

## Comparisons with National Data

Women hold 15 percent of the executive officer positions in Minnesota's 100 largest publicly held companies. That places Minnesota ahead of the pack. Nationally, percentages range from 7 percent to 15 percent of executive officer positions that are held by women, according to *ION Status Report of Women Directors and Executive Officers of Public Companies in Twelve Regions of the United States*, published in March 2009. The Chicago percentage (14 percent) represents a pool of 50 companies, compared with Minnesota's 100.

### Percentage of Women Executive Officers by Company

#### Fortune 500

Target Corp. (30.0%)  
SUPERVALU, Inc. (27.3%)  
Ameriprise Financial, Inc. (25%)

#### Fortune 501-1000

Donaldson Co., Inc. (27.3%)

#### Remaining 72 Companies

(\$28 million to \$1.5 billion in revenue)

#### 25% or More Women Executive Officers (Percentage of Women)

Buffalo Wild Wings, Inc. (71.4%)  
New Ulm Telecom, Inc. (66.7%)  
MTS Systems Corp. (60.0%)  
Christopher & Banks Corp. (50.0%)  
CyberOptics Corp. (50.0%)  
Famous Dave's of America, Inc. (50.0%)  
Select Comfort Corp. (50.0%)  
Hawkins, Inc. (40.0%)  
Deluxe Corp. (36.4%)  
MoneyGram International, Inc. (36.4%)  
SoftBrands, Inc. (33.3%)

Allele, Inc. (28.6%)  
Value Vision Media, Inc. (28.6%)  
Winmark Corp. (28.6%)  
Capella Education Company (25%)  
Datalink Corp. (25%)  
EV3, Inc. (25%)  
FSI International, Inc. (25%)  
Granite City Food & Brewery, Ltd. (25%)  
HMN Financial, Inc. (25%)  
Hutchinson Technology, Inc. (25%)

#### 1-24.9% Women Executive Officers (Percentage of Women)

Mosaic Co. (22.2%)  
UnitedHealth Group, Inc. (22.2%)  
U.S. Bancorp (21.4%)  
Medtronic, Inc. (20.0%)  
Xcel Energy, Inc. (16.7%)  
Travelers Companies, Inc. (14.3%)  
Best Buy Co., Inc. (13.3%)  
Nash Finch Co. (12.5%)  
PepsiAmericas, Inc. (10%)  
Hormel Foods Corp. (9.7%)  
General Mills, Inc. (8.3%)  
3M Co. (7.1%)  
Ecolab, Inc. (7.1%)

St. Jude Medical, Inc. (21.4%)  
Valspar Corp. (16.7%)  
Fastenal Co. (14.3%)  
Regis Corp. (14.3%)  
Alliant Techsystems (11.1%)  
Polaris Industries, Inc. (8.3%)  
The Toro Co. (7.1%)

ADC Telecommunications, Inc. (22.2%)  
Apogee Enterprises, Inc. (20.0%)  
Health Fitness Corp. (20.0%)  
Navarre Corp. (20.0%)  
Communications Systems, Inc. (16.7%)  
Dolan Media Co. (16.7%)  
Graco, Inc. (16.7%)  
Medtox Scientific, Inc. (16.7%)  
SurModics, Inc. (16.7%)  
Vascular Solutions, Inc. (16.7%)  
Analysts International Corp. (14.3%)  
Arctic Cat, Inc. (14.3%)

ATS Medical, Inc. (14.3%)  
Caribou Coffee Co., Inc. (14.3%)  
Hickory Tech Corp. (14.3%)  
Synovis Life Technologies, Inc. (14.3%)  
Tennant Co. (12.5%)  
American Medical Systems Holding, Inc. (11.1%)  
Appliance Recycling Centers of America (11.1%)  
FICO (11.1%)  
H.B. Fuller Co. (9.1%)  
Lawson Software, Inc. (9.1%)  
Piper Jaffray Companies (9.1%)

#### No Women Executive Officers

C.H. Robinson Worldwide, Inc.

Imation Corp.  
Patterson Companies Inc.  
Pentair Inc.

Angeion Corp.  
Canterbury Park Holding Corp.  
Compellent Technologies, Inc.  
CSI Minnesota, Inc.  
Digi International, Inc.  
Digital River, Inc.  
Entegris, Inc.  
G&K Services, Inc.  
Gander Mountain Company  
Innovex, Inc.  
Insignia Systems, Inc.  
IntriCon Corp.  
Life Time Fitness, Inc.  
Mocon, Inc.

Multiband Corp.  
Nortech Systems, Inc.  
Otter Tail Corp.  
Plato Learning, Inc.  
Rimage Corp.  
Rochester Medical Corp.  
Stratasys, Inc.  
TCF Financial Corp.  
Techne Corp.  
Virtual Radiologic Corp.  
Vital Images, Inc.  
Winland Electronics, Inc.  
Xata Corp.  
Zareba Systems, Inc.

