



THE
COMMONWEALTH
INSTITUTE
SOUTH FLORIDA

The Commonwealth Institute South Florida's 2013 Women-Led Business Survey Results





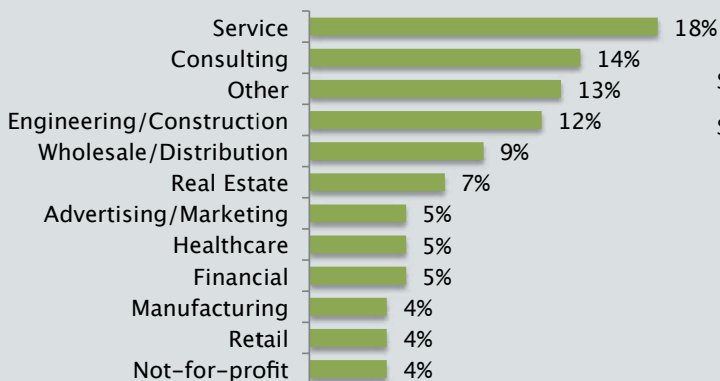
METHODOLOGY AND SAMPLE



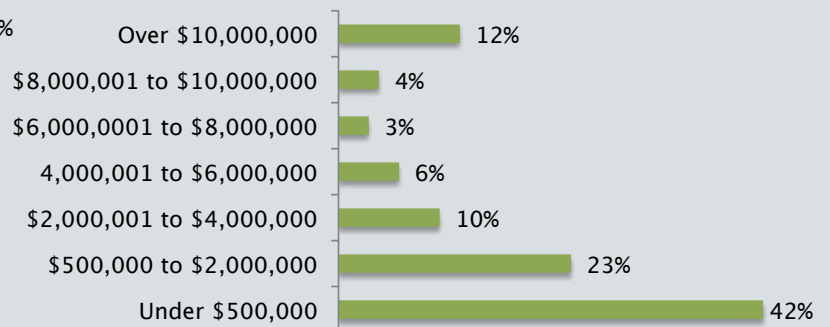
The goal of the survey was to capture the challenges and successes experienced by women leaders as well as show trends and business practices. Email invitations were sent to individuals selected by survey partners' internal lists of providers, members and member affiliates. Recipients of the email were also invited to forward the invitation to other women leaders. As an incentive, respondents were offered a complimentary copy of the 2013 research results. From these invitations, a total of 229 usable responses were obtained.

Listings of the Top 50 Women-Led For-Profit Organizations and the Top 10 Women-Led Not-For-Profit Organizations in Florida are included in this report. The lists, ranked by 2012 revenues, are composed of companies in which a woman is the organization's chairwoman of the board, CEO/president, owner, executive director and/or senior level executive. Only companies for which revenues were reported in the survey were included in the overall ranking. The respondents represent numerous industries and company size as illustrated in the following graphs.

INDUSTRY CLASSIFICATION



REVENUE CATEGORIES



EXECUTIVE SUMMARY

Since 2006, The Commonwealth Institute South Florida (TCI) has been tracking the performance, perceptions and projections of women-led businesses in Florida. Moore Research Services, Inc. has once again partnered with TCI to survey women-led organizations in Florida to obtain information and insights to better understand how these organizations are faring compared to a year ago, what business challenges they are facing, and their outlook for the next 12 months.

This year's results show a cautiously optimistic outlook for 2013, with many women leaders reporting that they feel their organization is in a better position now than 12 months ago.

BUSINESS & ECONOMIC CONDITIONS

- More women-led organizations (53%) state they are more optimistic about current economic conditions in Florida, with many expecting continued improvement through 2013. Additionally, fewer organizations experienced flat growth during the past year, and the number of businesses reporting increased revenues improved to just under half of those surveyed.

LEADERSHIP

- Mentoring other women for leadership continues to be important to women-led organizations, with 77% stating this is valuable to their business, and a significant majority of women spending time mentoring other women. However, most report that this is something they do on their own, outside of any formal organizational program. Connecting to a professional women's organization and having a mentor both remain important, but less so than 12 months ago.

CHALLENGES/TRENDS

- Taxes and government regulations are viewed as major concerns for many, inhibiting their confidence to expand or take risks. And, while the exact impact of the new health care law is not completely known, it is expected to have a significant effect on potential growth, with 21% stating it will influence their employment strategy. Although women-led organizations do not view hiring as a significant obstacle, they do experience difficulty in finding employees with the proper fit for their organization.
- A trend of returning back to basics is suggested with greater focus on growing existing products or services in 2013, up from 2012. Fewer companies plan to expand their existing markets or enter new markets. International markets are providing growth areas for some companies, with some expecting healthy expansion into foreign markets.
- Women well understand the importance of leveraging technology in their businesses, with 35% stating they will use technology-based solutions to address their business challenges. Along with using technology, an equal number state they will partner with consultants to work on business issues in 2013.

