

**1**  
**Community Care Cooperative**  
 BOSTON  
 Health Care  
**Christina Severin**  
 PRESIDENT AND CEO

**2**  
**Northeast Arc**  
 DANVERS  
 Human Services  
**Jo Ann Simons**  
 PRESIDENT AND CEO

**3**  
**J.Jill**  
 QUINCY  
 Retail or Wholesale  
**Paula Bennett**  
 (January-April 2018)  
**Linda Heasley**  
 (since April 2018)  
 PRESIDENT AND CEO

**4**  
**Talbots**  
 HINGHAM  
 Retail or Wholesale  
**Lizanne Kindler**  
 CEO

**5**  
**Boston Medical Center Health System**  
 BOSTON  
 Health Care  
**Kate Walsh**  
 PRESIDENT AND CEO

Meet the female decision makers of the Bay State. The 2019 edition of this list of power brokers includes leaders of health care companies, retail giants, construction heavyweights, financial institutions, nonprofit groups, and many more. All told, the women featured here are calling the shots for thousands of employees and billions in revenue.

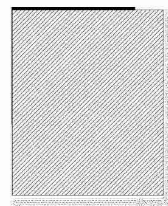
## HOW THE LIST WAS CREATED

The Commonwealth Institute, a nonprofit that supports female business leaders, examined revenue or operating budget as well as other variables, including number of full-time employees in the state, workplace and management diversity, and innovative projects. TCI then ranked organizations according to its own formula. This is the 19th\* year that TCI has created the list, and the seventh year that the *Globe Magazine* has partnered with the group.

**NOTE:** Leaders in this list were in place at the end of 2018 (the year for which we examined revenue and other data), and a few are no longer at the businesses.  
 \*This year, TCI corrected how it numbers the annual installments in its Top 100 series, denoting the 2019 list as the 19th.



Taken together, the 100 companies on the list represent a total revenue and operating budget of **\$49.5 BILLION**  
 (To be precise, **\$49,454,261,990**)





**6 / Mount Auburn Hospital**

CAMBRIDGE  
Health Care  
**Jeanette G. Clough**  
President

**7 / Dana-Farber Cancer Institute**

BOSTON  
Health Care  
**Laurie H. Glimcher**  
President and CEO

**8 / Emerson Hospital**

CONCORD  
Health Care  
**Christine Schuster**  
President and CEO

**9 / Brigham Health**

BOSTON  
Health Care  
**Elizabeth G. Nabel**  
President

**10 / Boston Children's Hospital**

BOSTON  
Health Care  
**Sandra L. Fenwick**  
CEO

**11 / University of Massachusetts Lowell**

LOWELL  
Education  
**Jacqueline Moloney**  
Chancellor

**12 / Globalization Partners**

BOSTON  
Global Expansion Platform  
**Nicole Sahin**  
CEO

**13 / Lantheus Medical Imaging**

NORTH BILLERICA  
Health Care  
**Mary Anne Heino**  
President and CEO

**14 / Analysis Group**

BOSTON  
Consulting  
**Martha S. Samuelson**  
CEO and Chairman

**15 / The Greater Boston Food Bank**

BOSTON  
Human Services  
**Catherine D'Amato**  
President and CEO

**16 / Bentley University**

WALTHAM  
Education  
**Gloria Cordes Larson**  
(January through June 2018)  
and **Allison Davis-Blake**  
(since July 2018)  
President

**17 / Sensata Technologies**

ATTLEBORO  
Engineering  
**Martha Sullivan**  
CEO

**18 / Rue Gilt Groupe**

BOSTON  
Retail  
**Lisa Rhodes**  
President and Chief Merchant

**19 / Hebrew SeniorLife Health Care Services and Hebrew Rehabilitation Center**

ROSLINDALE  
Health Care  
**Mary Moscato**  
President

**20 / Akcea Therapeutics**

BOSTON  
Biotechnology  
**Paula Soteropoulos**  
CEO

**21 / The Dimock Center**

ROXBURY  
Human Services  
**Myechia Minter-Jordan**  
President and CEO

**22 / Oxfam America**

BOSTON  
Nonprofit  
**Abby Maxman**  
President and CEO

**23 / Copyright Clearance Center**

DANVERS  
Content and Licensing  
**Tracey Armstrong**  
President and CEO

## WHAT WE'VE LEARNED

EXECUTIVES OFFER SOME OF THEIR BEST ADVICE FOR THE NEXT GENERATION OF WOMEN LEADERS **By Alison Goldman**

### CHRISTINA SEVERIN

PRESIDENT AND CEO OF COMMUNITY CARE COOPERATIVE

**Learn from every example (even the bad ones).**

"In many ways, every boss that I had was enormously influential on me for what they did well or what they didn't do well. And some of the stuff was technical, like the way they could work with data. Some of it was ways not to have a conversation; some of it was ways to have a conversation. Some of it was just observing what an enormous heart many people had or how much they had my back; how they were [willing and] not willing to be vulnerable; ways that they supported diversity and inclusion in the workplace, or didn't."







