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## Fortune 500 CEO Profiles

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# Fortune 500 CEO Profiles

Lauren Noel

# Background

- × Fortune 500 companies
  - + Ranked by fiscal year revenues
  - + Public & private
  - + Filing requirements

# Research Question

- × What are common trends among Fortune 500 CEOs?
  - + How do male and female profiles compare?

# Relevance

- × Intended audience
  - + Business professionals
  - + Board of directors
  - + Companies
  - + Fortune 500 employees
  - + Students
- × Importance
  - + Is there much diversity among top CEOs?
  - + What valuable traits do Fortune 500 CEOs tend to have?
  - + How can individuals better market themselves for an executive position?

# Existing Research

- × Fortune 500 CEO demographics (2014)
  - + > 95% white
  - + > 95% male
  - + About  $\frac{2}{3}$  of CEOs hired internally
  - + About  $\frac{1}{3}$  had no advanced education
  - + Avg. age female CEO is 55

# Existing Research

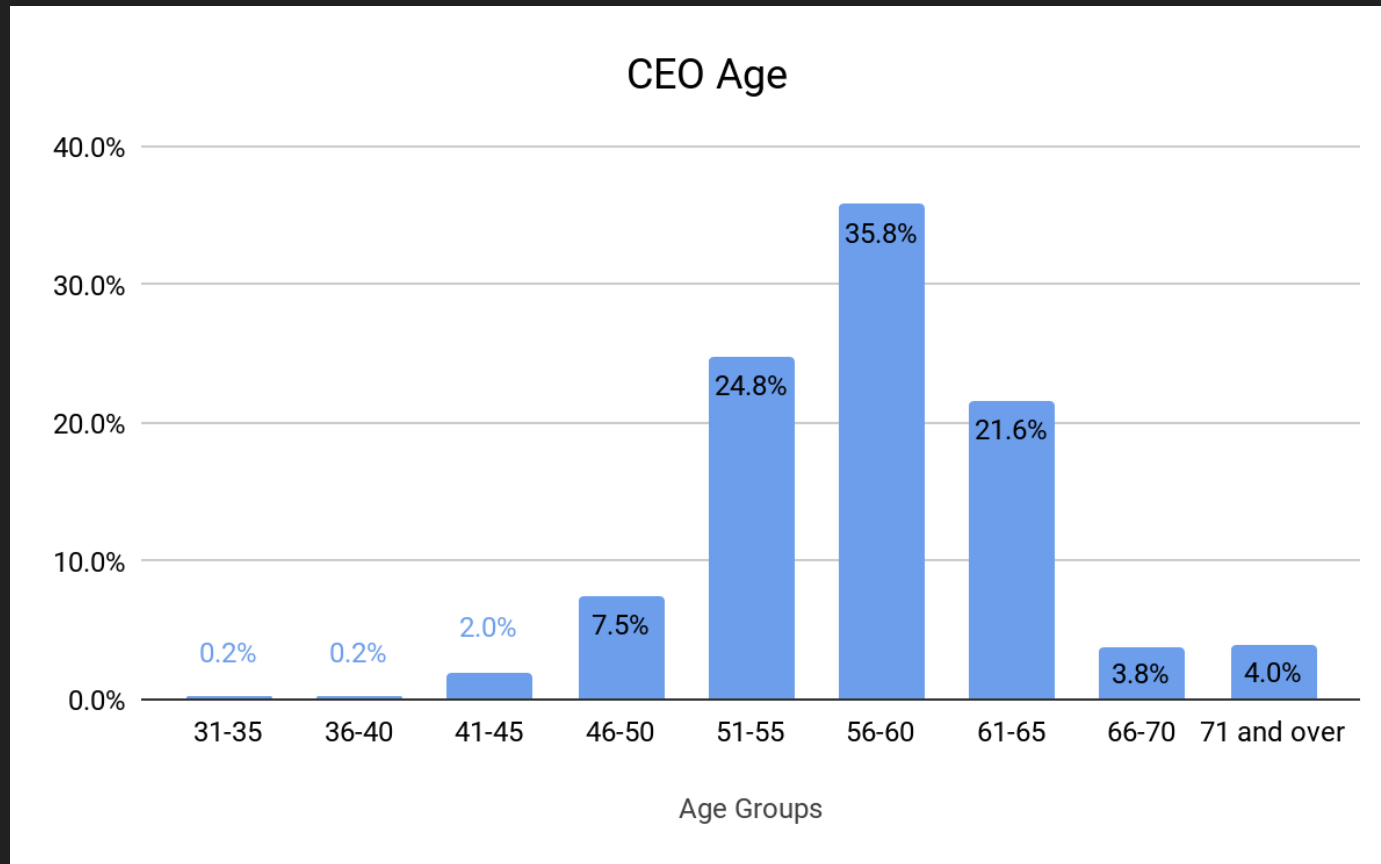
- × Gender pay gap in C-suite (2013)
  - + 16 share detailed demographics
  - + Top-paid females - about 18% pay gap
  - + Blame often placed on females
    - Poor negotiating skills
    - Lesser quality of work
    - Economically undervalued
  - + Calls for salary transparency

# Research Process

- × 26 students
- × 19 companies each
- × CEO & CFO Demographics
  - + Gender
  - + Age
  - + Compensation
  - + Education
  - + History with company
- × Company background
  - + Industry & sector
  - + Stock information
  - + % females on B.O.D.