INTELLECTUAL PROPERTY

- While the National Women's Business Council views owning intellectual property as an indicator of strong entrepreneurial activity, there are conflicting views by those participating in this year's survey as to what intellectual property is and what impact it may have on their organization.

CURRENT & PROJECTED BUSINESS & ECONOMIC CONDITIONS

Building on last year's results and reversing the previous downward trend of growth noted between 2008 and 2011, women-led organizations continue to hold an optimistic view of the current business and economic conditions in Florida, improving their outlook 10% from just one year ago, with more than half (53%) responding that they think conditions have improved. When looking forward 12 months, 47% expect improvement with an economic recovery or rapid growth.

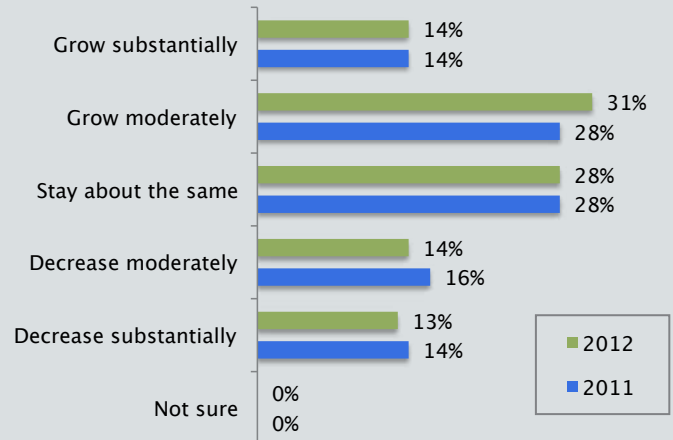
This optimism is tempered, though, with a sense of caution shared by many. Nearly one-third (30%) expect economic conditions to remain about the same, with 11% predicting an economic recession. This sense of caution is reinforced in their outlook for 2013, as 41% state they believe the economy will remain at the status quo.

When looking at 2012 revenues, more businesses reported growth in 2012 than did in 2011, with 45% experiencing modest or substantial growth, up from 42%. The increases noted are all categorized as moderate. Of those reporting higher revenues, most (35%) experienced increases from 11-25%, 34% experienced increases over 25%, while 31% reported increases in the range of 2-10%.

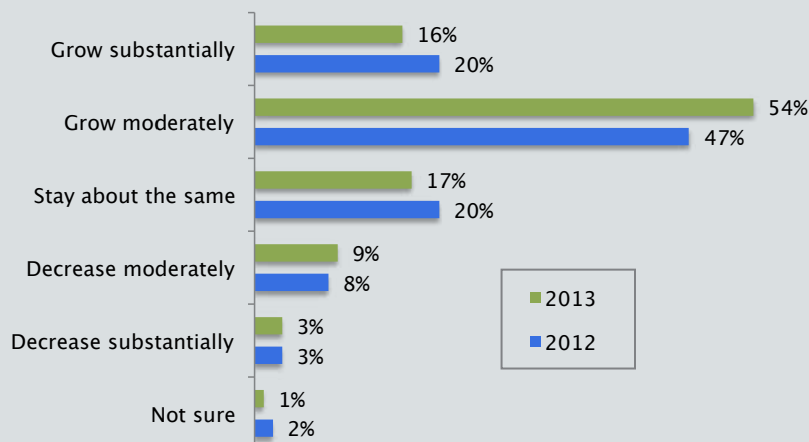
Continuing the trend of increased optimism, almost 70% of respondents look for modest or substantial growth in their organizations, up from 67% in 2011. Only 17% project flat revenue, down also from 20%, while those projecting a moderate or substantial decrease in revenue remains relatively steady, 11% in 2012 and 2013.

While the overall tenure for current and projected conditions cautiously increased, most of the respondents don't view their organization as part of a high growth sector of the economy. Less than half, 41%, view their organization as part of a high growth sector of the economy. In particular, of those stating they are not in a high growth area many cited their industry as construction, commercial real estate or the housing market. Most of these respondents feel there will be flat or sluggish growth in 2013.

REVENUE FROM PREVIOUS YEAR 2011-2012



REVENUE EXPECTATIONS FOR 2012-2013



However, there does seem to be a bright spot in businesses that have international activities. This may be a trend for Florida women-led businesses to watch for over the next year. According to Enterprise Florida, the official economic development organization for the state, Florida ranks in the top five states in the U.S. for exporting goods produced or with significant value added in the state. The annual volume is almost \$90 billion in merchandising exports. Enterprise Florida also cites the state's leadership in high value services that are exported, including accounting, communications, consulting, engineering, financial, legal, medical and transportation, among others.