**MYECHIA MINTER-JORDAN** / FORMER PRESIDENT AND CEO OF THE DIMOCK CENTER, NOW EXECUTIVE VICE PRESIDENT AND CHIEF IMPACT OFFICER FOR DENTAQUEST

**If you're at the table, you're supposed to be there. Remember that.**

"Never question whether or not you are supposed to be in a room or at a table in a place where you're contributing to decision making. There were so many times where I recognized that if I wasn't at a table and I wasn't representing the underserved, that the decisions made may have gone in a completely different direction. Leveraging and using your voice to represent those who may not have the opportunity to be in that room is really important."

**LISA RHODES** / PRESIDENT AND CHIEF MERCHANT OF RUE GILT GROUPE

**Focus on the work, not the title.**

"My aspiration in life was to be a CEO, and I had that role, and I did not like that role. I had a target, I had a wish, I had a dream, and it was about a title. The moral of the story is, know where you can have the greatest impact. That's about passion, that's about [being] who you want to be. Be confident in the place that you're best. I add more value to the company in the role I am in today than I think I would in a different role. I learn every day."



**24 / WilmerHale**  
BOSTON  
Law  
**Susan Murley**  
Co-Managing Partner

**25 / Worcester Polytechnic Institute**  
WORCESTER  
Education  
**Laurie Leshin**  
President

**26 / Atlas Travel & Technology Group**  
MARLBOROUGH  
Travel Services  
**Elaine Osgood**  
Founder and CEO

**27 / Care.com**  
WALTHAM  
Consumer Services  
**Sheila Lirio Marcelo**  
Founder, Chairwoman, and CEO

**28 / HUB International New England**  
WILMINGTON  
Insurance  
**Mim Minichiello**  
President, Employee Benefits, New England

**29 / John Hancock**  
BOSTON  
Financial Services and Insurance  
**Marianne Harrison**  
President and CEO

**30 / Suffolk University**  
BOSTON  
Education  
**Marisa Kelly**  
President

**31 / Partners Community Physicians Organization**  
SOMERVILLE  
Health Care  
**Lynn A. Stofer**  
President

**32 / Fidelity Investments**  
BOSTON  
Financial Services  
**Abigail P. Johnson**  
Chairman and CEO

**33 / May Institute**  
RANDOLPH  
Human Services  
**Lauren C. Solotar**  
President and CEO

**34 / New England Donor Services**  
WALTHAM  
Health Care  
**Alexandra K. Glazier**  
President and CEO

**35 / Northbridge Cos.**  
BURLINGTON  
Health Care  
**Wendy Nowokunski**  
President and Cofounder

**36 / Cape Cod 5**  
ORLEANS  
Financial Services  
**Dorothy A. Savarese**  
Chairman, President, and CEO

**37 / Melmark New England**  
ANDOVER  
Education, Human Services  
**Rita M. Gardner**  
President and CEO

**38 / Massachusetts Medical Society**  
WALTHAM  
Nonprofit  
**Lois Dehls Cornell**  
Executive Vice President

**39 / Ascentria Care Alliance**  
WORCESTER  
Human Services  
**Angela Bovill**  
President and CEO

**40 / ezCater**  
BOSTON  
IT Services or Technology  
**Stefania Mallett**  
Cofounder and CEO

**41 / Regis College**  
WESTON  
Education  
**Antoinette M. Hays**  
President

**42 / Audley Travel**  
BOSTON  
Travel Services  
**Jacqui Lewis**  
President and Managing Director, North America

**43 / TD Garden**  
BOSTON  
Sports and Entertainment  
**Amy Latimer**  
President



## 44 / Comcast – Greater Boston Region

CHELMSFORD  
 Communications  
**Tracy Pitcher**  
 Senior Vice President,  
 Greater Boston Region

## 45 / Nic+Zoe

NATICK  
 Retail or Wholesale  
**Susie Mulder**  
 CEO

## 46 / Axcelis Technologies

BEVERLY  
 IT Services or Technology  
**Mary G. Puma**  
 President and CEO

## 47 / Elaine Construction Co.

NEWTON UPPER FALLS  
 Construction  
**Lisa B. Wexler**  
 President

## 48 / Pine Street Inn

BOSTON  
 Human Services  
**Lyndia Downie**  
 President and Executive  
 Director

## 49 / The Advocate Group

WAKEFIELD  
 Social Security Disability  
 Advocacy  
**Julie Turpin**  
 CEO

## 50 / Zipcar

BOSTON  
 Transportation Technology  
**Tracey Zhen**  
 President

## 51 / Cape Air

HYANNIS  
 Airline  
**Linda Markham**  
 President and Chief Admin-  
 istrative Officer

## 52 / Princess House

TAUNTON  
 Direct Selling  
**Connie Tang**  
 President and CEO

## 53 / Shriners Hospitals for Children – Boston

BOSTON  
 Health Care  
**Eileen Skinner**  
 Administrator

## 54 / Candlewick Press

SOMERVILLE  
 Publishing  
**Karen E. Lotz**  
 President, Publisher, and  
 Group Managing Director

