FL WOMEN ON BOARDS

FLORIDA CENSUS OF WOMEN PUBLIC COMPANY DIRECTORS

2025

Foreword

The 2025 census analyzes female representation on the boards of companies in the Russell 3000 list ("R3000") as of June 30, 2025. This report explores differences by state, delves into specific trends in the state of Florida, and concludes by celebrating the women who joined Florida boards during the 12 months ending June 30, 2025.

The report is published by Florida Women on Boards, a collaboration between four preeminent women's leadership organizations – 50/50 Women on Boards and their Exclusive Data Partner Equilar, the Florida Chapters of Women Corporate Directors, the International Women's Forums of Florida, and Women Executive Leadership Florida. Data for this report is provided by 50/50 Women on Boards through their Exclusive Data Partner Equilar.

This group's mission is to connect qualified women to Florida boards, with a near term objective of seeing at least three women on every public board in Florida.

Florida Lags the Nation on Almost Every Dimension of Female Board Representation - Across Industries, Company Sizes, and Board Sizes.

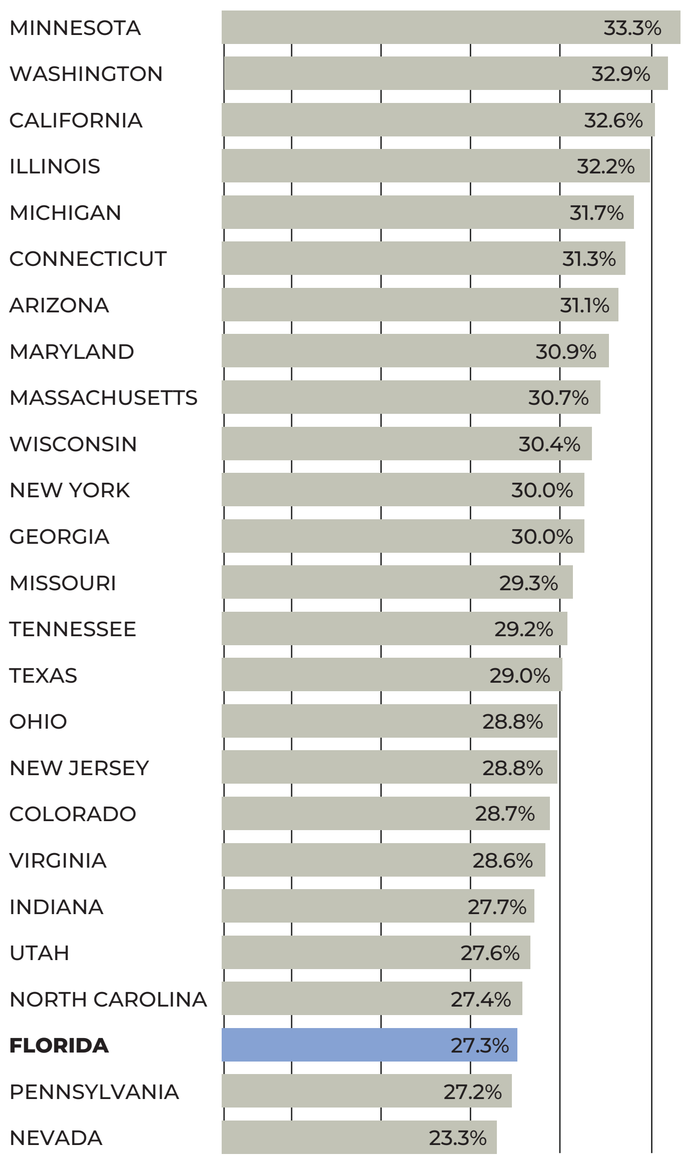
The percent of board seats held by women in Florida is 27.3% compared to 30.1% for the full Russell 3000 (R3000).

Fifty-seven percent of companies in other states have reached three or more women on their boards. In Florida, a majority of Florida companies have not – only 47% have three or more women. This is an improvement of over 44% last year, suggesting that Florida could surpass the 50% mark next year.

We examined potential structural drivers such as industry mix, company size, and regulatory constraints, and found no reason why Florida should lag, other than noting that states with lower female representation tend to be more politically conservative.

There were some bright spots in 2025. Most notably, Florida now has 12 gender-balanced[1] boards, up from only 4. In addition, 34% of new board seats in Florida went to women this year (versus 33% last year).

% Of Women Directors By State
(For States with at least 25 R3000 Companies)

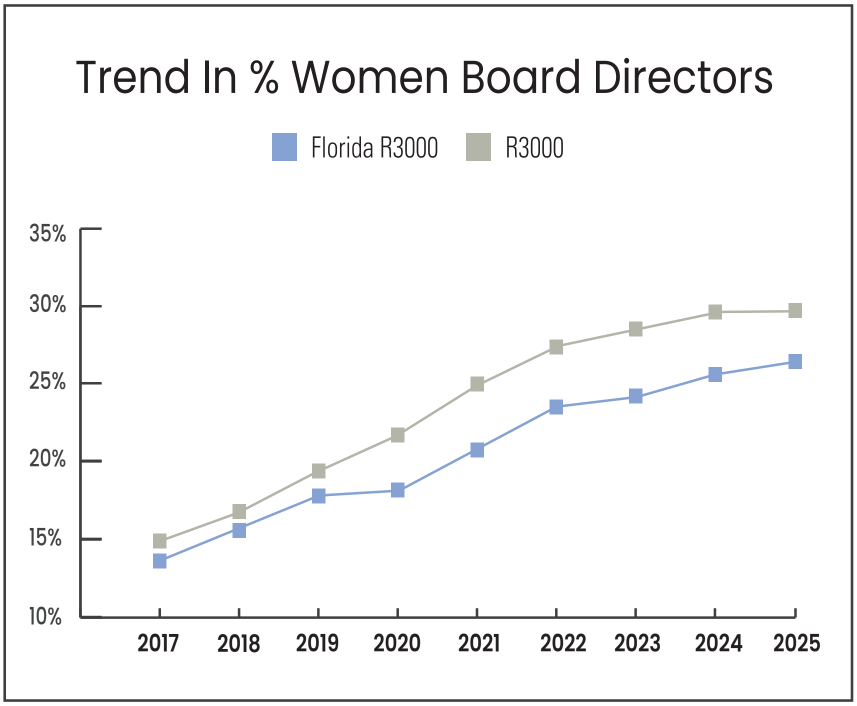


[1]Boards are considered gender-balanced when the difference between the number of men and women is zero or one

Florida Narrowed the Gap Slightly – But it Remains Significant

Florida's female representation was tracking close to the national average until 2019 but has lagged by 3-4 percentage points since then

The gap narrowed this year to 2.8 percentage points, as 34% of new Florida board appointments went to women, compared with 29% nationally. It was a pullback nationally, rather than a surge forward for Florida, as the R3000 had been running at 36% and higher for several years.