BIGGEST CHALLENGES IDENTIFIED FOR 2013

While women-led organizations are more optimistic about business and economic conditions in Florida (see previous section) than they were 12 months ago, there is significant concern about being able to grow their business and cash flow, often citing government regulations, including the new health care law.

TOP CHALLENGES INCLUDE:

- Finding growth opportunities or increasing business and cash flow
- Gaining or maintaining customers
- Government/policy/tax changes

Not surprisingly, just as many respondents mentioned taxes and regulatory compliance costs as barriers to expanding their business, concern over government, policy and tax issues filled out the top rankings. Organizations also indicated that they find hiring to keep up with demand and hiring qualified staff as a challenge. This is also found elsewhere in the survey, where many point to hiring talent that aligns with the organization's culture as an on-going problem.

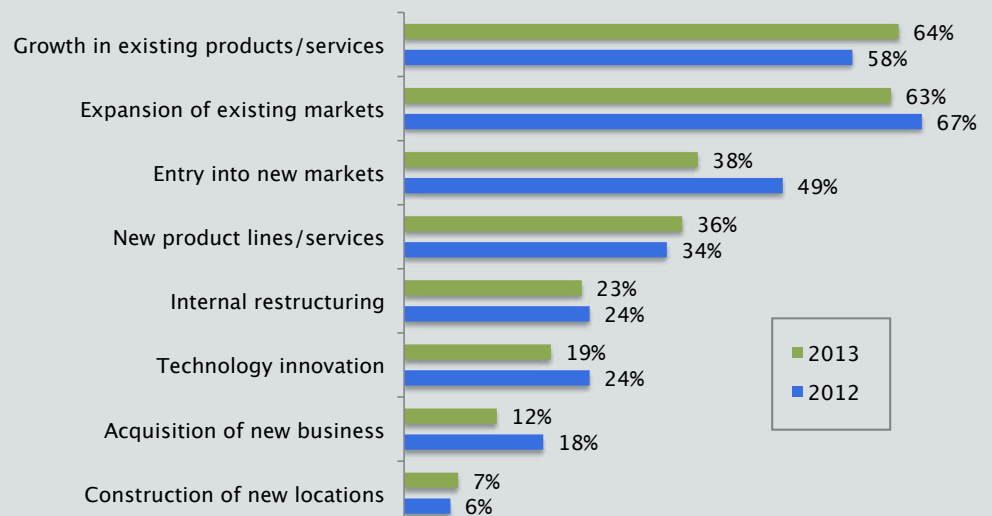


“Working with clients to help them move forward... we find that many leaders are reticent to make decisions or improvements which will make significant impact to their business based upon concern or fear of new regulatory/compliance at the federal or state level.”

TRENDING BACK TO BASICS

More organizations are shifting their focus away from entering new markets to growing their current products and services and expanding their existing markets. Sixty-four percent (64%) indicate they will concentrate on existing business lines, an increase from 58% in the 2012 survey. Only 38% report they will look at entry into new markets, significantly down 11% from the previous year.

AREAS OF CONCENTRATION



PROCEEDING WITH CAUTION - BUILDING A SOLID FOUNDATION

While there is an overall increased optimism about the Florida economy and business growth, risk taking is not on the agenda, with most organizations stating they do not plan on taking any major risk or that they are unsure if they will or will not.

Of those stating they plan on taking a major risk, most focused on their organizational structure, including hiring talent, increasing training and restructuring roles. Some indicated they plan to hire ahead of demand. There is not one prominent financial risk option noted, rather they are varied, including a mix of loans, use of equity lines, obtaining a private equity investor and investing capital to develop new products.

ROUNDING OUT THE TOP RESPONSES, MANY PREDICT THEY WILL TAKE RISKS RELATED TO:

- **Increased pricing**
- **Minimizing of expenses**
- **Securing financing or investment opportunities**

"Getting the right people on the bus."

Also notable, some women leaders expect to expand their office footprint by purchasing new space, moving to larger offices or expanding into new markets. During Florida's economic recession many companies "right-sized" their business operations. This included reductions in staff, overhead, and office space. As we move toward stabilization and recovery more commercial real-estate opportunities will present themselves as companies look to secure deals.

"We will be hiring new sales and production staff to prepare for aspired expansion. This will be the first time we hire ahead of demand in order to reorganize our structure and be prepared to respond to hopefully an increased workflow."