# Initial Findings



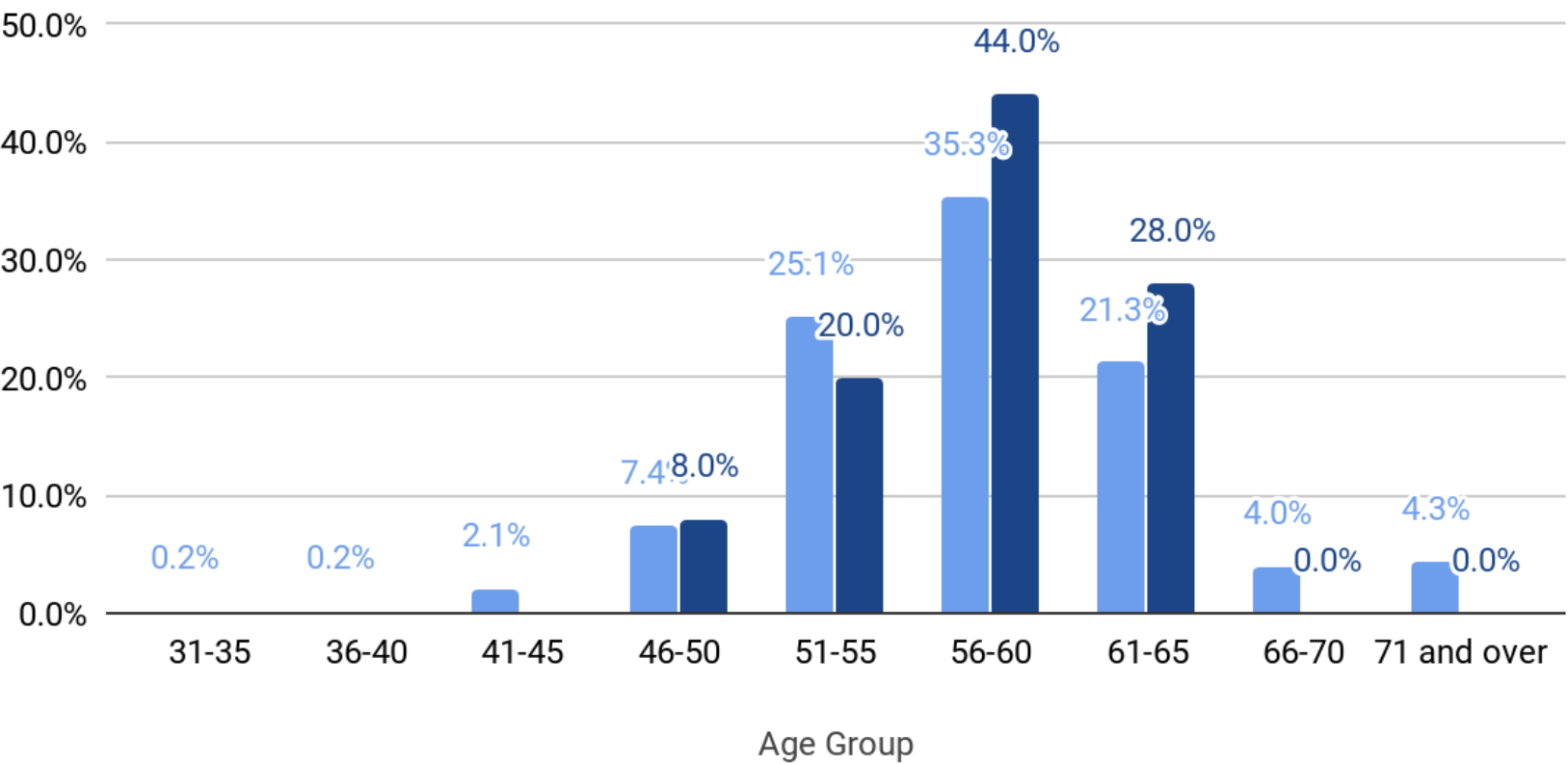
## Quick Stats:

- 95% male
- 93% Caucasian
- Median total compensation - \$10.6M
- Median age when appointed CEO - 52
- Median age - 57