Florida increased the number of gender-balanced boards this year

Florida saw a sharp rise in the number of gender-balanced[1] boards, from 4 to 12. Office Depot and Superior Group of Companies were repeats from last year, 4 companies were new to the FL R3000, 4 boards reached balance due to male departures, and 2 did so through the addition of women.

Gender-Balanced Florida Companies on R3000 in 2025	Industry	#WOB / #Directors	% WOB
NeoGenomics, Inc.	Healthcare	5/10	50.0%
The ODP Corporation	Consumer Cyclical	4/8	50.0%
Sila Realty Trust, Inc.	Real Estate	3/6	50.0%
Roper Technologies, Inc.	Technology	4/9	44.4%
Norwegian Cruise Line Holdings Ltd.	Consumer Cyclical	4/9	44.4%
MarineMax, Inc.	Consumer Cyclical	4/9	44.4%
MARA Holdings, Inc.	Financial Services	3/7	42.9%
The GEO Group, Inc.	Industrials	3/7	42.9%
Superior Group of Companies, Inc.	Consumer Cyclical	3/7	42.9%
Newsmax Inc.	Communication Services	2/5	40.0%
ZimVie Inc.	Healthcare	2/5	40.0%
Alpine Income Property Trust, Inc.	Real Estate	2/5	40.0%

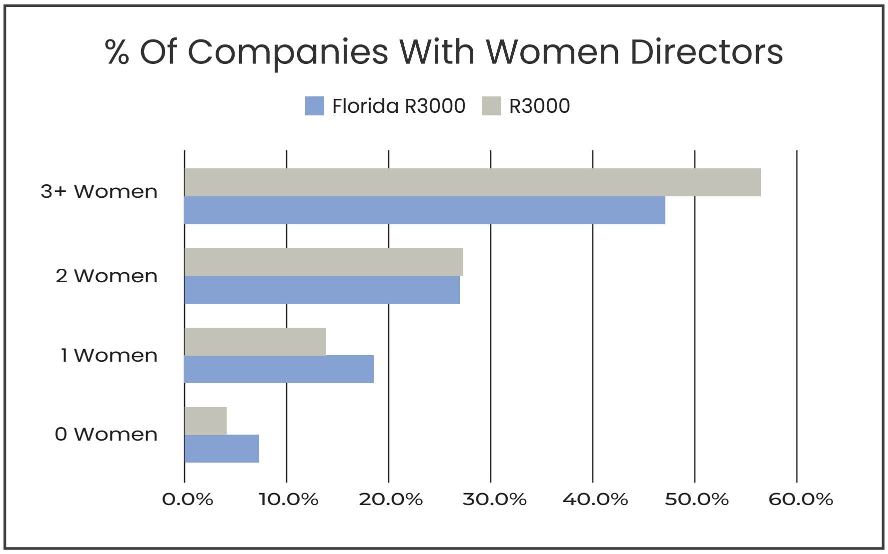
[1]Boards are considered gender-balanced when the difference between the number of men and women is zero or one

Florida Boards Often Stop at Two Women, While Other States More Often Reach Three, Regardless of Industry or Company Size

47% of FL companies have 3+ women, compared to 57% nationally

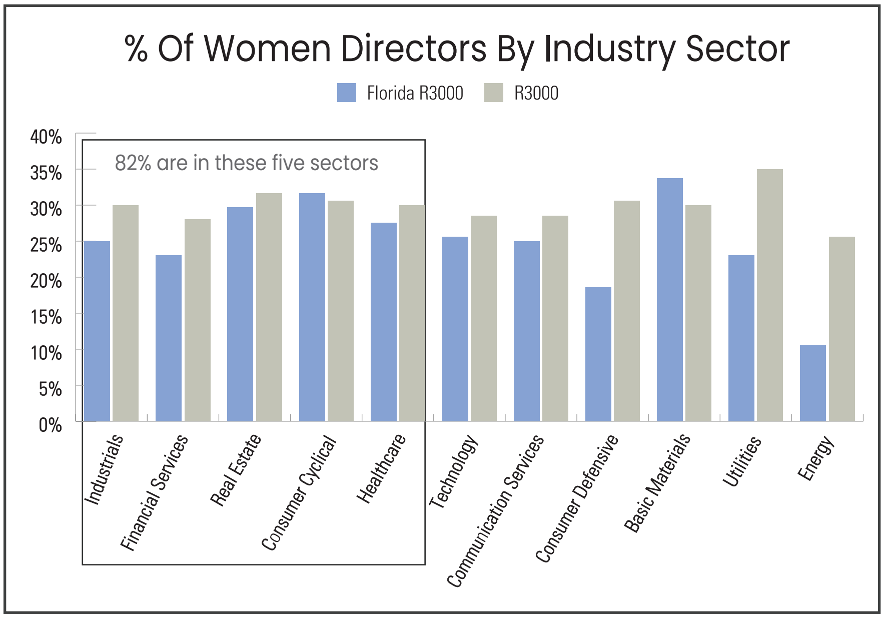
Twenty-six percent of Florida companies had zero or one woman director.

This is significant, given that research shows that three is the minimum "critical mass" for a minority group to have a voice.



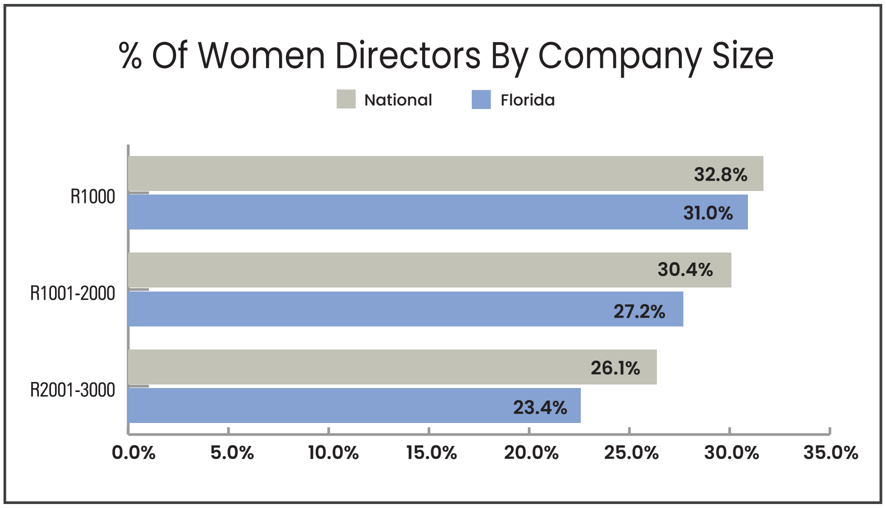
Industry mix does not explain the gap: Florida lags in 9 of 11 industry sectors

Eighty-two percent of Florida R3000 companies fall in 5 industry sectors, and Florida's percentage of women on those boards trails the national averages in those sectors – except Consumer Cyclical, where Florida Matches the R3000.