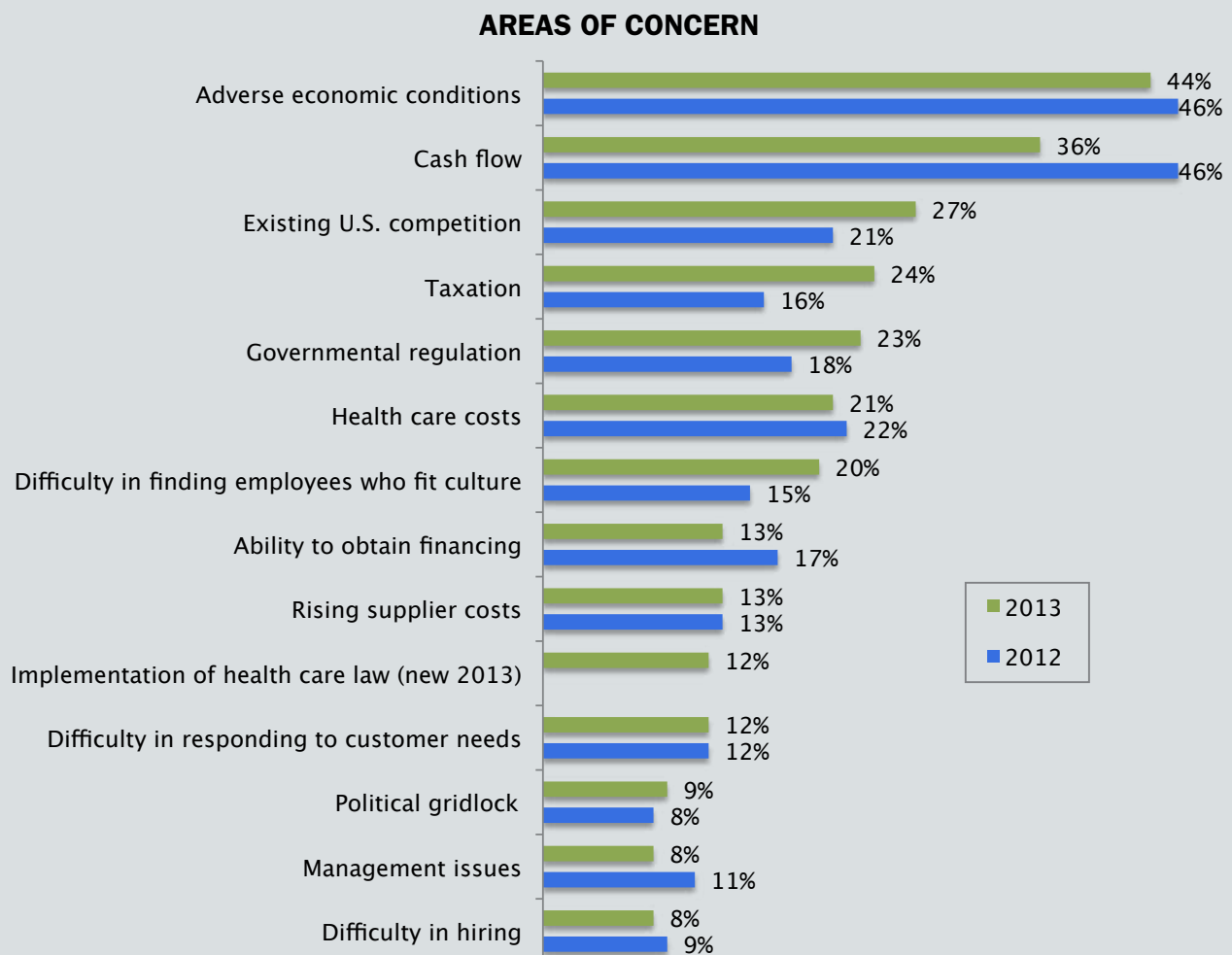
WORRIES AND SLEEPLESS NIGHTS

The top concern facing women leaders was adverse economic conditions. Cash flow was also ranked as a significant concern. Rounding out the top five concerns were: existing U.S. competition, taxation, and government regulation.

However, 43% of respondents selected one or more of the following issues related to government regulation, health care costs, and implementation of the federal health care law. Looking at health care costs along with the implementation of the new law, approximately a third (31%) indicated they worried about the impact this will have on their organizations, reinforcing its place as a serious area for concern that was first noted in 2011, continuing into 2012 and 2013.

Hiring was viewed as a low-level concern; however, finding employees who fit the corporate culture was noted by many (20%) as their top concern.

When asked what business issue keeps them up at night, growing and maintaining profitability were the top causes for restless nights, the same as in 2012. Keeping customers happy took the bronze again, up to 14% from last year's 10%.



WOMEN ON LEADERSHIP, NETWORKING, MENTORING & RECOGNITION

Overall, 63% of women-led organizations believe that having a connection to a women's professional network is important, but this is down from 70% last year. Following this trend, the majority of women view having a mentor as being important to their organization, currently at 79% of respondents, but it is significantly down from 92%.

