

	List of Publicly Traded Companies Headquartered in Washington	Total Board Members	# of Women Board Memers	* %		** %			Sector
				Women Board Members	Women CEO	Total Executive Management	Women Executive Management	Women Executive Management	
1	Achieve Life Sciences, Inc.	7	0	0.00%	0	5	2	40.00%	BioTech & Pharma
2	Adaptive Biotechnologies Corporation	9	1	11.11%	0	11	4	36.36%	BioTech & Pharma
3	Alaska Air Group, Inc. (ALK) (6/12)	12	6	50.00%	0	24	6	25.00%	Airlines
4	Alder BioPharmaceuticals, Inc. (ALDR)	8	2	25.00%	0	13	5	38.46%	BioTech & Pharma
5	Alpine Immune Sciences, Inc.	8	0	0.00%	0	6	2	33.33%	BioTech & Pharma
6	Amazon.com, Inc. (AMZN)	11	5	45.45%	0	7	1	14.29%	Retail and Ecommerce
7	Anchor Bancorp (ANCB)	7	2	28.57%	0	12	8	66.67%	Banks
8	Aptevo Therapeutics Inc. (APVO)	7	1	14.29%	0	7	2	28.57%	BioTech & Pharma
9	Atossa Genetics, Inc. (ATOS)	6	1	16.67%	0	3	1	33.33%	Media Devices
10	Avalara Inc	14	5	35.71%	0	14	5	35.71%	Taxes
11	Avista Corporation (AVA)	10	4	40.00%	0	13	3	23.08%	Utilities: Diversified
12	Banner Corporation (BANR)	11	4	36.36%	0	15	3	20.00%	Banks
13	Barrett Business Services, Inc. (BBSI)	7	0	0.00%	0	4	1	25.00%	Business Services
14	BioLife Solutions, Inc. (BLFS)	5	0	0.00%	0	6	1	16.67%	Media Devices
15	Blucora, Inc. (BCOR)	8	3	37.50%	0	8	1	12.50%	Internet
16	BSQUARE Corporation (BSQR)	7	1	14.29%	0	6	1	16.67%	Software
17	ClearSign Combustion Corporation (CLIR)	3	1	33.33%	0	4	0	0.00%	Pollution Control
18	Clearwater Paper Corporation (CLW)	7	1	14.29%	1	6	2	33.33%	Paper & Paper Products
19	Columbia Banking System, Inc.	14	4	28.57%	0	12	2	16.67%	Banks
20	Costco Wholesale Corporation (COST)	11	2	18.18%	0	11	2	18.18%	Retail and Ecommerce
21	Cray Inc. (CRAY)	9	1	11.11%	0	10	1	10.00%	Computer Science
22	CTI BioPharma Corp. (CTIC)	6	0	0.00%	0	7	2	28.57%	BioTech & Pharma
23	Data I/O Corporation (DAIO)	5	0	0.00%	0	4	0	0.00%	Manufacturing Equipment & Services
24	eMagin Corporation (EMAN)	6	2	33.33%	0	6	0	0.00%	Display Products
25	eXp World Holdings, Inc.	7	1	14.29%	0	17	6	35.29%	Real Estate Services
26	Expedia, Inc. (EXPE)	12	4	33.33%	0	17	3	17.65%	Travel
27	Expeditors International of Washington, Inc. (EXPD)	10	2	20.00%	0	22	3	13.64%	Freight & Logistics
28	F5 Networks, Inc. (FFIV)	11	3	27.27%	0	12	4	33.33%	Networking Equipment
29	First Financial Northwest, Inc. (FFNW)	7	2	28.57%	0	6	1	16.67%	Banks
30	First Northwest Bancorp (FNWB)	9	2	22.22%	0	7	2	28.57%	Banks
31	Fortive Corporation (FTV)	8	2	25.00%	0	10	3	30.00%	Scientific & Technical Instruments
32	FS Bancorp, Inc. (FSBW)	7	2	28.57%	0	14	8	57.14%	Banks
33	Funko, Inc. (FNKO)	7	1	14.29%	0	4	0	0.00%	Consumer
34	Heritage Financial Corporation (HFWA)	11	3	27.27%	0	5	1	20.00%	Banks
35	HomeStreet, Inc. (HMST)	9	1	11.11%	0	11	1	9.09%	Banks
36	Impinj, Inc. (PI)	8	1	12.50%	0	6	0	0.00%	Radio-Frequency Identification
37	IsoRay, Inc. (ISR)	3	0	0.00%	1	7	3	42.86%	Media Devices
38	Itron, Inc. (ITRI)	9	2	22.22%	0	6	3	50.00%	Water Technology & Infrastructure