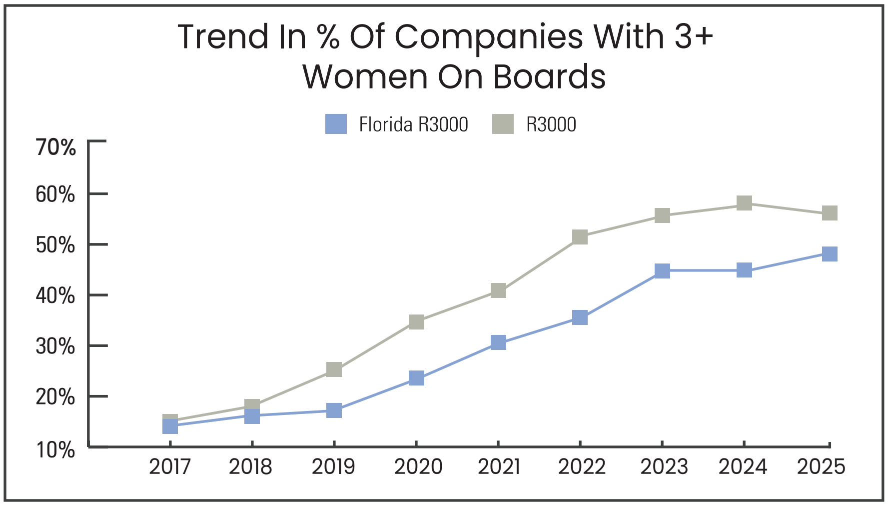
Company size does not explain the gap: Florida lags regardless of company size

Larger companies tend to have more female representation than smaller companies, and Florida follows this pattern – yet still lags national peers at every size band.



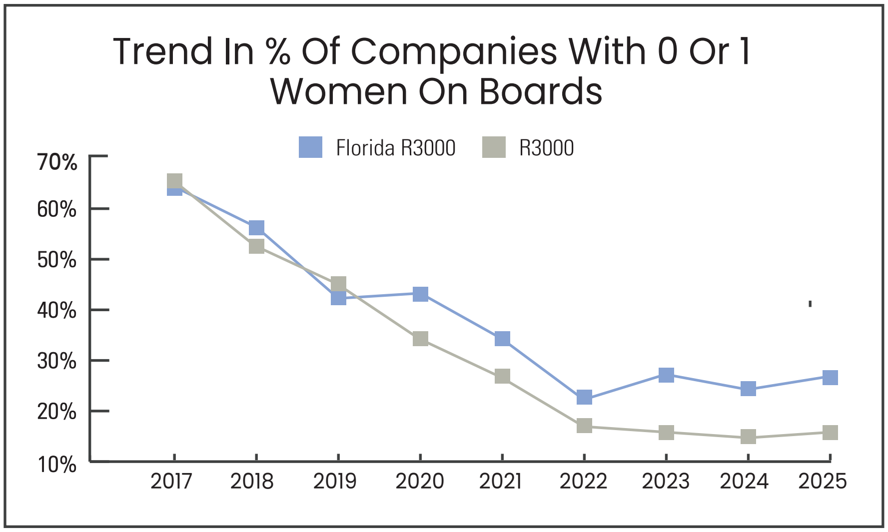
National progress stalled last year, enabling Florida to close the gap

The national percentage had been rising for several years, but went backwards in 2025, to 30.1%. Meanwhile, Florida increased slightly, to 27.3%.



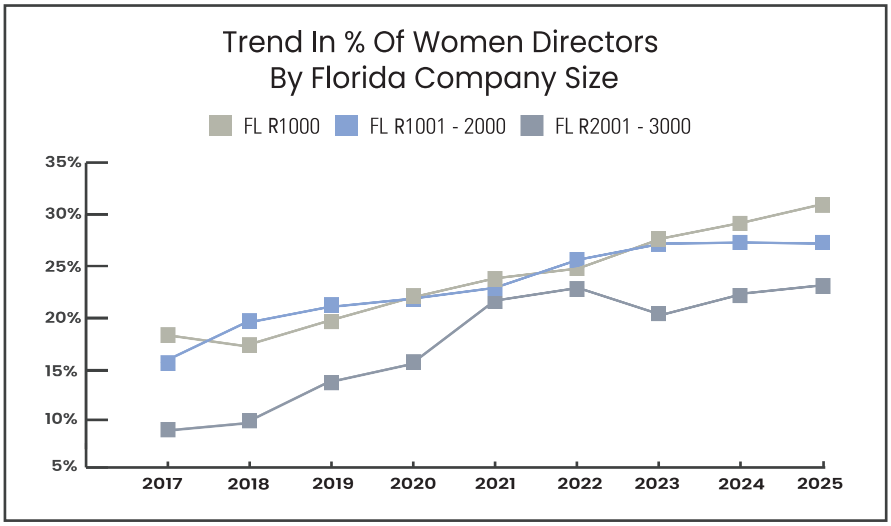
The share of companies with low female representation increased

The share of companies with zero or one woman increased in both Florida and nationally. Florida now stands at 26%, compared to 16% nationally.



Florida's largest companies nonetheless increased their share of women directors

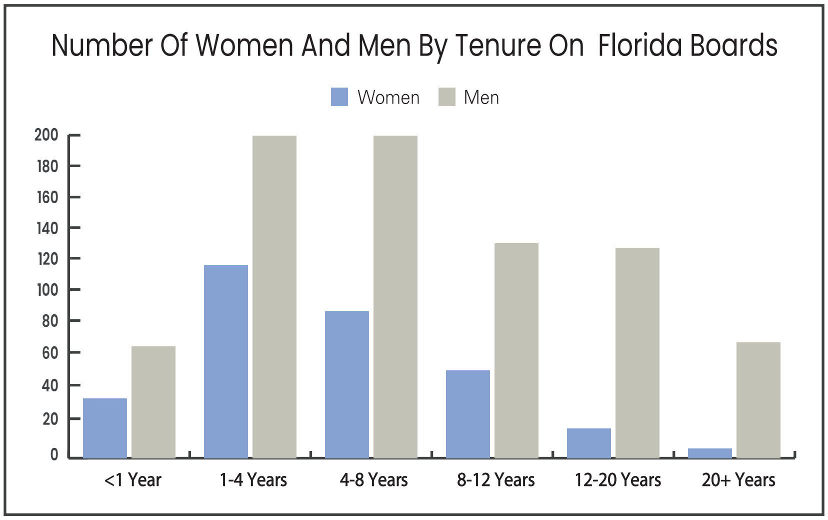
Florida's R1000 companies increased their share of women directors by 1.8 percentage points – from 29.2% to 31.0% – getting closer to the national average of 32.8% for the R1000.