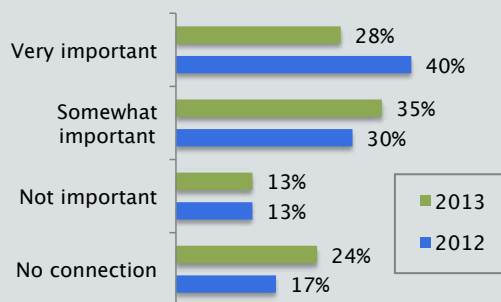
When asked about developing women leaders in their organization, the majority (77%) think this is valuable to their business, yet only 21% indicate they have a formal program in place to do so. However, more than three-quarters of respondents stated that they spend time developing women for leadership in their organization, showing more openness to an informal approach versus adopting a more formal program. Women-led organizations are closely split on whether they would have an interest in a program for grooming emerging women leaders, with 49% stating they would.

Women-led organizations are closely split on whether they believe that their contribution to the economic health of Florida is recognized by business and community leaders. Most stated they do not feel properly recognized and included specific suggestions on improving this impression, such as developing local women's networks, increasing mentoring opportunities and leveraging current women's groups.

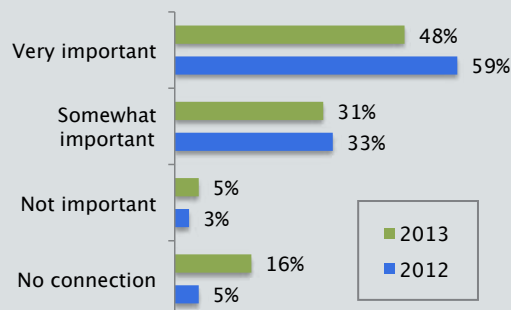
Another suggestion went a step further, recommending that women leaders get more involved in the business community by getting seats on boards. There is a lot of research data around this topic, particularly the impact on the bottom line for companies that have more women on their boards. Catalyst has extensive research on gender diversity and financial performance, and the impact of women on boards. Their research shows a 26% difference in return on invested capital between companies with women having 19-44% board representation and those with no representation. Further supporting this, a national movement to increase women on boards was organized in 2010 with the creation of the '2020' Women on Boards, founded by Stephanie Sonnabend. The goal is to have at least 20% of women on corporate boards by the year 2020.

"Networking through women's organizations to connect with peers, business and community leaders and others is important in creating a strong business network that can be critical to your company's success."

IMPORTANCE OF A CONNECTION TO A WOMEN'S PROFESSIONAL NETWORK



IMPORTANCE OF MENTORS



WOMEN ON INTELLECTUAL PROPERTY

Intellectual Property is a legal definition that covers property that can be protected under law, including copyrightable works, ideas, discoveries or inventions, with patents, trademarks, copyrights and trade secrets. Protecting intellectual property allows companies to invent or create products and ideas without the fear of competition or someone else taking credit for their work.

"In the consulting business, branding is the only intellectual property we truly own. Our processes are also somewhat 'intellectual property,' however we don't really own that either."

Although more women-led organizations indicate that they see value in owning intellectual property than those who do not (46% vs. 36%), when asked why they hold that view, most of them indicated that it was not important to their business. They often cited that their business is their intellectual property or that they are service providers and thus have no need to own intellectual property.

There seems to be ambivalence and even confusion regarding what intellectual property is and what role it might play in an organization's competitiveness. However, there is strong opinion that having intellectual property is important for a competitive edge. Many state it is good for the future of their business and they either currently own intellectual property or have pending intellectual property.

The National Women's Business Council made researching the intellectual property activity of women-owned businesses a top priority in 2012, as it is, "often considered an indicator of entrepreneurial activity." It completed an in-depth research study on intellectual property and found that in 2010 (the latest data available) women accounted for 33% of the trademarks awarded to individuals or sole proprietorships. Additionally, they reported that in the last 30 years, the number of patents granted to women rose dramatically.



FROM THE PRESIDENT & CEO OF MOORE RESEARCH SERVICES, INC.



Women-led organizations are a vital part of Florida's economic stability and growth. Their optimism for their businesses and the economy will translate into expanding their services and products, providing much needed jobs, and assuring regional vitality.

These women leaders are well poised to increase their profile and positive impact for businesses by joining more corporate boards and becoming involved in local chambers.

I am inspired by their desire to "pay it forward" by spending time mentoring other women to develop into leaders. For emerging women leaders, and even young girls in school, Florida's women business leaders are role models that inspire, motivate and encourage others to pursue their dreams.

Colleen Moore Mezler, President & CEO of Moore Research Services, Inc., a professionally certified market researcher and leader in the market research industry, designed, managed, and analyzed the research process along with her staff.