# Findings

CEO Age

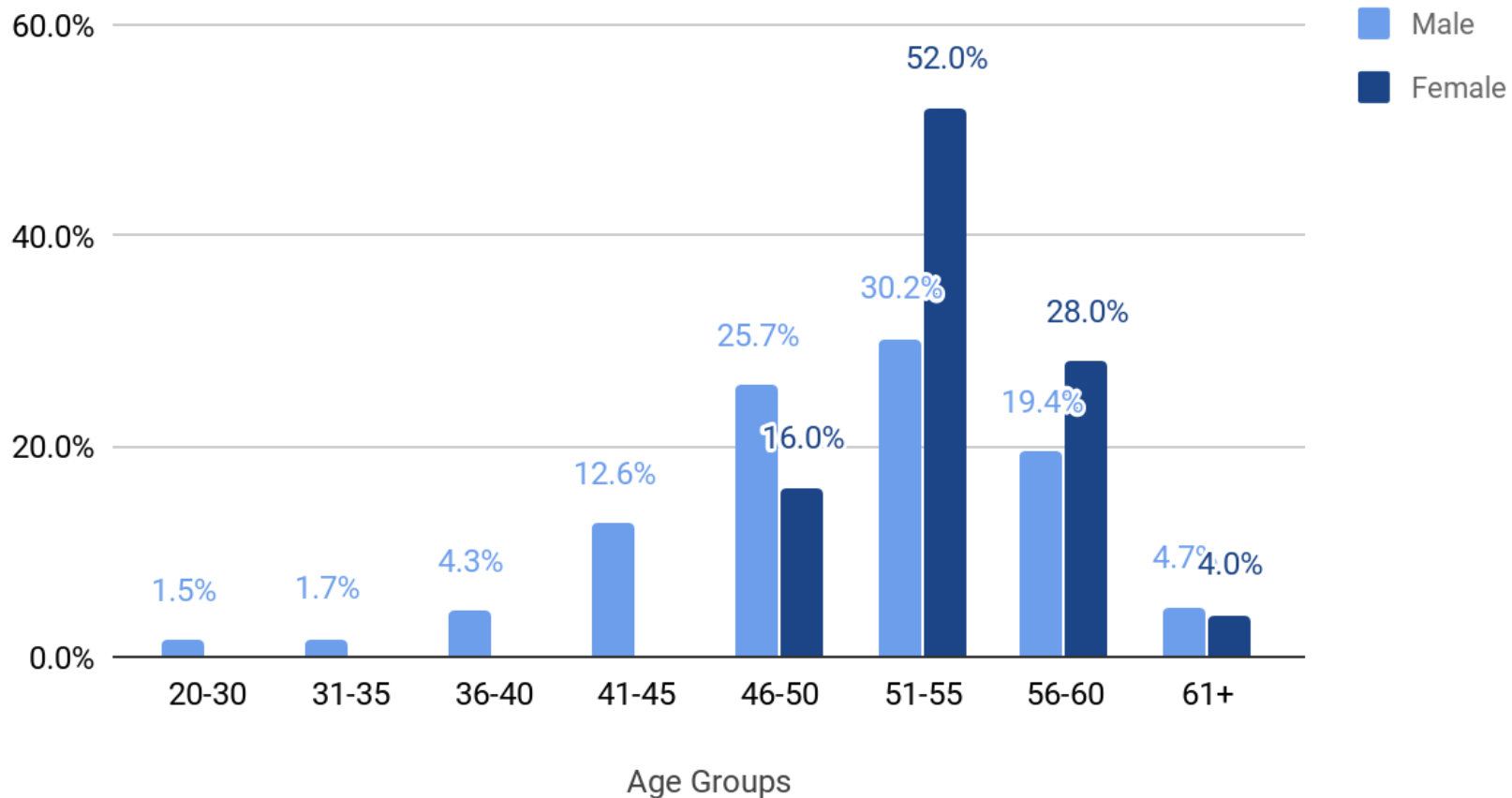
Male Female



- Male
  - 33 - 87
  - 57 median
- Female
  - 46-64
  - 57 median

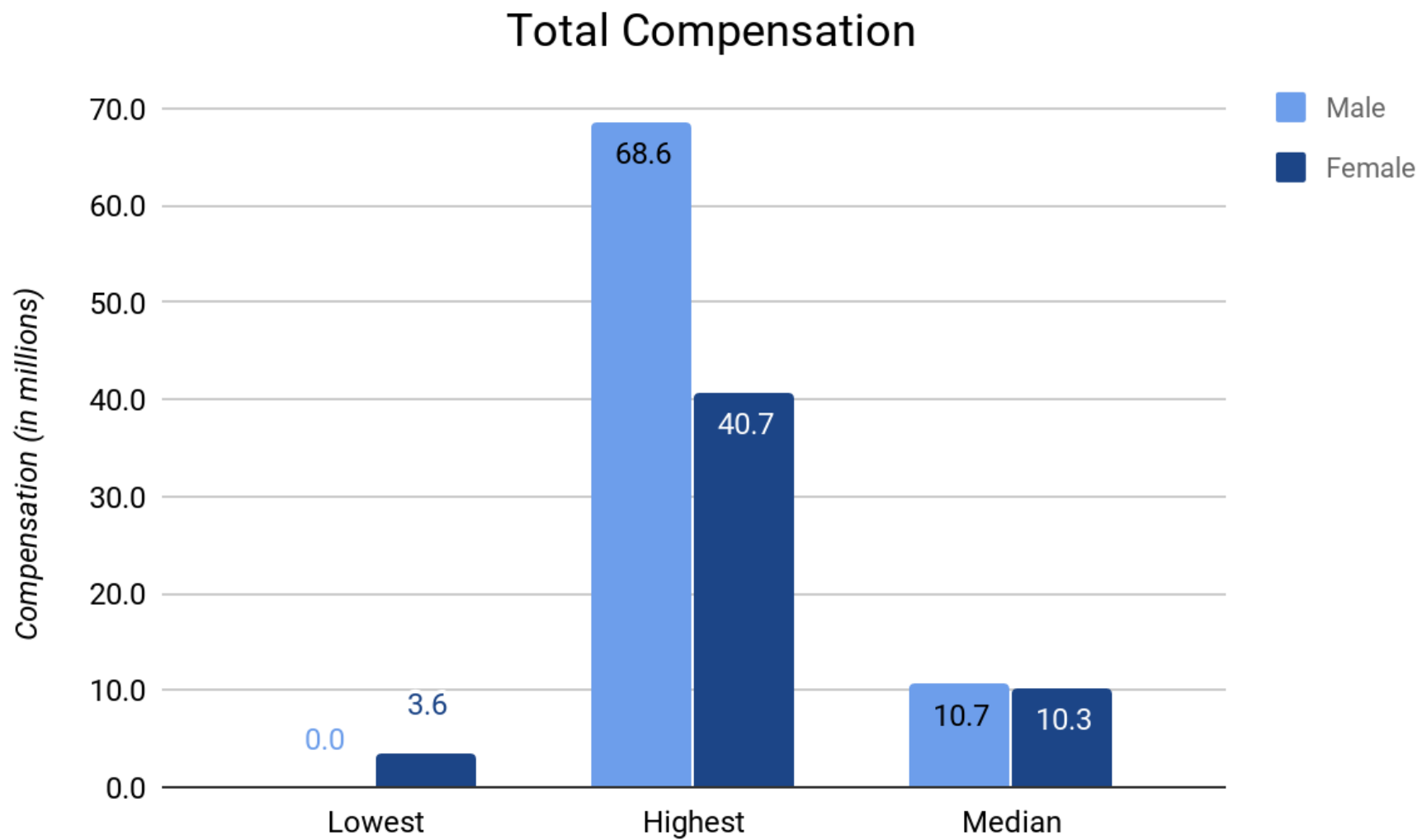