Florida Board Members Are Long Tenured – So Change is Slow

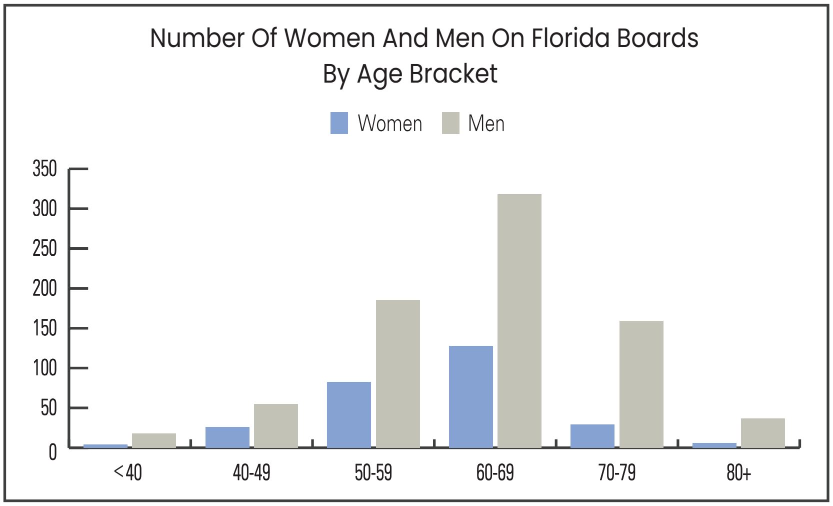
Change takes time when director departures are slow. Caps on tenure are uncommon in the US.

Two hundred twenty (20%) of Florida board seats have been held for more than 12 years, and 45 directors have served on their boards since the 1990s.



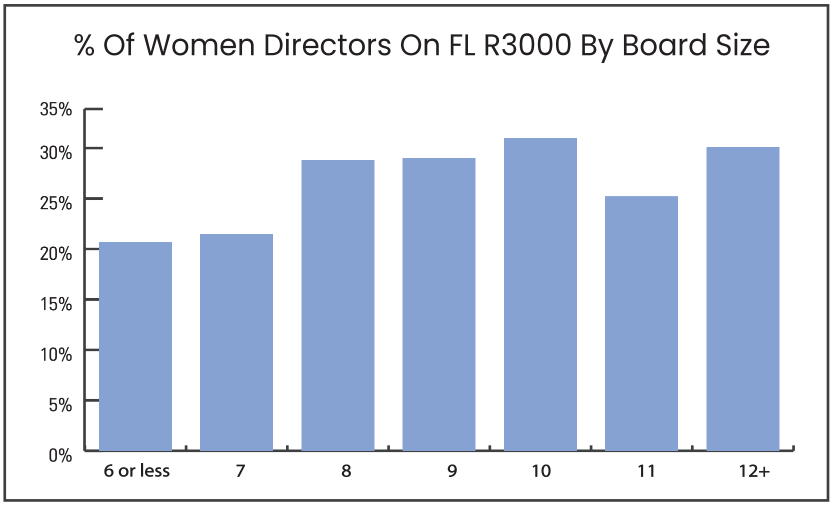
Age limits are also infrequent, but are more common than tenure limits

Age limits, when used, are usually between 72 and 75. In Florida, most board members leave their boards in their 70s, although there are 45 Florida directors in their 80s.



Florida's small boards have low female representation

The 47 Florida firms with seven or fewer board members have the lowest female representation. 27 of these 47 have zero or one woman in the boardroom and 29 are among the smallest companies by market capitalization (R2001-R3000).



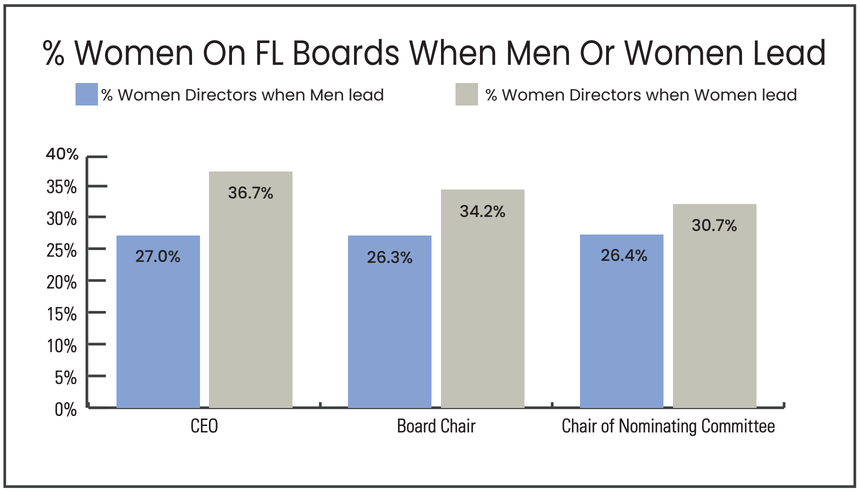
New board appointments continue to favor men by 66% to 34%

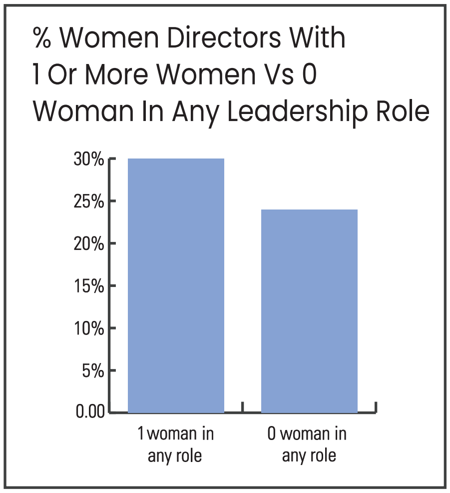
Between July 1, 2024, and June 30, 2025, Florida boards added 63 men and 33 women. At 34%, this exceeds the national R3000, which dropped from 36% to 29% in the same period.

When women are in leadership positions there is a clear correlation with female representation on their boards

In Florida, when a woman holds any leadership position such as CEO, Board Chair, or Chair of the Nominating and Governance Committee, the average percentage of women directors is 30%. The percentage falls to 19% when there are no women in one of these leadership positions.

The highest percentage occurs with woman CEOs, at 36.7%, but there are only 3 female CEOs in the Florida R3000, limiting broader inference.