Moore Research Services, Inc. is a global marketing research firm with a passion for building, assessing and strengthening clients' product lines and services. The Moore team is experienced in qualitative, quantitative, and mixed methodology research. A research plan is customized for every client based upon their goals. The process ensures accurate and detailed information that helps to predict market share, identify key opportunities, and align clients' decisions to business growth and sustainability.

Moore Research Services, Inc. celebrates three generations of female leadership. In 1969, Peggy Moore, the firm's founder, wanted to supplement the family income and began conducting door-to-door research and telephone interviewing out of the basement of her home. Research was conducted primarily on the local and regional level. In 1985, Peggy's youngest daughter, Colleen Moore Mezler, joined the company and worked to expand their focus and scope of business.

They launched a full research service division and expanded their data collection efforts to include partnering with other research companies in the U.S. and globally. In 2008, a third generation joined the company, Lindsay Moore. To this day, Moore Research Services, Inc. continues to diversify its growing business and footprint.

TO LEARN MORE VISIT OUR WEBSITE: www.moore-research.com



FEATURED FOR-PROFIT LEADER



Robin Ranzal Knowles is the President of Edgewater Ranzal. Ms. Ranzal Knowles founded Ranzal & Associates in 1996 and became President in 2004 when the company was acquired by Edgewater. Ms. Ranzal Knowles is an Oracle Hyperion Certified Consultant and Instructor and holds a BS degree from SUNY Plattsburgh.

Prior to starting Ranzal, Ms. Ranzal Knowles held several technical and management positions including Director of Consulting Services for Dimension Data Systems, analyst positions at Business Express Airlines, and MCI. After founding Ranzal & Associates in 1996, Ms. Ranzal Knowles grew the organization into a premier Enterprise Performance Management consulting firm. In October 2004, Ranzal & Associates became a wholly-owned subsidiary of Edgewater Technology, Inc.

As President of Edgewater Ranzal, Ms. Ranzal Knowles is primarily responsible for managing and is actively involved in client engagements throughout the country. Ms. Ranzal Knowles is recognized nationally as an authority on Oracle Hyperion's Essbase (OLAP) technology. She is a frequent speaker at Oracle Hyperion events including Oracle Hyperion's User Conferences, and has served as a panel expert for Business Performance Management Magazine. She has also played crucial roles in Edgewater Ranzal's Oracle Hyperion client implementations in the Healthcare, Consumer Packaged Goods, Finance, Insurance and Retail industries.

FEATURED NOT-FOR-PROFIT LEADER



Sister Linda Bevilacqua, OP, PhD returned to her Alma Mater as Barry University's sixth and first alumna president in July 2004. Her inauguration was truly a homecoming since throughout her diverse and distinguished career in higher education she has been rooted at Barry. Sister Linda began her Barry experience as a full-time undergraduate student. Her leadership skills emerged quickly and during her four years she held a variety of student leadership positions. After graduating magna cum laude in 1962, she entered the Congregation of the Dominican Sisters of Adrian, Michigan.

Following completion of a PhD in higher education administration and leadership at Michigan State University, Sister Linda returned again to Barry in 1981 as director of alternative programs. The following year Sister Linda became associate vice president for academic affairs and the first dean of Barry's School of Adult and Continuing Education. During her tenure she led the creation and administration of many degree programs for working adults at various sites throughout the state of Florida. In 1986 Sister Linda left Barry following her election as a member of the leadership team of the Dominican Sisters of Adrian, Michigan. As Administrator of the Congregation, she oversaw administrative, financial, legal, corporate and real estate matters during her six-year term.

For the past nine years, Sister Linda has been guiding the transformation of Barry University into an urban, comprehensive, multi-cultural, multi-ethnic university of about 9,000 students. During her tenure, the University has developed two strategic plans, a comprehensive Compensation Plan, and a Master Site Plan. The University's Law School in Orlando gained full accreditation from the American Bar Association, and over 20 other degree programs have been re-accredited by national associations. The University has constructed two new residence halls for undergraduate students on the main campus in Miami Shores and a state-of-the-art Legal Advocacy Center at the Law School. The undergraduate student enrollment has grown by over 20%; the Athletic Program has won four NCAA Division II national championships; the leadership team's fiscal oversight and annual balanced budgets have contributed to improved national credit ratings. Barry degree programs are now offered throughout the state of Florida, Nassau, the Bahamas, and St. Croix, the US Virgin Islands. Through technology enhancements, the campus is completely wireless, and totally online and blended degree programs have been created.

ABOUT THE COMMONWEALTH INSTITUTE SOUTH FLORIDA



The Commonwealth Institute (TCI) is a vibrant nonprofit organization, founded to help women-led businesses become and stay successful.

Our mission is to help women CEOs, Entrepreneurs and Senior Executives grow their business through peer mentoring, education, development and high-level networking. The cornerstone of TCI's approach is peer to peer mentoring in a confidential, small group atmosphere called forums. TCI also raises money to provide scholarships for emerging women business owners.