# Findings

Age when Appointed CEO



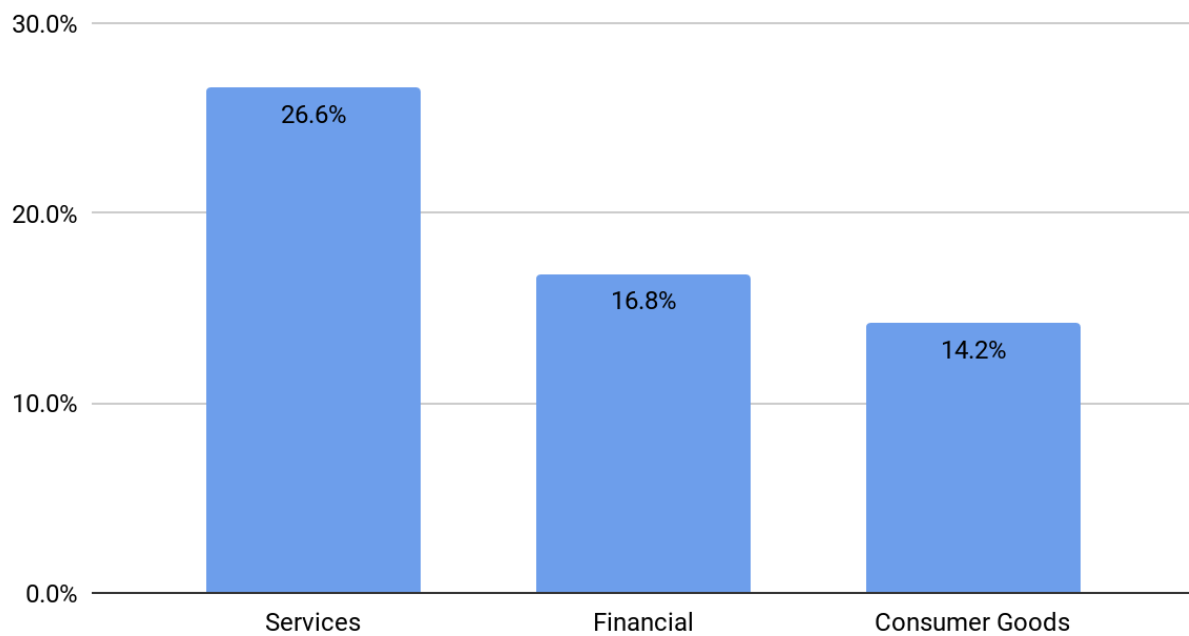
- × Male
  - + 20 - 73
  - + 51.5 Median
- × Female
  - + 46-61
  - + 53 Median