There is limited visibility into ethnic and racial diversity due to a lack of reporting

In Florida, 421 directors report their race/ethnicity to Equilar, 70 are women of color and 129 are men of color. This represents 6% of Florida seats held by women of color and 12% by men of color.

Information on Florida companies newly added to R3000 in 2025

New entrants to the Florida R3000 have lower female representation

The 20 Florida companies newly added to the R3000 have only 23.5% female representation, below both the 5 companies leaving the list (27.5%) and the Florida R3000 average (27.3%). This is unsurprising, as more than half of the new entrants are smaller, and smaller companies tend to have lower female representation.

Six newcomers were larger companies moving in from out of state, and 4 were companies that restructured their ownership, becoming qualified for the R3000. The remaining 10 were small companies that made it onto the list through market-cap growth.

Florida companies added to R3000 in 2025	# WOB	# Directors	% WOB	Florida companies removed from R3000 in 2025	# WOB	# Directors	% WOB
Crown Holdings, Inc.	3	9	33.3%	Overseas Shipholding Group	3	7	42.9%
LXP Industrial Trust	3	8	37.5%	Veru Inc.	2	6	33.3%
VSE Corporation	2	8	25.0%	Primo Water Corporation	4	10	40.0%
BK Technologies Corporation	1	7	14.3%	Terran Orbital Corporation	1	8	12.5%
Siebert Financial Corp.	1	7	14.3%	Vector Group Ltd.	1	9	11.1%
Starwood Property Trust, Inc.	2	10	20.0%				
Millicom International Cellular	3	8	37.5%				
SKYX Platforms Corp.	2	7	28.6%				
Sila Realty Trust, Inc.	3	6	50.0%				
Pulse Biosciences, Inc.	1	6	16.7%				
LENSAR, Inc.	2	8	25.0%				
Chewy, Inc.	3	14	21.4%				
Rumble Inc.	2	7	28.6%				
NextNRG Inc.	0	5	0.0%				
Douglas Elliman Inc.	0	7	0.0%				
ZimVie Inc.	2	5	40.0%				
M-tron Industries, Inc.	0	7	0.0%				
Logistic Properties of the Americas	2	7	28.6%				
Proficient Auto Logistics, Inc.	1	8	12.5%				
Newsmax Inc.	2	5	40.0%				
Average % WOB			23.5%	**Average % WOB**			27.5%

Conclusion

The Florida Census of Women Corporate Directors 2025 examines the female representation on the boards of the 133 Florida companies on the Russell 3000 list as of June 30, 2025. Florida is 2.8 percentage points below the R3000 average and ranks third from the bottom among the 25 states with 25 or more public companies in the R3000. Although Florida added 33 women (including 7 women of color), Florida still lags the rest of the nation.

One near-term opportunity is for every Florida board with fewer than three women to add at least one more woman and not wait for a man to leave – especially smaller companies and those with boards with less than seven board members.

Directors - Summary Findings	Florida 2025 Change from 2024	National 2025 Change from 2024
Percent Women on Boards	27.3% up from 26.4%	30.1% up from 30.0%
Percent Gender-Balanced[1] Boards	9.0% up from 3.4%	13.5% up from 13.3%
Percent Gender-Balanced[1] or 3+ WOB	47.4% up from 44.1	57.5% down from 57.7%
Percent WOB for R1000	31.0% up from 29.2%	32.8% unchanged
Percent WOB for R1001-2000	27.2% down from 27.3%	30.1% up from 29.8%
Percent WOB for R2001-3000	23.4% up from 22.6%	26.1% down from 26.7%
# Industry sectors with more than 25% WOB	7 out of 11 unchanged	11 out of 11 unchanged from 2024
# Industry sectors with more than 30% WOB	2 out of 11 down from 3 of 11	6 out of 11 up from 5 out of 11
Percent Companies with Women CEOs	2.3% down from 3.4%	7.6% up from 7.4% in 2024
Average Age of Women Directors	61 years up from 60	61 years up from 60
Average Age of Men Directors	63 years unchanged	62 years down from 63
New Board Appointments going to Women	35.1% up from 32.6%	29.1% down from 35.6% in 2024

Methodology

The Florida Census on Women Public Company Directors 2025 measures the percentage of women serving on the boards of public companies in the Russell 3000. The R3000 is reconstituted every June based on market capitalization. The 2025 R3000 includes 133 companies headquartered in Florida as of June 30, 2025. National and state comparison data were provided by 50/50 Women on Boards through their collaboration with Equilar.

[1]Boards are considered gender-balanced when the difference between the number of men and women is zero or one

The 33 Women Appointed to Florida's R3000 Boards This Year Bring Significant Leadership Depth — Indicating There is Plenty of Female Talent Available if Boards Look Beyond Their Usual Networks

The 33 women appointed to Florida-based Russell 3000 public company boards this year bring significant leadership firepower, with most having served in C-suite roles—often as CEOs, CFOs, or COOs. Their experience spans a wide range of industries including finance, travel and hospitality, healthcare, industrials, and technology, reflecting the increasing demand for operational depth and cross-sector insight in boardrooms. Many also bring strong governance credentials, including current or prior public and private board service.

This list makes one thing clear: the talent is out there. These women prove that there is no shortage of highly qualified female candidates—if companies are willing to look beyond the usual networks. Their appointments not only bring relevant expertise and fresh perspectives, but also move Florida boards closer toward more balanced and effective governance.

Abbreviations are used throughout these profiles. Most people understand CEO, COO, CFO and CHRO, but we have also included CLO (Chief Legal Officer), CIO (Chief Information Officer), and GM (General Manager).

Nicole Anasenes (Independent Director)

Joined: Fidelity National Information Services, Inc., Jacksonville
(now a 40% female board)

- **Exec Experience:** Former CFO of Ansys, former CFO & COO of Squarespace
- **Board Experience:** Motorola Solutions, VMware LLC
- https://www.linkedin.com/in/nicoleanasenes

Anne D. Begeman (Affiliate Director)

Joined: CSX Corporation, Jacksonville *(now 39% female board)*

- **Exec Experience:** Former Republican Staff Director for the US Senate Committee on Commerce, Science and Transportation
- **Board Experience:** Surface Transportation Board (a federal agency)
- **No online Profile found**

Claire M. Bennett (Independent Director)

Joined: AutoNation, Inc., Fort Lauderdale *(now 33% female board)*

- **Exec Experience:** Former Global Chief Customer Officer of IHG Hotels & Resorts; former President of American Express Travel & Lifestyle Services
- **Board Experience:** Samsonite, TUMI
- https://www.linkedin.com/in/claire-bennett-76a6241/

Katie Biber (Independent Director)

