

RECOGNITION

To spread awareness and gain support of the COLC's mission, representatives of the Leadership Collaborative began studying the strategies that some of Central Ohio's organizations use to advance women's leadership and the impact these strategies have in getting more women on corporate boards and at the officer level. At the 2017 WELD Keynote Event, we are honoring Huntington National Bank for the company's track record of advancing women to leadership roles and for the percentages of women serving on their board and as executive officers. Please join us in recognizing Huntington National Bank, and help us celebrate the results that women can accomplish when they are meaningfully represented at the highest levels of leadership.

SUPPORT

The Leadership Collaborative will continue to reach out to the COLC's sponsors, friends and partners to expand the network of women and men who recognize the tremendous economic opportunity and strategic advantage of including women in top leadership. Become part of this exciting initiative by sharing the success stories of your organization and best practices for advancing women's leadership or supporting our research. Email us at COLC@weldoh.org.

Our Research Methodology

The research in this report was compiled for organizations within each category that are headquartered in Central Ohio. All reasonable steps have been taken to confirm the data and ensure its accuracy.

For more details on the methodology, contact GenderEQA at colc@gendereqa.com.



ABOUT US

1. The COLC is now proudly sponsored by The Leadership Collaborative: GenderEQA (gendereqa.com), Otterbein University (otterbein.edu); and Women for Economic and Leadership Development (weldoh.org). To become part of this exciting initiative, please email us at COLC@weldoh.org
2. For more information, please visit www.weldoh.org