# Findings

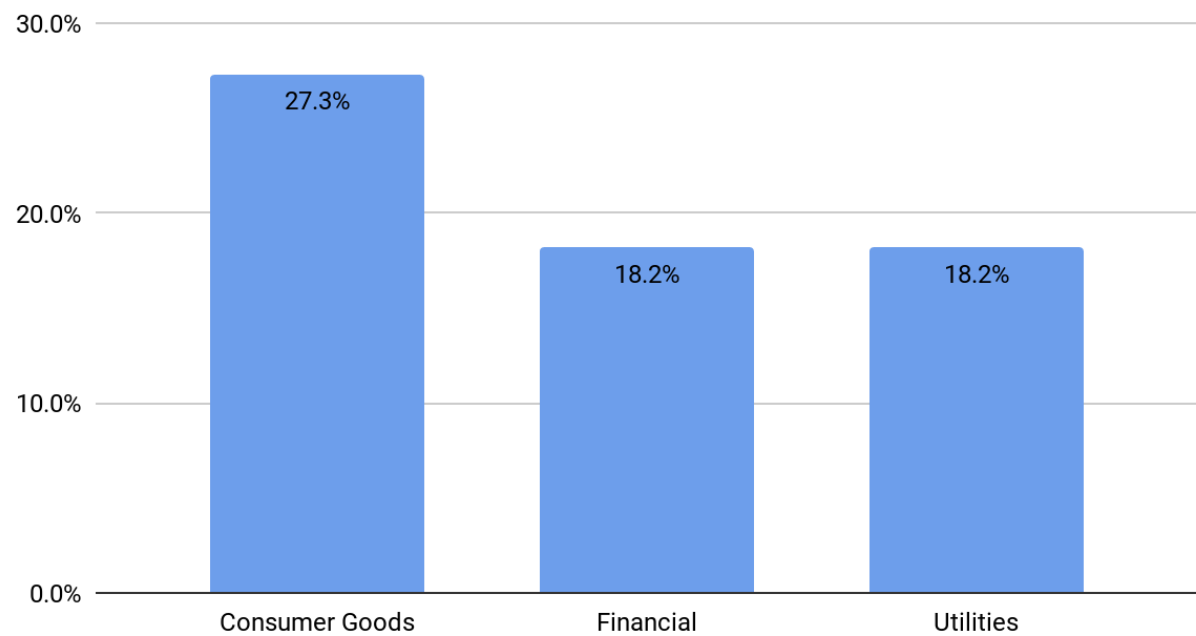


# Findings

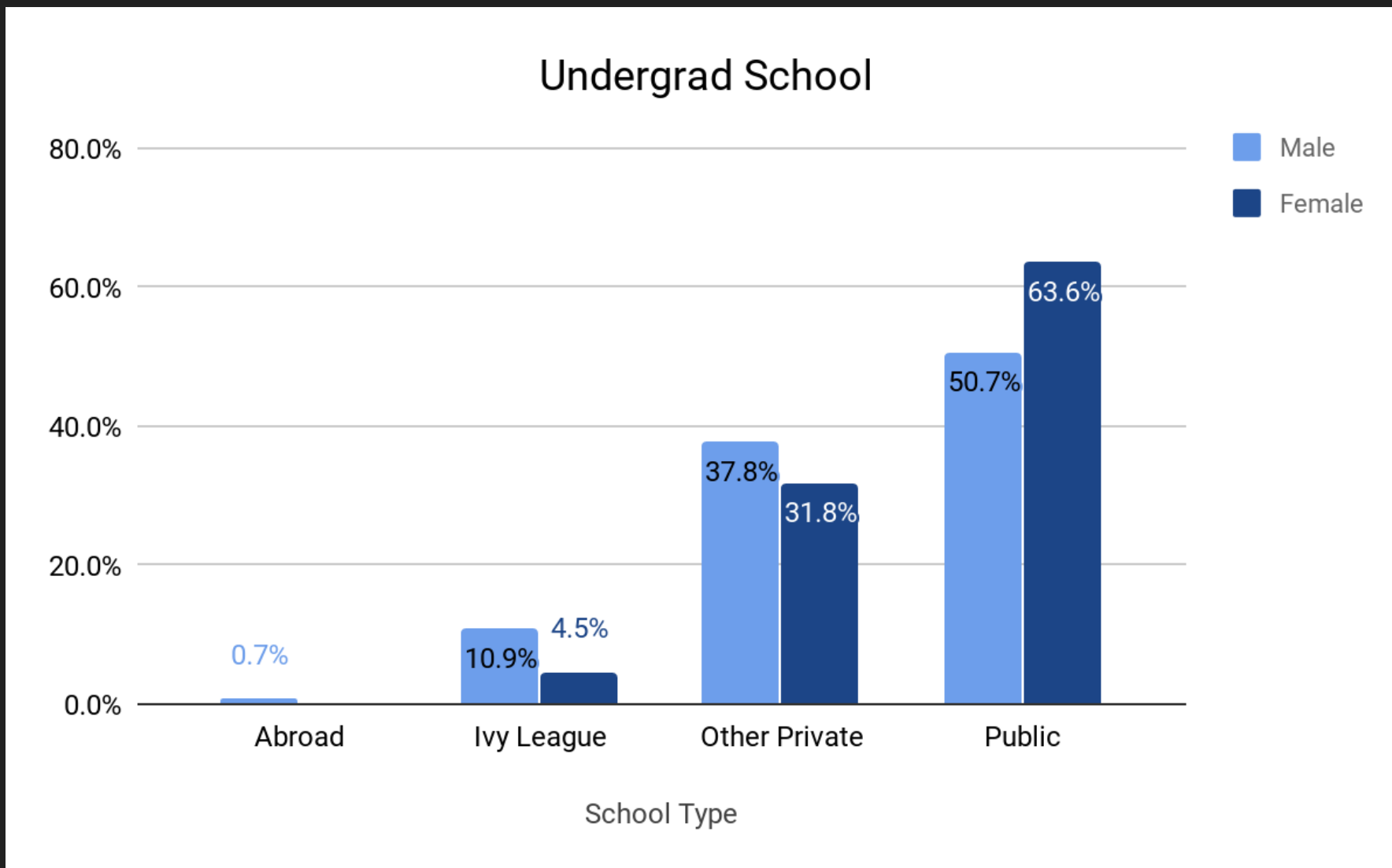
Male Sectors



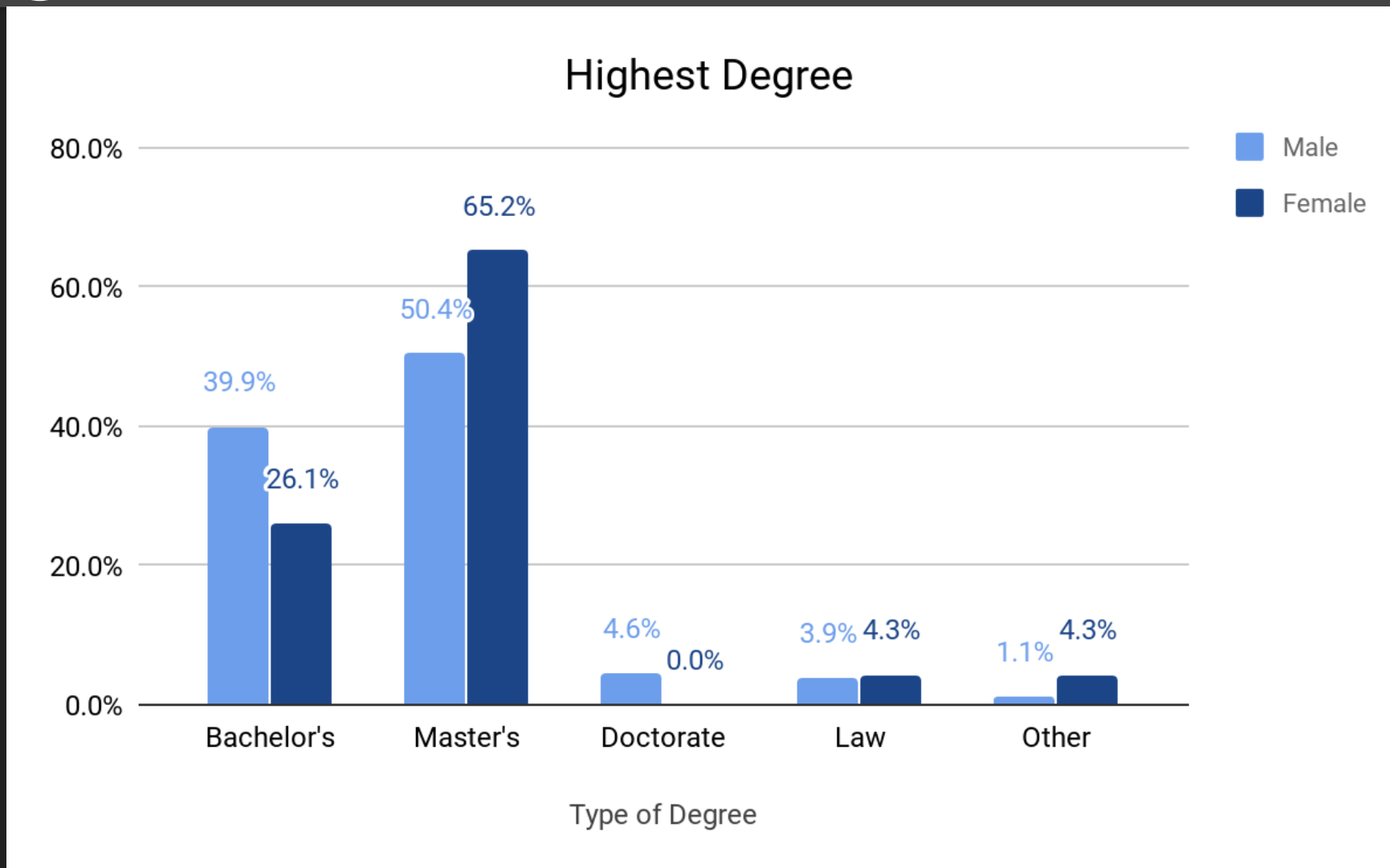
Female Sectors



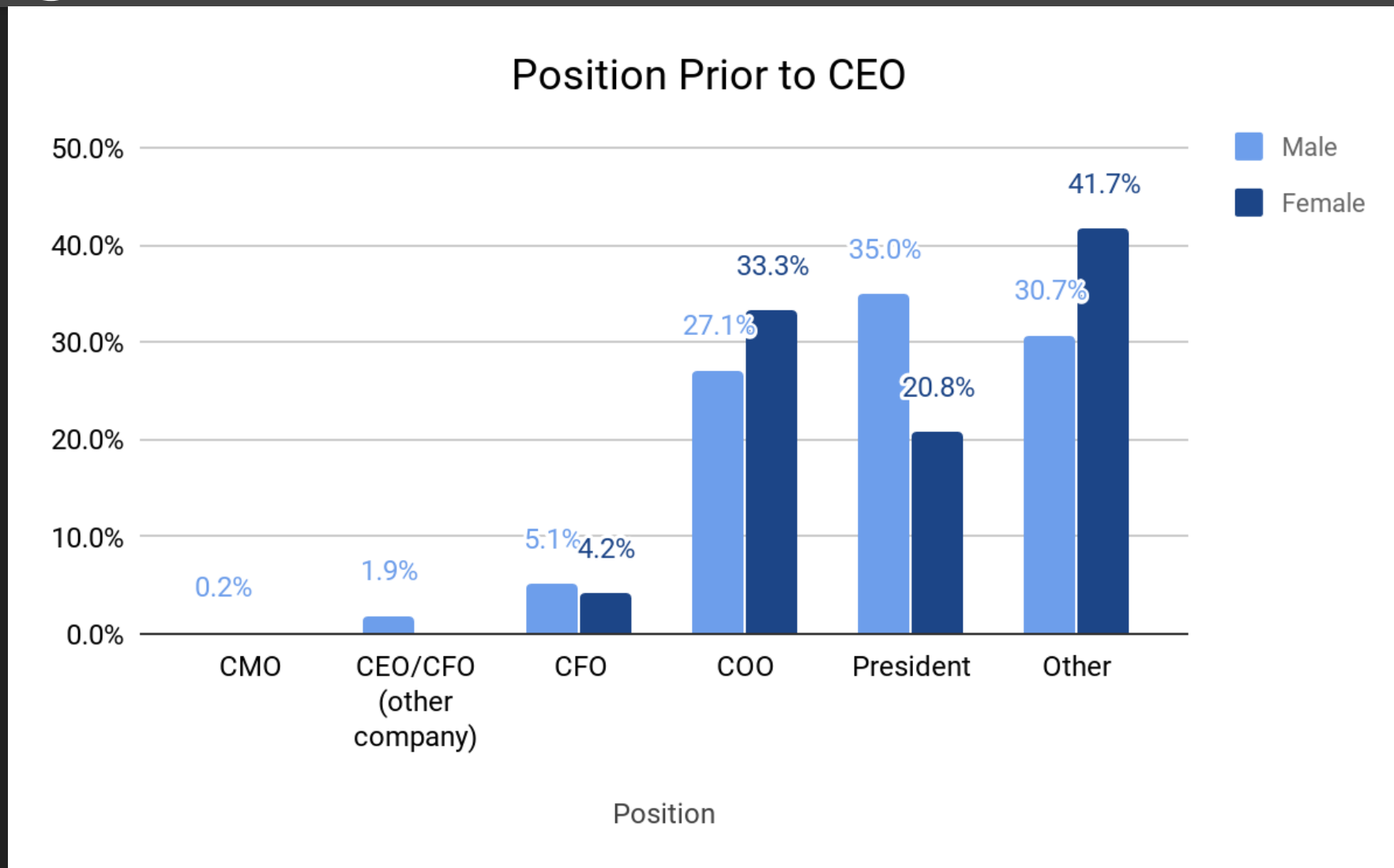
# Findings



# Findings

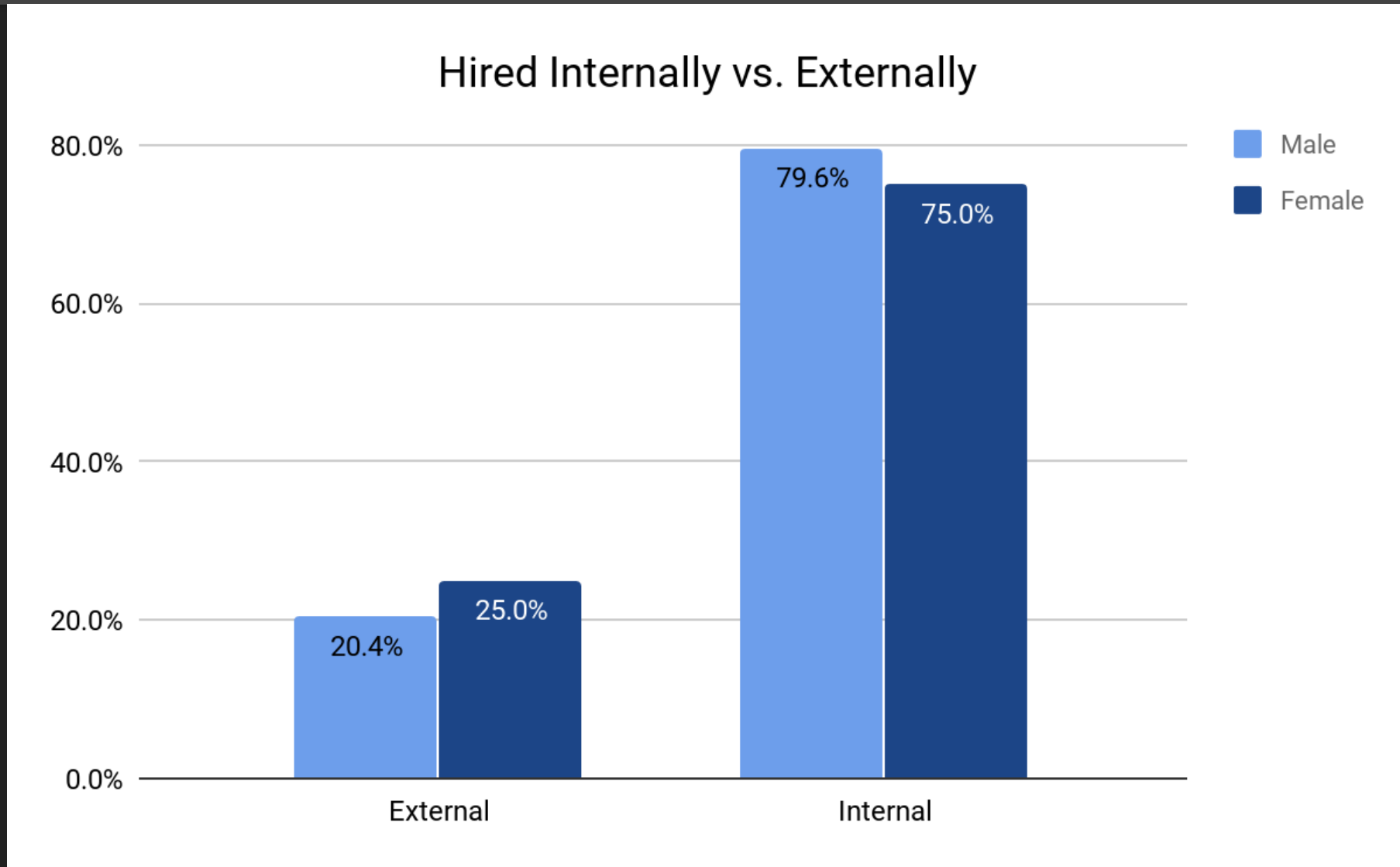