39	Key Tronic Corporation (KTCC)	5	0	0.00%	0	7	0	0.00%	Manufacturing Equipment & Services
40	Marchex, Inc. (MCHX)	4	0	0.00%	0	2	0	0.00%	Business Services
41	Mercer International Inc. (MERC)	8	2	25.00%	0	16	1	6.25%	Paper & Paper Products
42	Microsoft Corporation (MSFT)	14	4	28.57%	0	15	3	20.00%	Software
43	Microvision, Inc. (MVIS)	5	1	20.00%	0	4	0	0.00%	Display Products
44	Mr. Cooper Group Inc.	8	1	12.50%	0	15	2	13.33%	Insurance
45	NanoString Technologies, Inc. (NSTG)	7	1	14.29%	0	8	3	37.50%	Media Devices
46	Nautilus Inc. (The) (NLS)	5	1	20.00%	0	5	0	0.00%	Fitness
47	nLIGHT, Inc. (LASR)	7	0	0.00%	0	8	1	12.50%	Semiconductor Lasers
48	Nordstrom, Inc. (JWN)	11	5	45.45%	0	11	3	27.27%	Clothing
49	Northwest Pipe Company (NWPX)	6	1	16.67%	0	3	1	33.33%	Pipes
50	Omeros Corporation (OMER)	8	0	0.00%	0	14	3	21.43%	BioTech & Pharma
51	PACCAR Inc. (PCAR)	11	2	18.18%	0	24	5	20.83%	Motor Vehicles
52	Pendrell Corporation (PCO)	6	0	0.00%	0	4	0	0.00%	Intellectual Property
53	Pope Resources (POPE)	5	2	40.00%	0	6	0	0.00%	Timber
54	Potlatch Corporation (PCH)	12	2	16.67%	0	9	2	22.22%	Timber
55	Puget Sound Energy	13	3	23.08%	1	10	5	50.00%	Utilities: Diversified
56	Radiant Logistics, Inc. (RLGT)	4	0	0.00%	0	12	2	16.67%	Freight & Logistics
57	RealNetworks Inc. (RNWK)	7	2	28.57%	0	4	0	0.00%	Software
58	Red Lion Hotels Corporation (RLH)	10	2	20.00%	0 NA	NA		0.00%	Hotels
59	Redfin Corporation (RDFN)	8	2	25.00%	0	13	7	53.85%	Brokerage
60	Riverview Bancorp Inc. (RVSB)	8	2	25.00%	0	8	2	25.00%	Banks
61	Seattle Genetics, Inc. (SGEN)	9	2	22.22%	0	9	3	33.33%	BioTech & Pharma
62	Smartsheet Inc. (SMAR)	7	2	28.57%	0	8	3	37.50%	Software
63	Sound Financial Bancorp, Inc. (SFBC)	8	3	37.50%	1	4	3	75.00%	Banks
64	Starbucks Corporation (SBUX)	10	4	40.00%	0	46	19	41.30%	Coffee
65	Tableau Software, Inc. (DATA)	10	2	20.00%	0	11	2	18.18%	Software
66	Timberland Bancorp, Inc. (TSBK)	9	2	22.22%	0	6	1	16.67%	Banks
67	T-Mobile	12	1	8.33%	0	17	3	17.65%	Wireless Services
68	TrueBlue Inc.	9	4	44.44%	0	8	2	25.00%	Staffing
69	Trupanion, Inc. (TRUP)	8	2	25.00%	0	8	3	37.50%	Insurance
70	Washington Federal, Inc. (WAFD)	10	3	30.00%	0	6	2	33.33%	Banks
71	Weyerhaeuser Company (WY)	10	3	30.00%	0	7	2	28.57%	Timber
72	Zillow Group, Inc. (Z)	9	2	22.22%	0	22	5	22.73%	Real Estate Services
73	Zumiez Inc. (ZUMZ)	9	2	22.22%	0	6	0	0.00%	Clothing
		608	137	20.71%	4	714	181	22.93%	

5.48%

* Percent of board members were verified via linked websites on 9/12/19

** Percent of executive leadership members were verified via linked websites on 9/19/19

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			Women Board Members	Women CEO			Women Executive Management	Women Executive Management	

Average percent of Women vs. Men in companies headquartered in Washington

Female Board Seats (137)	20.71%		137						
Male Board Seats (471)	79.29%		471						
Female CEOs (4)	5.48%		4						
Male CEOs (69)	94.52%		69						
Female C-Suite positions (181)	22.93%		181						
Male C-Suite positions (533)	77.07%		533						