## Roster of Women Executive Officers in Minnesota's 100 Largest Public Companies

Company Name	Women Officers	Title
3M Co.	Angela S. Lalor	Senior Vice President, Human Resources
ADC Telecommunications, Inc.	Kimberly Hartwell Laura N. Owen	Vice President, Global Go-to-Market Vice President, Chief Administrative Officer
Allele, Inc.	Deborah A. Amberg Claudia Scott Welty	Senior Vice President, General Counsel, and Secretary Senior Vice President and Chief Administrative Officer
Alliant Techsystems	Paula J. Patineau	Senior Vice President, Human Resources and Administrative Services
American Medical Systems Holding, Inc.	Whitney D. Erickson	Vice President and General Manager, Men's Health
Ameriprise Financial, Inc.	Deirdre N. Davey Kelli A. Hunter Kim M. Sharan	Senior Vice President, Corporate Communications and Community Relations Executive Vice President Human Resources President, Financial Planning, Retirement & Wealth Strategies; Chief Marketing Officer
Analysts International Corp.	Brittany McKinney	Vice President of Corporate Development
Apogee Enterprises, Inc.	Patricia A. Beithon	General Counsel and Secretary
Appliance Recycling Centers of America	Rachel L. Holmes	Vice President, Business Development and Environmental Affairs
Arctic Cat, Inc.	Mary Ellen Walker	General Manager—Parts, Garments, and Accessories
ATS Medical, Inc.	Astrid M. Berthe	Director and Vice President of Regulatory Affairs and Quality Assurance
Best Buy Co., Inc.	Shari L. Ballard Susan S. Grafton	Executive Vice President—Retail Channel Management Vice President, Controller and Chief Accounting Officer
Buffalo Wild Wings, Inc.	Kathleen M. Benning Judith A. Shoulak Sally J. Smith Mary J. Twinem Linda G. Traylor	Senior Vice President, Marketing and Brand Development Senior Vice President, Operations Chief Executive Officer and President Executive Vice President, Chief Financial Officer, and Treasurer Senior Vice President, Human Resources
Capella Education Company	Sally B. Chial Lois M. Martin	Senior Vice President, Human Resources Senior Vice President and Chief Financial Officer
Caribou Coffee Co., Inc.	Karen McBride-Raffel	Vice President of Human Resources
Christopher & Banks Corp.	Susan C. Connell Monica L. Dahl Lorna E. Nagler	Executive Vice President, Chief Merchandise Officer Senior Vice President, Planning & Allocation and e-commerce President and Chief Executive Officer
Communications Systems, Inc.	Karen Nesburg Bleick	Vice President, Human Resources
CyberOptics Corp.	Kathleen P. Iverson	President and Chief Executive Officer
Datalink Corp.	Mary E. West	Vice President, Human Resources
Deluxe Corp.	Lynn Koldenhoven Julie Loosbrock Joanne McGowan Laura Radewald	Vice President, Sales and Marketing Direct-to-Consumer Senior Vice President, Human Resources Segment Leader, Small Business Services Vice President, Brand, Experience, and Media Relations
Dolan Media Co.	Vicki J. Duncomb	Vice President, Finance and Corporate Secretary
Donaldson Co., Inc.	Sandra N. Joppa Mary Lynne Perushek Debra L. Wilfong	Vice President of Human Resources Vice President and Chief Information Officer Vice President and Chief Technology Officer
Ecolab, Inc.	Susan K. Nestegard	Executive Vice President—Global Healthcare Sector
EV3, Inc.	Stacy Enxing Seng Julie D. Tracy	Executive Vice President and President, U.S. Peripheral Vascular Senior Vice President, Chief Communications Officer
FICO	Deborah Kerr	Executive Vice President, Chief Technology and Products Officer
Famous Dave's of America, Inc.	Diana G. Purcel	Chief Financial Officer and Secretary
Fastenal Co.	Reyne K. Wisecup	Executive Vice President, Human Resources and Director
FSI International, Inc.	Patricia M. Hollister	Chief Financial Officer and Assistant Secretary
General Mills, Inc.	Christine L. Shea	Senior Vice President, External Relations; President, General Mills Foundation
Graco, Inc.	Caroline M. Chambers Karen Park Gullivan	Vice President and Controller Vice President, General Counsel and Secretary
Granite City Food & Brewery, Ltd.	Monica A. Underwood	Vice President of Finance and Secretary
H.B. Fuller Co.	Ann Parriott	Vice President, Human Resources
Hawkins, Inc.	Keenan Paulson Kathleen P. Pepski	Vice President, Water Treatment Group Vice President, Chief Financial Officer, and Treasurer
Health Fitness Corp.	Jeanne C. Crawford Katherine M. Meacham	Chief Human Resources Officer and Secretary Vice President Account Services
Hickory Tech Corp.	Mary T. Jacobs	Vice President of Human Resources
HMN Financial, Inc.	Susan K. Kolling	Senior Vice President
Hormel Foods Corp.	Deanna T. Brady Julie H. Craven Jody H. Feragen	Vice President, Sales—Foodservice Vice President—Corporate Communications Senior Vice President and Chief Financial Officer