Since its inception, TCI has worked with several hundred women-led companies. TCI currently has more than 300 members whose companies have annual revenues ranging from \$250,000 to more than \$12 million. TCI has chapters in South Florida and Boston. The South Florida region serves Dade, Broward and Palm Beach Counties.

VISIT OUR WEBSITE: www.commonwealthinstitute.org

PHONE: 305-799-6547

"Joining TCI has been one of the best investments I have made for my company and myself. The members of my forum provide me with a sounding board for challenges and issues I encounter in my business, as well as accountability regarding the decisions I must make to continue to move forward."

- Charlotte Pelton, Charlotte Pelton Associates, Inc.



A special thanks to our Research Supporter



TOP 50 WOMEN-LED FOR-PROFIT ORGANIZATIONS IN FLORIDA

| Rank | Name | Title | Organization | City | Industry | Number of Employees |
|------|---------------------------|-----------------------------|--|--------------------|---|---------------------|
| 1 | Sandra C. Finn | President | Cross Country Home Services | Ft. Lauderdale | Home Services | 625 |
| 2 | Gilda Baldwin, DHSc, MMS | CEO | Westchester General Hospital, Inc. | Miami | Healthcare | 650 |
| 3 | Robin Ranzal Knowles | President | Edgewater Ranzal | Boca Raton | Information Technology | 175 |
| 4 | Kirsten Dolan | President & COO | One Parking | West Palm Beach | Service | 250 |
| 5 | Peggy Nordeen | CEO | Starmark International, Inc. | Ft. Lauderdale | Advertising/Marketing | 60 |
| 6 | Elizabeth Dvorak | CEO | Workscapes | Orlando | Wholesale and Distribution | 42 |
| 7 | Lisa Somerville | President & CEO | Restor Telecom, Inc. | Leesburg | Telecommunications | 145 |
| 8 | Carole Metour | President & CEO | P M Services Company | St. Petersburg | Service | 150 |
| 9 | Olga Ramudo | President & CEO | Express Travel | Miami | Service | 30 |
| 10 | Karen Hoover | President & CEO | Action Labor | West Palm Beach | Service | 90 |
| 11 | Valerie Holstein | President | CableOrganizer.com | Ft. Lauderdale | Electrical Distributors and Retail | 45 |
| 12 | Sue Romanos/Suzanne Hodes | CEO/CFO | CAREERXCHANGE | Miami | Service | 3,000 |
| 13 | Teresa Meares | President | DGG Taser and Tactical Supply | Jacksonville | Wholesale and Distribution | 22 |
| 14 | Christine Franklin | President | Cherokee Enterprises, Inc. | Miami Lakes | Engineering and Construction | 45 |
| 15 | Sonya Eggerton | CEO | SSE, Inc. | New Smyrna Beach | Engineering and Construction | 35 |
| 16 | Catherine Colan Muth | CEO | O. R. Colan Group, LLC | Tallahassee | Real Estate Solutions for Public Infrastructure | 88 |
| 17 | Diana Brooks | Owner & Managing Partner | VSBrooks Advertising | Coral Gables | Advertising/Marketing | 25 |
| 18 | Susan Wendt | President | Wendt Productions, Inc. | Odessa | Advertising/Marketing | 8 |
| 19 | Aline Jidy | President | EQUIPOS Y CONTROLES INDUSTRIALES AND FLORIDA INSTRUMENTATION | Miami | Wholesale and Distribution | 200 |
| 20 | Lorraine C. Wilde | CEO | GO Airport Shuttle & Executive Car Service | Ft. Lauderdale | Service | 55 |
| 21 | Kay Stephenson | Co-Founder, President & CEO | Datamaxx Group, Inc. | Tallahassee | Information Technology | 62 |
| 22 | Pam Kirchner | CEO | BCA Financial Services, Inc. | Miami | Financial | 150 |
| 23 | Genie Milgrom | President | M.D.Distributing, Inc./DBA Farma International | Miami | Healthcare | 16 |
| 24 | Jana Thoenke | President | KeyStaff | Palm Beach Gardens | Service | 1,200 |
| 25 | Patricia Dominguez | President & CEO | Triage Partners, LLC | Tampa | Service | 148 |
| 26 | Pernille Ostberg | President & CEO | Matrix Home Care, LLC | West Palm Beach | Healthcare | 687 |
| 27 | Lisa Davis | CEO | Analytics Partners | Jacksonville | Consulting | 42 |
| 28 | Terry Lehmann | CEO | Truegreen | Boca Raton | Retail | 7 |
| 29 | Donna Abood | Chairman & Founding Partner | Colliers International South Florida | Coral Gables | Real Estate | 65 |
| 30 | Jennifer Clark | President | Mill-Rite Woodworking Co., Inc. | Pinellas Park | Manufacturing | 57 |
| 31 | Barbara K. Keller | Broker & Owner | ERA Showcase Properties and Investments | Merritt Island | Real Estate | 187 |
| 32 | Blanca Acosta | President & Owner | Equipco | Miami | Manufacturing | 50 |