2017 Central Ohio Leadership Census



SPONSORED BY



The COLC Journey

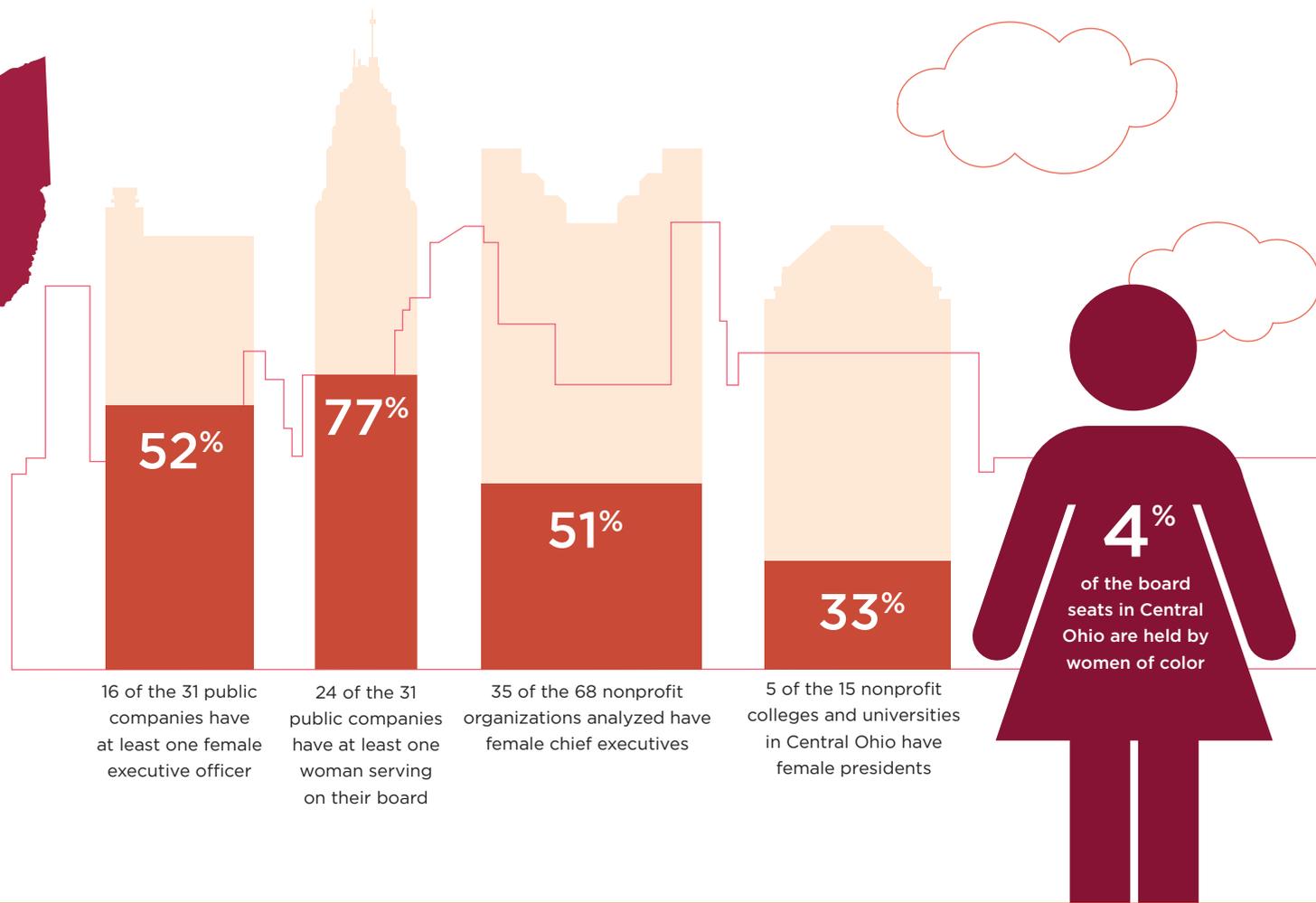
EDUCATION

The Leadership Collaborative¹ launched the Central Ohio Leadership Census (COLC) in 2011 as a means to increase awareness that having more women in top leadership is an economic issue that can favorably impact the prosperity of our community. EY, after conducting studies examining the relationship between corporate financial performance and women in leadership roles, came to an undisputed conclusion: *having more women at the top improves financial performance.*² Our community's ability to move the dial by increasing women in top leadership in our companies, organizations and governmental entities is the key strategic opportunity to growing our economy. Becoming *the* city known in the nation for being ranked at the top of the list for women in leadership can promote Central Ohio's image as a women-friendly community accepting of diversity and inclusion.



of the 31 public companies in Central Ohio have 3 or more women on their boards

8
women serve as president or CEO in the top 86 private companies included in this study



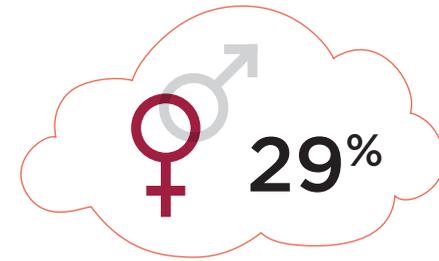
■ Women
■ Men

16 of the 31 public companies have at least one female executive officer

24 of the 31 public companies have at least one woman serving on their board

35 of the 68 nonprofit organizations analyzed have female chief executives

5 of the 15 nonprofit colleges and universities in Central Ohio have female presidents



of the elected executive positions in are held by women

| | Female Executive Officers (includes CEO) | Female Chief Executives | Female Board Members | Scope of Organization |
|---|--|-------------------------|----------------------|--|
| Public Companies (31 companies) | 14% | 3% | 21% | revenue: \$1.5 million - \$103 billion |
| Private Companies (86 companies) | 23% | 9% | 22% | revenue: \$30 million - \$40.2 billion |
| Elected Officials (71 jurisdictions) | 29% | 15%* | 21% | population: 5,300 - 2 million |
| Nonprofit Colleges & Universities (15) | 43% | 33% | 36% | student enrollment: 188 - 62,018 |
| Nonprofit or Public Health Care/Hospital Systems (8) | 51% | 0% | 28% | system admissions: 1,527-100,000 |
| Nonprofit Organizations - Human Services, Arts & Attractions (68) | 60% | 51% | 40% | revenue: \$1 million - \$71 million |

* Mayors of 26 cities in Central Ohio

2017 COLC AWARD WINNER



Huntington Bancshares Incorporated is a regional bank holding company headquartered in Columbus, Ohio, with

\$100 billion of assets and a network of 1,014 branches across eight Midwestern states. Huntington has worked diligently to support women throughout our institution. At Huntington, inclusion is one of our core values. To win with our customers, colleagues, shareholders and communities, we are intentionally fostering an inclusive

environment that welcomes diversity of thought to drive high performance. Huntington creates an environment where people want to work and stay and have a climate of inclusion, growing our talent pool and fostering innovation and creativity. The mission of our Women's Network is to maintain a robust program focused on

creating opportunities for camaraderie and development resulting in an unlimited pipeline of promotable women. With the acquisition of FirstMerit, Huntington's board is now 25 percent female and four executive officers are female.