BoardEdge database to identify candidates. Network connections are included to identify points of contact with the potential candidate from the current board member network (first and second degree connections identified). If no direct connection path to the candidate is apparent in the board's network, Equilar can facilitate an introduction.		
Keys to Success	Leverage the connection path of the board of directors for introductions to candidates (particularly for 2 nd degree connections) and reference checks. Start with a broad(er) search criteria and whittle the candidate list by adding additional filters to make the candidate list more manageable. Save search results to folders to revisit candidate pipeline as needed.		
Contact	Niranjan Samant – nsamant@equilar.com	Website	http://www.equilar.com/boardedge.html

National Association of Corporate Directors—experienced Board directors

Name of Source	National Association of Corporate Directors	Type of Source	Board Recruitment Service of Non-Profit focused on Board Development
Geographical Scope	National, many with global experience	Industry Scope	All
Fee to Use	Yes, cost-effective alternative to traditional search firms	Fee to List	Yes, must be member
Criteria for Inclusion	Current Board Member		
# of People Included	Thousands with 24% women	# CO Women Incl.	NA
Success Rate	Claim proven track record with Fortune 500 companies, mid-caps, family-owned enterprises, and nonprofit organizations		
Info Included	Functional Experience, Industry, Board Experience including Board roles		
Method of Update	Generally up to directors in database to keep experience current		
Method of Connection	Quickly assemble a slate of candidates who match company's criteria, verify interest from candidate and make connection.		
Keys to Success	Breadth and depth for candidates with Board experience		
Contact	Rochelle Campbell 202-775-0509	Website	www.nacdonline.org

Trewstar—search firm with good track record placing women Board directors

Name of Source	Trewstar	Type of Source	Search Firm
Geographical Scope	all	Industry Scope	all
Fee to Use	Yes	Fee to List	Free
Criteria for Inclusion			
# of People Included	Hundreds	# CO Women Incl.	
Success Rate	30 women placed on public boards since 2012		
Info Included			
Method of Update	Recruiter personally interviews, reviews resumes and checks references,		
Method of Connection	Recruiter interviews about 20 women per month in advance of assignments (many recommended by current CEOs and board directors). Listens to client's needs and recommends they interview women first. Ensures candidate is interested and has no conflicts of interest. If right match not made, open search up to men. 96% have selected a woman.		
Keys to Success	WSJ featured their success http://www.wsj.com/articles/some-firms-intensify-push-for-gender-parity-at-board-level-1471357128		
Contact	Beth Stewart, Founder	Website	http://www.trewstar.com/