Company Name	Women Officers	Title
Hutchinson Technology, Inc.	Rebecca A. Albrecht Kathleen S. Skarvan	Vice President, Human Resources Vice President; President, Disk Drive Components Division
Lawson Software, Inc.	Kristin Trecker	Senior Vice President, Human Resources
Medtox Scientific, Inc.	Susan E. Puskas	Vice President, Quality, Regulatory Affairs and Human Resources
Medtronic, Inc.	Susan Alpert, Ph.D., M.D. Martha Goldberg Aronson Catherine Szyman	Senior Vice President and Chief Regulatory Officer Senior Vice President and Chief Talent Officer Senior Vice President, Strategy and Innovation
MoneyGram International, Inc.	Jean C. Benson Mary A. Dutra Teresa H. Johnson Pamela H. Patsley	Senior Vice President, Controller Executive Vice President, Global Payment Processing and Settlement Executive Vice President, General Counsel, and Secretary Executive Chairman of the Board
Mosaic Co.	Cindy C. Redding Linda Thrasher	Vice President, Human Resources Vice President, Public Affairs
MTS Systems Corp.	Laura B. Hamilton Susan E. Knight Kathleen M. Staby	Chair and Chief Executive Officer Vice President and Chief Financial Officer Vice President, Human Resources and Strategy
Nash Finch Co.	Kathleen M. Mahoney	Senior Vice President, Secretary, and General Counsel
Navarre Corp.	Joyce Fleck	President, Navarre Distribution Services
New Ulm Telecom, Inc.	Nancy Blankenhagen Barbara Bornhoft	Chief Financial Officer and Treasurer Vice President and Chief Operating Officer/Secretary
PepsiAmericas, Inc.	Anne D. Sample	Executive Vice President, Human Resources
Piper Jaffray Companies	Debra L. Schoneman	Chief Financial Officer
Polaris Industries, Inc.	Mary P. McConnell	Vice President, General Counsel, and Compliance Officer
Regis Corp.	Norma Knudsen	Executive Vice President, Merchandising; Chief Operating Officer, Trade Secret
Select Comfort Corp.	Shelly R. Ibach Karen R. Richard Kathryn V. Roedel Wendy L. Schoppert	Executive Vice President, U.S. Sales Vice President; Chief Human Resource and Strategy Officer Executive Vice President, Product Development and Operations Senior Vice President of International and Chief Information Officer
SoftBrands, Inc.	Jo-Ann Masters	Senior Vice President and General Manager, Hospitality Division
St. Jude Medical, Inc.	Angela D. Craig Pamela S. Krop Jane J. Song	Vice President, Corporate Relations Vice President, General Counsel, and Secretary President, Atrial Fibrillation
SUPERVALU, Inc.	Janel S. Haugarth Pamela K. Knous Sherry M. Smith	Executive Vice President; President and Chief Operating Officer, Supply Chain Services Executive Vice President and Chief Financial Officer Senior Vice President, Finance
SurModics, Inc.	Lise W. Duran, Ph.D. Jan M. Webster	Vice President of Research Vice President of Human Resources
Synovis Life Technologies, Inc.	Mary L. Frick	Vice President of Regulatory/Clinical/Quality Affairs
Target Corp.	Beth Jacob Jodeen A. Kozlak Kathryn A. Tesija	Senior Vice President, Technology Services and Chief Information Officer Executive Vice President, Human Resources Executive Vice President, Merchandising
Tennant Co.	Heidi M. Hoard	Vice President, General Counsel and Secretary
The Toro Co.	Sandra J. Meurlot	Vice President, Operations
Travelers Companies, Inc.	Maria Olivo Doreen Spadorcia	Executive Vice President --Treasurer Executive Vice President - Claim Services
U.S. Bancorp	Jennie P. Carlson Pamela A. Joseph Diane L. Thormodsgard	Executive Vice President of Human Resources Vice Chairman, Payment Services Vice Chairman, Wealth Management and Securities Services
UnitedHealth Group, Inc.	Gail K. Boudreaux Lori K. Sweere	Executive Vice President, UnitedHealth Group; President, UnitedHealthcare Executive Vice President, Human Capital
Valspar Corp.	Lori A. Walker	Senior Vice President and Chief Financial Officer
Value Vision Media, Inc.	Kris Kulesza Carol Steinberg	Senior Vice President--Merchandising Senior Vice President--E-commerce
Vascular Solutions, Inc.	Susan Christian	Vice President, Sales Operations
Winmark Corp.	Leah A. Goff Merry Beth Hovey	Vice President, Human Resources Vice President, Marketing
Xcel Energy, Inc.	Cathy J. Hart Teresa S. Madden	Vice President, Corporate Services and Corporate Secretary Vice President and Controller