# Findings

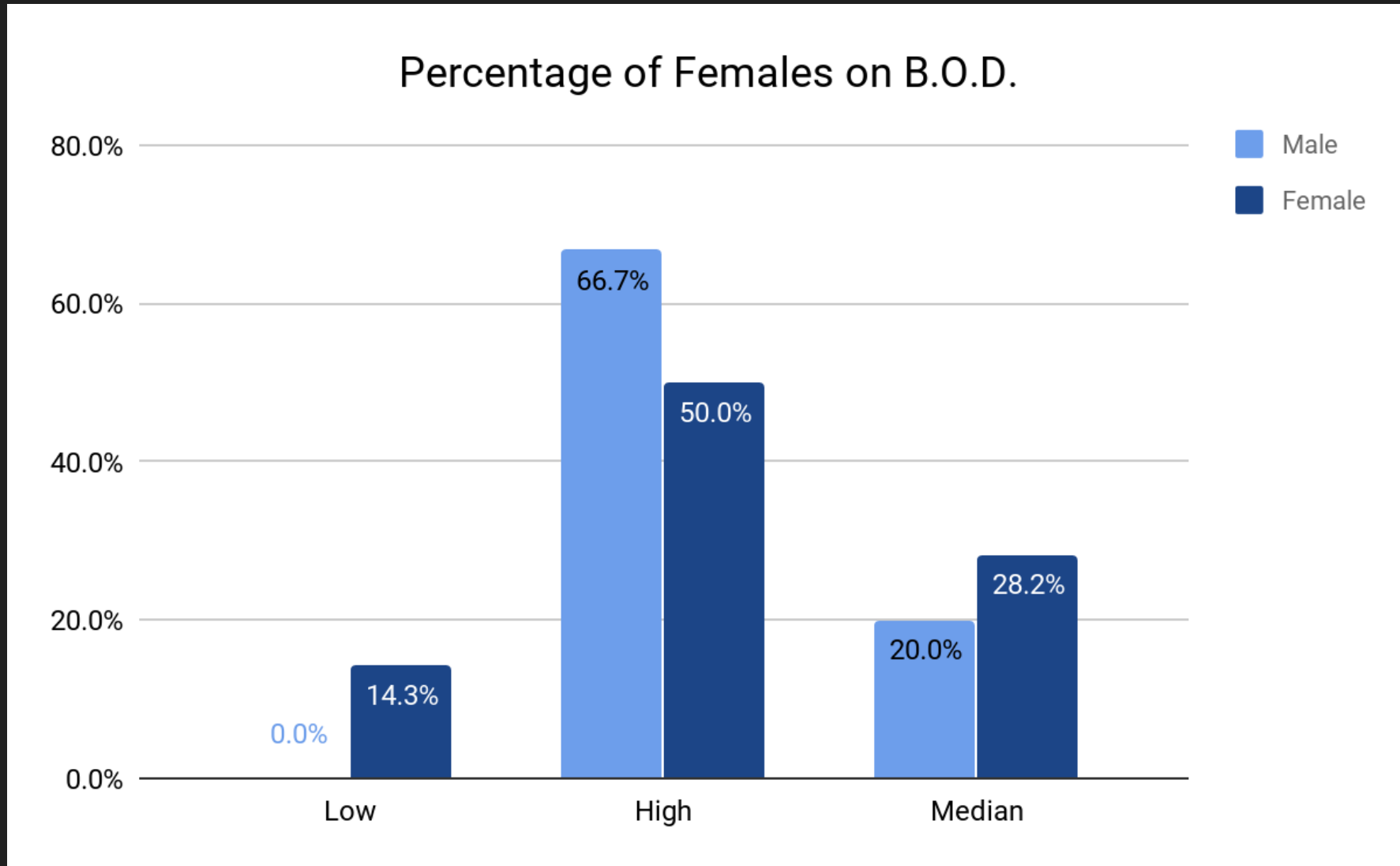




# Findings



# Findings



# Conclusions

- × Majority are white males
- × Females have smaller age range
- × Comparable median compensation
- × Over half have advanced degrees
  - + More females than males
- × Majority hired internally
- × CEO gender influences B.O.D.

# Limitations & Further Research

- × Limitations
  - + Info is unaudited/unreviewed
  - + Not all information found
- × Further research
  - + Analysis of CFOs
  - + Keep in order of fortune 500
    - Compare higher vs. lower companies
  - + Time serving as CEO
  - + Review number of female CEO/CFOs over time
    - How has it changed?
  - + Additional female CEO background information

**Thank you!**

# Works Cited

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