

PERSPECTIVES OF WOMEN IN RAILROADING



PENNSYLVANIA RAIL FREIGHT SEMINAR

May 13, 2016

WELCOME!



- Introductions
- Panel Overview
- Panelist Presentations
- Questions & Answer Session



Entering the Industry

- The first women were employed by railroads as early as 1838.
- During WW I, women assumed roles that were the traditional female occupations of the time.
- In October 1918, more than 100,000 women worked in the industry.
- Movement away from women's time honored occupations did occur, but it was limited.
- Employment numbers increased again during WW II, with estimates as high as 200,000.
- Again, many of these positions were eliminated when the war concluded.



Liberty Girl. Post cover, 4 September 1943.

The Early Women of Railroading

Susan Morningstar



Elizabeth Cogley



Kate Shelley



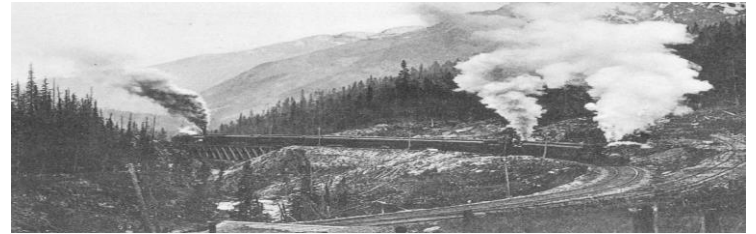
Eliza Murfey



Mary I. Riggin



Catherine L. Gibbon



Mary Walton



Mary Pennington



Olive Dennis



Mary Jane Colter



“The Dirty Dozen”



How Far Have We Come?

- Railroad employment in 2015 was 264,000, of which 6.6% are women.
- Women are under-represented in many areas of the industry, including management and executive levels.
- Narrowing the gender gap is desirable and initiatives have been designed to recruit, retain and promote women.
- Companies with a diverse workforce, particularly women among corporate officers and members of the board of directors, achieve better financial results.



Railroad Women of Today

BNSF Railway Company

- Judy Carter, VP, Compliance and Audit
- Katie Farmer, VP, Domestic Intermodal
- Amy Hawkins, VP, Federal Government Affairs
- Jill Mulligan, VP, Law and General Counsel Regulatory
- Jo-ann Olsovsky, VP and Chief Information Officer
- Julie Piggott, EVP and Chief Financial Officer

CSX Corp.

- Cressie Brown, VP, Service Design and Advanced Technology
- Ellen Fitzsimmons, EVP, Law and Public Affairs, General Counsel and Corporate Secretary
- Lisa Mancini, EVP and Chief Administrative Officer
- Anne Reinke, VP, Federal Affairs
- Cindy Sanborn, EVP and Chief Operating Officer
- Carolyn Sizemore, VP and Controller
- Diana Sorfleet, VP and Chief Human Resources Officer

CN

- Janet Drysdale, VP Corporate Development
- Kimberly Madigan, VP, Human Resources
- Fiona Murray, VP, Industrial Products
- Suzanne Poirier, VP, Financial Planning

Kansas City Southern (Unconfirmed)

- Mary Stadler, SVP and Chief Accounting Officer
- Lora Cheatum, SVP, Human Resources

Norfolk Southern

- Cindy Earhart, EVP Administration and Chief Information Officer
- Martha Stewart, EVP Finance and Chief Financial Officer
- Ann Adams, VP, Human Resources

Union Pacific Railroad

- Linda Brandi, VP and General Manager-Coal
- Diane Duren, EVP and Corporate Secretary
- Mary Jones, VP and Treasurer
- D. Lynn Kelley, SVP Supply Chain and Continuous Improvement



Getting On Board

BNSF Railway Company

- Dr. Cynthia Ann Telles, Associate Clinical Professor, UCLA School of Medicine

CSX Corp.

- Donna Alvarado, Founder and President, Aguila International
- Pamela Carter, President, Cummins Distribution

CN

- Edith Holiday, Former General Counsel, U.S. Treasury Department and Secretary of the cabinet, the White House
- V. Maureen Kempston Darkes, (Retired) Group VP and President Latin America, Africa and Middle East, General Motors
- Laura Stein, EVP and General Counsel Corporate Affairs, The Clorox Company

Canadian Pacific

- Isabelle Courville, Chair of the Board of Directors, Laurentian Bank of Canada.
- Rebecca MacDonald, Founder and Executive Chair, Just Energy Group, Inc.

Kansas City Southern

- Lu Cordova, Chief Executive Officer, Corlund Industries LLC

Norfolk Southern

- Karen Horn, Partner, Brock Capital Group
- Amy Miles, Chief Executive Officer, Regal Entertainment Group, Inc

Union Pacific Railroad

- Jane Lute, Former Chief Executive Officer, Center for Internet Security (as of May 12)



Modern Day Pioneers



Linda Bauer Darr



Karen Borlaug Phillips



Kylie McLaughlin



QUESTIONS