Joined: Rumble Inc., Longboat Key *(now 29% female board)*

- **Exec Experience:** CLO of Paridigm; former CLO of Anchorage, Brex, and Thumbtack
- **Board Experience:** Protocol Labs, Anchorage
- https://www.linkedin.com/in/katiebiber/

Bonnie S. Biumi (Independent Director)

Joined: MarineMax, Inc., Oldsmar *(now 44% female board)*

- **Exec Experience:** Former President and CFO of Kerzner International; former CFO of Norwegian Cruise Line
- **Board Experience:** Virgin Voyages, Kite Realty Group, Caesars Entertainment, Retail Properties of America, Isle of Capri Casinos, Home Properaties
- https://www.linkedin.com/in/bonnie-biumi-0b7b6750/

Christine Cahill (Inside Director)

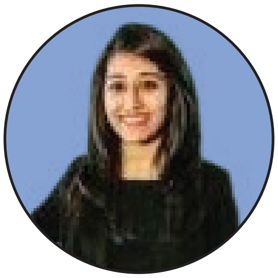
Joined: Hilton Grand Vacations Inc., Orlando *(now 40% female board)*

- **Exec Experience:** Private Equity Principal of Apollo Global Management; former Investment Banking Analyst at Goldman Sachs.
- **Board Experience:** Lifepoint Health, Scion Health
- https://www.linkedin.com/in/christine-cahill-73a675a0/

Sujatha Chandrasekaran (Independent Director)

Joined: Jabil, Inc., Saint Petersburg *(now 30% female board)*

- **Exec Experience:** Former Chief Digital & Information Officer of CommonSpirit Health; multiple tech roles at Kimberly-Clark and Walmart
- **Board Experience:** American Eagle Outfitters, Brenntag, ATOS, Cardinal Health, Agendia, Pando.AI, Blume Global
- https://www.linkedin.com/in/sujachandra-businessleader/



Aayushi Dalal (Independent Director)

Joined: United Parks & Resorts Inc., Orlando *(now 30% female board)*

- **Exec Experience:** VP Hill Path Capital private equity; former VP of Goldman Sachs in Tech, Media & Telecom
- https://www.linkedin.com/in/aayushi-d-36b4536b/

Carol A. DiBattiste (Independent Director)

Joined: AerSale Corporation, Doral *(now 29% female board)*

- **Exec Experience:** Former CLO roles at QOMPLX, Comscore, Education Management, Geeknet, and Reed Elsevier/LexisNexis
- **Board Experience:** American Roll-On Roll-Off Carrier Group, AEye, Giant Oak, Wayside Technology
- https://www.linkedin.com/in/caroldibattiste/

Paula J. Dobriansky (Independent Director)

Joined: Newsmax Inc., Boca Raton *(now 40% female board)*

- **Exec Experience:** Vice Chair of the Atlantic Council's Scowcroft Center and a Senior Fellow at Harvard's Kennedy School; long career in government service as a foreign policy expert
- https://www.belfercenter.org/person/paula-j-dobriansky

Lucy Clark Dougherty (Independent Director)

Joined: Hertz Global Holdings, Inc., Estero *(now 27% female board)*

- **Exec Experience:** CLO of Eaton; former CLO roles at Polaris and General Motors subsidiaries
- http://linkedin.com/in/lucy-clark-dougherty-006942a9

Deborah G. Ellinger (Independent Director)

Joined: Chewy Inc., Plantation *(now 21% female board)*

- **Exec Experience:** Senior Advisor with Boston Consulting Group; former CEO/President of Ideal Image, The Princeton Review, Restoration Hardware, and Wellness Petfood
- **Board Experience:** Tupperware, iRobot, Covetrus, Interpublic Group, National Life, Sealy and others
- https://www.linkedin.com/in/deborah-ellinger-55838/

Brenda R. Frank (Independent Director)

Joined: Proficient Auto Logistics, Inc, Jacksonville *(now 13% female board)*

- **Exec Experience:** Group SVP of HR Buying Offices of Ross Stores; former CHRO of Stericycle; former CLO and CHRO of Shred-it
- https://www.linkedin.com/in/brenda-frank-1293b830/

Janet P. Froetscher (Independent Director)

Joined: SouthState Corporation, Winter Haven *(now 21% female board)*

- **Exec Experience:** President of J.B. & M.K. Pritzker Family Foundation; former President & CEO of Special Olympics International; former President and CEO of the National Safety Council
- **Board Experience:** CBOE Global Markets, Independent Financial
- http://linkedin.com/in/janet-froetscher-9a9b4a5

Janet George (Independent Director)

Joined: MARA Holdings, Inc., Fort Lauderdale *(now 43% female board)*

- **Exec Experience:** EVP Artificial Intelligence, Mastercard; former GM of Data Center and AI at Intel
- **Board Experience:** NanoString Technologies
- https://www.linkedin.com/in/janet-george-mscs/

Kourtney Gibson (Independent Director)

Joined: Fidelity National Information Services, Inc., Jacksonville *(now 40% female board)*

- **Exec Experience:** CEO of Retirement Solutions, TIAA; former Exec Vice Chair and President of Loop Capiltal
- **Board Experience:** MarketAxess, FIS, Lululemon
- http://linkedin.com/in/kourtneykgibson

Rhea Goff (Inside Director)

Joined: The St. Joe Company, Panama City Beach *(now 20% female board)*

- **Exec Experience:** SVP & Chief Administrative Officer
- https://www.linkedin.com/in/rhea-goff-90976417/

Marjorie C. Green (Independent Director)

Joined: Neogenomics, Inc., Fort Meyers *(now 50% female board)*

- **Exec Experience:** SVP & Head of Oncology Clinical Development at Merck; other positions at Seattle Genetics, Genentech and MD Anderson Cancer Center
- https://www.linkedin.com/in/marjorie-green-89092420/

Barbara W. Humpton (Independent Director)

Joined: MARA Holdings, Inc., Fort Lauderdale *(now 43% female board)*

- **Exec Experience:** CEO of Siemens USA; former VP of Booz Allen Hamilton and VP of Lockheed Martin
- **Board Experience:** Triumph Group, Fluence, Federal Reserve Bank of Richmond
- http://linkedin.com/in/barbara-humpton

Linda P. Jojo (Independent Director)

Joined: Norwegian Cruise Line Holdings Ltd., Miami *(now 44% female board)*

- **Exec Experience:** Former EVP & Chief Customer Officer of United Airlines; other roles at United - CIO and Chief Digital Officer
- **Board Experience:** Bunge, Federal Reserve Bank of Chicago, Exelon
- https://www.linkedin.com/in/lindajojo/

Francoise Lavertu (Independent Director)

