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## WOMEN HOLD THEIR OWN IN C-SUITE AT NATION'S LARGEST BANKS

WATT® Study: More Women in Ranks as Total Number of Senior Managers Increases

Inver Grove Heights, Minn. (9/26/16) – The percentage of women in executive roles at the nation's 50 largest banks has made a moderate jump – from 17.9 percent to 20.3 percent, according to the latest Women at the Top® (WATT®) Study. Women hold 134 of 660 total senior management positions.

The study also reveals that 48.5 percent of those female executives hold C-level positions at the very top of their organizations, up from 44.2 percent last year. In addition, the number of C-level female executive rose by 8 to 65.

“After a year of increases in the number of senior management jobs at the large banks, those jobs have decreased – from 720 to 660 in our newest study – however there are still excellent opportunities for women,” said Regina Barr, founder of the WATT® Network and Red Ladder, Inc. “Banks are concerned about a talent gap. As competition increases, many banking and financial services professionals go elsewhere and there are many women capable of filling the gap.”

It's a great time for women who aspire to the banking C-suite to shore up their leadership skills, Barr said. “Cultivate a sponsor who is more than a mentor; this is someone who will put you forward for opportunities and back you up,” she advised. “And cultivate skills that will move you ahead. Self-promotion and negotiation are critical skills that most women need to develop or improve.”

According to the new WATT® Study, the number of female CEOs at the 50 largest banks rose from two to three. In addition, the number of bank division CEOs increased from five to six, bank division CFOs fell from six to four, and the number of female chief credit officers fell from three to two. The traditionally higher numbers in executive marketing and human resources positions increased.

The number of women in each position includes:  
Chief Executive Officer (Bank) 3  
Chief Executive Officer (Bank Division) 6  
Chief Executive Officer (Asset Management) 1  
Chief Financial Officer (Bank Division) 4



Chief Credit Officer 2  
Chief Risk Officer 4  
Chief Information Officer 7  
Chief Operations Officer 1  
Chief Marketing Officer 7  
Chief Administrative Officer 4  
Chief Human Resource Officer 12

However, five of the top 50 banks have no women in management, compared to four in 2015 and six in 2014. In 2007, 30 percent of the nation's largest banks did not have a single woman in a senior-level position. Today, almost one half of senior managers are women at a few of the largest banks.

**About the Women at the Top® (WATT®) Study:** Students at Weber State University in Ogden, Utah, led by instructor Terrilyn Morgan, conducted the WATT® Study. Students identified and ranked by asset size the nation's 50 largest commercial banks, using Federal Deposit Insurance Corp. data as of December 31, 2015, and then used publicly available information such as annual reports to determine the number of women in leadership positions. The WATT® Study, conducted regularly since 1999, is sponsored and managed by the Women at the Top® (WATT®) Network.

**About the Women at the Top® (WATT®) Network:** The Women at the Top® Network is a nationwide community of aspiring and high-achieving women who share the desire to develop and nurture their own leadership skills and those of other women. For more information, visit [www.theWATTNetwork.com](http://www.theWATTNetwork.com) or call 651-453-1007.

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