| Rank | Name | Title | Organization | City | Industry | Number of Employees |
|------|----------------------|-----------------------|---|-------------------|------------------------------|---------------------|
| 33 | Toni Mastrullo | President & CEO | Telecom Resources of America, Inc. | Deerfield Beach | Information Technology | 2 |
| 34 | Ann Machado | CEO | Creative Staffing | Miami | Service | 1,000 |
| 35 | Linda Watson | President & Owner | Rainmaker, Inc. | Ft. Lauderdale | Wholesale and Distribution | 4 |
| 36 | Sherry D. Lucki | President & Principal | Information Technology Solutions, Inc. | Orlando | Consulting | 40 |
| 37 | Rachel Sapoznik | President & CEO | Sapoznik Insurance | North Miami Beach | Healthcare | 55 |
| 38 | Barbara Manzi | President & CEO | Manzi Metals, Inc. | Brooksville | Wholesale and Distribution | 9 |
| 39 | Ann Freeman | President & CEO | River City Security Services Inc. | Jacksonville | Service | 156 |
| 40 | Patricia Bonilla | President | Lunacon Construction Group | Miami | Engineering and Construction | 26 |
| 41 | Connie Miller | President | Walker Miller Equipment Company, Inc. | Orlando | Service | 18 |
| 42 | Heather Cole | President | Lodestar Solutions | Tampa | Service | 12 |
| 43 | Yvonne Fry | President | Lines of Communication | Plant City | Information Technology | 6 |
| 44 | Angela Heyne | President | H.I.S. Painting, Inc. | Titusville | Engineering and Construction | 35 |
| 45 | Betsy McGee | President | Aluminum Distributing, Inc. | Ft. Lauderdale | Wholesale and Distribution | 9 |
| 46 | Carmel Hohmann | President & CEO | Talon Industries, Inc. | Odessa | Manufacturing | 8 |
| 47 | Christine Madsen | President & CEO | Mad 4 Marketing | Ft. Lauderdale | Advertising/Marketing | 8 |
| 48 | Pamela A. Bush | President | MSGI Telecom Solutions | Tampa | Information Technology | 12 |
| 49 | Susana Robledo | Founder & CEO | Cube Care Company | Miami Lakes | Manufacturing | 20 |
| 50 | Victoria E. Villalba | CEO | Victoria & Associates Career Services, Inc. | Miami | HR/Staffing and Recruiting | 200 |

TOP 10 WOMEN-LED NOT-FOR-PROFIT ORGANIZATIONS IN FLORIDA

| Rank | Name | Title | Organization | City | Industry | Number of Employees |
|------|----------------------------------|--------------------------|---|--------------------|---|---------------------|
| 1 | Sister Linda Bevilacqua, OP, PhD | President | Barry University | Miami Shores | Education | 1,240 |
| 2 | Paula J. Alderson | President & CEO | Hospice by the Sea, Inc. | Boca Raton | Healthcare | 580 |
| 3 | Deborah Spiegelman | CEO & Executive Director | Miami Children's Museum | Miami | Not-for-profit | 150 |
| 4 | Tina Philips | President & CEO | Palm Beach Habilitation Center | Lake Worth | Not-for-profit | 101 |
| 5 | Eileen Maloney-Simon | CEO | YWCA of Greater Miami-Dade, Inc. | Miami | Not-for-profit | 200 |
| 6 | Barbara Inman | President & CEO | Habitat for Humanity of Pinellas County | Clearwater | Engineering and Construction | 28 |
| 7 | Catherine F. Penrod | CEO | Switchboard of Miami, Inc. | Miami | Not-for-profit | 85 |
| 8 | Julie Swindler | CEO | Families First of Palm Beach County | West Palm Beach | Not-for-profit | 65 |
| 9 | Pam Swensen | CEO | Executive Women's Golf Association | Palm Beach Gardens | Not-for-profit | 14 |
| 10 | Jacqueline Kiviat | Executive Director & COO | TerraLex | Miami | Referral and Proactive Business Development Network | 9 |



You're in good company...

The Commonwealth Institute provides Forums for Women CEOs and Senior Executives. Women who are changing the face of business have something in common; the ability to provide sound advice through peer mentoring and the sharing of valuable leadership techniques. Joining a Commonwealth Forum allows women the opportunity to share resources, discuss their business issues in a confidential environment, and grow their businesses to the next level.



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