Joined: Logistic Properties of the Americas, Miami *(now 29% female board)*

- **Exec Experience:** Co-Founder of Desteia, South View Studio and Utelias; former GM SE USA & LATAM at Tesla
- **Board Experience:** Spectrum (Grupo Pantaleon), Solfium, LPA (formerly Logistics Properties of the Americas)
- https://www.linkedin.com/in/francoiselavertu/

Sonya C. Little (Independent Director)

Joined: The Mosaic Company, Tampa *(now 42% female board)*

- **Exec Experience:** President & COO of COI Energy; former EVP & Chief Administrative officer Property Partners; former CFO of the City of Tampa
- **Board Experience:** Hancock Whitney, Turner Construction
- https://www.linkedin.com/in/sclittle-04/

Lisa Lutoff-Perlo (Independent Director)

Joined: Amerant Bancorp Inc., Coral Gables *(now 42% female board)*

- **Exec Experience:** Former President and CEO of Celebrity Cruises and Vice Chairman External Affairs of it's parent company, Royal Caribbean
- **Board Experience:** AutoNation, Hornblower Group
- https://www.linkedin.com/in/lisa-lutoff-perlo/

Merriann Metz (Independent Director)

Joined: SouthState Corporation, Winter Haven *(now 21% female board)*

- **Exec Experience:** CLO & CCO of Publix Super Markets
- https://www.linkedin.com/in/merriann-metz-326623181/

Amy E. Miles (Independent Director)

Joined: Carrier Global Corporation, Palm Beach Gardens *(now 30% female board)*

- **Exec Experience:** Former CEO of Regal Entertainment Group
- **Board Experience:** Suntex Marinas, Amgen, The Gap, Regal Entertainment, Norfolk Southern, ASM Global
- https://www.linkedin.com/in/amy-miles-ab000b67/

Patricia B. Morrison (Independent Director)

Joined: Amerant Bancorp Inc., Coral Gables *(now 42% female board)*

- **Exec Experience:** Former EVP, Customer Support Services and CIO, Cardinal Health; former CIO of Motorola and Office Depot
- **Board Experience:** Trinity Life Sciences, Baxter International, Splunk, Virtusa, Aramark, Jo-Ann Stores, SPSS Inc., acquired by IBM
- https://www.linkedin.com/in/morrisonpatty/

Andrea Fischer Newman (Independent Director)

Joined: Spirit Aviation Holdings, Inc., Dania Beach *(now 29% female board)*

- **Exec Experience:** Former SVP of Delta Airlines and of Northwest Airlines
- **Board Experience:** Lauch Technical Workforce Solutions, StandardAero, M/V The World Resident Holdings, PrimeFlight Aviation Services and others
- https://www.linkedin.com/in/andrea-fischer-newman-93406965/

Kathleen M. Shanahan (Independent Director)

Joined: The Mosaic Company, Tampa *(now 42% female board)*

- **Exec Experience:** Former CEO of three industrial companies - most recently Turtle & Hughes; former career in Florida and National politics
- **Board Experience:** Great Lakes Dredge & Dock, HireQuest, Turning Point Brands, Foundation Risk Partners, Ultimate Medical Academy, TRC Companies, WCI Communities
- https://www.linkedin.com/in/kathleen-shanahan-4841924/

Elizabeth Stavola (Independent Director)

Joined: Chicago Atlantic Real Estate Finance, Inc,. Miami Beach

(now 14.3% female board)

- **Exec Experience:** Founder of several cannabis-related companies, including CBD for Life and MPX Bioceutical Corporation; former SVP of Jefferies & Co.
- **Board Experience:** New Jersey Cannabis Industry Association and other cannabis industry association boards
- https://www.linkedin.com/in/bethstavola/

Radha Tilton (Independent Director)

Joined: Spirit Aviation Holdings, Inc., Dania Beach *(now 29% female board)*

- **Exec Experience:** VP & Treasurer of General Motors; former MD of Goldman Sachs; research assistant at the Federal Reserve System
- https://www.linkedin.com/in/radha-tilton-a11a421/

Brenna Andrea Wadleigh (Independent Director)

Joined: Alpine Income Property Trust, Inc., Winter Park

(now 40% female board)

- **Exec Experience:** CEO of N3 Real Estate; various roles at Crescent Real Estate Equities
- https://www.linkedin.com/in/brennawadleigh/

Felicia Williams (Independent Director)

Joined: NeoGenomics, Inc., Fort Myers *(now 50% female board)*

- **Exec Experience:** Former CFO of Macy's
- **Board Experience:** Paycom, Anywhere Real Estate, Meridian Bioscience
- http://linkedin.com/in/felicia-williams-26a07322

Suzanne Yoon (Independent Director)

Joined: ADT Inc., Boca Raton *(now 42% female board)*

- **Exec Experience:** MP of Kinzie Capital Partners; various positions at Versa, ABN AMRO Bank, ABN/LaSalle Bank, and CIT Group
- **Board Experience:** Cloudera, Chelsea Lighting, Fraser Steel, Artic Industries, GT Golf Supplies, Colony Display Holdings
- http://linkedin.com/in/suzanneyoon

Appendix. List of the 118 Florida Public Companies on Russell 3000

Data as of June 30, 2025

Company Name	# WOB	# Directors	% WOB	Company Name	# WOB	# Directors	% WOB
ADT Inc.	5	12	41.7%	LXP Industrial Trust	3	8	37.5%
Advanced Flower Capital Inc.	1	5	20.0%	M-tron Industries, Inc.	0	7	0.0%
AerSale Corporation	2	7	28.6%	MARA Holdings, Inc.	3	7	42.9%
Affiliated Managers Group, Inc.	3	8	37.5%	MarineMax, Inc.	4	9	44.4%
AirSculpt Technologies, Inc.	1	7	14.3%	Marriott Vacations Worldwide Corporation	4	12	33.3%
Alico, Inc.	1	8	12.5%	MasTec, Inc.	2	8	25.0%
Alpine Income Property Trust, Inc.	2	5	40.0%	Millicom International Cellular S.A.	3	8	37.5%
Amerant Bancorp Inc.	5	12	41.7%	National Beverage Corp.	0	5	0.0%
American Coastal Insurance Corporation	0	9	0.0%	NeoGenomics, Inc.	5	10	50.0%
ARMOUR Residential REIT, Inc.	2	8	25.0%	Newsmax Inc.	2	5	40.0%
AutoNation, Inc.	3	9	33.3%	NewtekOne, Inc.	1	7	14.3%
Axogen, Inc.	2	8	25.0%	NextEra Energy, Inc.	4	12	33.3%
BankUnited, Inc.	3	9	33.3%	NextNRG Inc.	0	5	0.0%
BK Technologies Corporation	1	7	14.3%	NNN REIT, Inc.	3	8	37.5%
Bloomin' Brands, Inc.	3	10	30.0%	Norwegian Cruise Line Holdings Ltd.	4	9	44.4%
Brown & Brown, Inc.	2	13	15.4%	NV5 Global, Inc.	2	7	28.6%
Cadre Holdings, Inc.	1	5	20.0%	Onity Group Inc.	2	7	28.6%
Capital City Bank Group, Inc.	3	12	25.0%	OPKO Health, Inc.	2	11	18.2%
Carnival Corporation & plc	4	11	36.4%	Orchid Island Capital, Inc.	2	6	33.3%
Carrier Global Corporation	3	10	30.0%	Pacira BioSciences, Inc.	2	9	22.2%
Catalyst Pharmaceuticals, Inc.	2	6	33.3%	Pediatrix Medical Group, Inc.	3	8	37.5%
Celsius Holdings, Inc.	3	9	33.3%	Performant Healthcare, Inc.	1	7	14.3%
Chatham Lodging Trust	2	6	33.3%	Proficient Auto Logistics, Inc.	1	8	12.5%
Chewy, Inc.	3	14	21.4%	Pulse Biosciences, Inc.	1	6	16.7%
Chicago Atlantic Real Estate Finance, Inc.	1	7	14.3%	PureCycle Technologies, Inc.	1	8	12.5%
CONMED Corporation	3	8	37.5%	Raymond James Financial, Inc.	4	13	30.8%
Cross Country Healthcare, Inc.	2	7	28.6%	Rayonier Advanced Materials Inc.	3	9	33.3%
Crown Holdings, Inc.	3	9	33.3%	Rayonier Inc.	3	9	33.3%
CSX Corporation	4	12	33.3%	Red Violet, Inc.	1	5	20.0%
CTO Realty Growth, Inc.	1	6	16.7%	Redwire Corporation	1	9	11.1%
Darden Restaurants, Inc.	3	9	33.3%	Regency Centers Corporation	4	11	36.4%
DigitalBridge Group, Inc.	3	9	33.3%	Roper Technologies, Inc.	4	9	44.4%
Douglas Elliman Inc.	0	7	0.0%	Royal Caribbean Cruises Ltd.	4	13	30.8%
Dream Finders Homes, Inc.	1	5	20.0%	Rumble Inc.	2	7	28.6%
Dun & Bradstreet Holdings, Inc.	2	11	18.2%	Ryder System, Inc.	3	11	27.3%
Dycom Industries, Inc.	3	8	37.5%	SBA Communications Corporation	3	10	30.0%
Element Solutions Inc	2	8	25.0%	Seacoast Banking Corporation of Florida	2	11	18.2%
Eve Holding, Inc.	1	6	16.7%	Siebert Financial Corp.	1	7	14.3%
EVI Industries, Inc.	0	6	0.0%	Sila Realty Trust, Inc.	3	6	50.0%
FARO Technologies, Inc.	2	7	28.6%	SKYX Platforms Corp.	2	7	28.6%
Fidelity National Financial, Inc.	2	11	18.2%	SouthState Corporation	3	14	21.4%
Fidelity National Information Services, Inc.	4	10	40.0%	Spirit Aviation Holdings, Inc.	2	7	28.6%
First Watch Restaurant Group, Inc.	3	10	30.0%	Starwood Property Trust, Inc.	2	10	20.0%
FRP Holdings, Inc.	2	9	22.2%	Summit Therapeutics Inc.	3	9	33.3%
Gencor Industries, Inc.	0	5	0.0%	Superior Group of Companies, Inc.	3	7	42.9%
HCI Group, Inc.	2	8	25.0%	The Baldwin Insurance Group, Inc.	3	10	30.0%
HEICO Corporation	2	10	20.0%	The GEO Group, Inc.	3	7	42.9%
Helios Technologies, Inc.	2	7	28.6%	The Hackett Group, Inc.	1	7	14.3%
Herc Holdings Inc.	2	8	25.0%	The Mosaic Company	5	12	41.7%
Heritage Insurance Holdings, Inc.	1	7	14.3%	The ODP Corporation	4	8	50.0%
Hertz Global Holdings, Inc.	3	11	27.3%	The Real Brokerage Inc.	2	8	25.0%
Hilton Grand Vacations Inc.	4	10	40.0%	The St. Joe Company	1	5	20.0%
Hut 8 Corp.	1	8	12.5%	TopBuild Corp.	3	8	37.5%
Immersion Corporation	1	5	20.0%	Travel + Leisure Co.	3	9	33.3%
INmune Bio, Inc.	1	5	20.0%	Treace Medical Concepts, Inc.	3	8	37.5%
International Money Express, Inc.	3	8	37.5%	Trump Media & Technology Group Corp.	0	7	0.0%
IRADIMED CORPORATION	1	5	20.0%	United Parks & Resorts Inc.	3	10	30.0%
Jabil Inc.	3	10	30.0%	Universal Insurance Holdings, Inc.	3	12	25.0%
Kforce Inc.	3	9	33.3%	USCB Financial Holdings, Inc.	2	9	22.2%
L3Harris Technologies, Inc.	4	13	30.8%	VSE Corporation	2	8	25.0%
Landstar System, Inc.	3	8	37.5%	Watsco, Inc.	3	9	33.3%
Laureate Education, Inc.	2	10	20.0%	Willis Lease Finance Corporation	0	5	0.0%
Lennar Corporation	3	10	30.0%	World Kinect Corporation	1	9	11.1%
LENSAR, Inc.	2	8	25.0%	Xenia Hotels & Resorts, Inc.	3	8	37.5%
Ligand Pharmaceuticals Incorporated	2	8	25.0%	Zevra Therapeutics, Inc.	2	8	25.0%
Logistic Properties of the Americas	2	7	28.6%	ZimVie Inc.	2	5	40.0%
Luminar Technologies, Inc.	2	9	22.2%				

Sponsors of this Research

The Florida Census of Women Public Company Directors 2025 is the third annual report published with four preeminent women's leadership organizations – 50/50 Women on Boards, the Florida Chapters of Women Corporate Directors, the International Women's Forums of Florida, and Women Executive Leadership Florida.

Our mission is to:

- Increase the number of women on the boards of the Russell 3000 companies in Florida
- Encourage all boards to become gender-balanced
- Connect qualified female board candidates to open board opportunities

We call on Florida Public Companies to:

- Add at least one woman if you currently have two or less
- If you have three or more women but are not gender-balanced, then increase to gender balance, including at least one woman of color
- If you have gender balance: maintain balance, and include at least one woman of color

Contact Us:

info@womenonboardsfl.org

www.womenonboardsfl.org

This report was prepared by Florida Women on Boards. The report uses data from 50/50 Women on Boards and their Exclusive Data Partner Equilar. For the full report, visit www.womenonboardsfl.org

EQUILAR

Exclusive Data Partner