## 55 / The Grommet

SOMERVILLE  
 Retail or Wholesale  
**Jules Pleri and Joanne  
 Domeniconi**  
 Cofounder and CEO; Chief  
 Discovery Officer

## 56 / Lowell Community Health Center

LOWELL  
 Health Care  
**Susan West Levine**  
 CEO

## 57 / Onyx Specialty Papers

SOUTH LEE  
 Manufacturing  
**Patricia Begowicz**  
 President and Co-Owner

## 58 / Toward Independent Living and Learning

DEDHAM  
 Human Services  
**Dafna Krouk-Gordon**  
 Founder and President

## 59 / Avedis Zildjian Co.

NORWELL  
 Manufacturing  
**Craigie Zildjian**  
 Executive Chair and  
 President

## 60 / Catholic Charities of the Archdiocese of Boston

SOUTH BOSTON  
 Human Services  
**Deborah Kincade Rambo**  
 President

## 61 / Codman Square Health Center

DORCHESTER  
 Health Care  
**Sandra Cotterell**  
 CEO



## JANE KAPLAN PECK

OWNER AND COO OF KAPLAN CONSTRUCTION

### Be your own champion.

"One time [when I was just starting out], a female architect — I was at her office — said, 'Jane, can you get coffee for everybody?' And I looked around, and I said yes. And I still, to this day, wish I hadn't. Because no, that wasn't my role. I was there to help with the meeting. I know nobody would have ever asked a man to do that. I think at the age of 22, it's hard to realize that you have the right to [advocate for yourself]."

## CHRISTINE LIN

PRESIDENT AND CEO  
 OF CAMBRIDGE  
 NETWORK

### Take moments to stop and give yourself credit.

"I think it's important that we memorize happy moments. We have to give ourselves credit for things we have achieved, and [for when] we went above and beyond. Record those memories in a way that will fuel [your] energy in down times. When times are difficult, bring yourself to those happy and encouraging moments. Say, 'Hey, I did that once. I can do this again. I can do it even better.'"



## MINDY S. LUBBER / CEO AND PRESIDENT OF CERES



### Don't worry so much about making the wrong choice.

"It used to worry me that I might make the wrong decision. I'm less worried about that now. People need to take risks in the workplace — calculated risks, thoughtful risks, or even just do your best in an imperfect information world. I don't want anybody to think that if they make the wrong decision, they failed. Sometimes you make the wrong decision. Own it, fix it, be honorable about it, and that's OK, too."

PHOTOGRAPHS: KAPLAN PECK BY ROBYN IVY; LIN FROM LIN LUBBER FROM SKILL FOUNDATION





**DOROTHY A. SAVARESE**  
CHAIRMAN AND CEO OF CAPE COD 5

**Put your game face on for salary negotiations.**

"My father always said to me, 'A salary is a company's perception of what you're worth.' And one of the things that I know, statistically speaking, is women tend to not negotiate on salary. So I ask women to think of business as a sport because you take it a little less personally when it gets to salary negotiation. Think: Here are my qualifications. Here's the position. What should a person — don't think of it as you — get paid? Think of [a company's] offer as an opening offer. You're not going to hurt their feelings by saying, 'It seems like, from my perspective, it should be X. Would you consider that instead?'"

**SHEILA LIRIO MARCELO** / FOUNDER,  
CHAIRWOMAN, AND CEO OF CARE.COM

**Redefine work-life balance.**

"Interviewing for my first jobs out of college, I was afraid to share that I was a young mother. I bought into the notion that I'd be seen as less committed than other candidates, that I wouldn't be considered for the tough assignments, that work and life

were two separate ledgers in zero-sum competition with each other. But that's not how life works. I'm not being my authentic self if I can't bring my whole self to work. Kids get sick at school and need to be picked up early, and clients sometimes have an urgent question that can't wait until Monday. I focus on integration and a purpose-driven life, because both work and life deserve the best version of ourselves."



**62 / D'Youville Life & Wellness Community**  
LOWELL  
Health Care  
**Naomi Prendergast**  
President and CEO

**63 / Cushman & Wakefield**  
BOSTON  
Real Estate  
**Carolyn Sidor**  
Managing Principal, New England

**64 / Carleton-Willard Village**  
BEDFORD  
Senior Living  
**Barbara A. Doyle**  
President and CEO

**65 / Kaplan Construction**  
BROOKLINE  
Construction  
**Jane Kaplan Peck**  
Owner and COO

**66 / Morgan Memorial Goodwill Industries**  
BOSTON  
Human Services  
**Joanne K. Hilferty**  
President and CEO

**67 / Shepley Bulfinch**  
BOSTON  
Architecture  
**Carole Wedge**  
CEO

**68 / Leading Edge Real Estate**  
WINCHESTER  
Real Estate  
**Linda O'Koniewski**  
CEO

**69 / Cambridge Network**  
WALTHAM  
Education  
**Christine Lin**  
President and CEO

**70 / Boston Ballet**  
BOSTON  
Arts Nonprofit  
**Meredith (Max) Hodges**  
Executive Director

**71 / Thomson Safaris and Affiliates**  
WATERTOWN  
Travel Services  
**Judi Wineland**  
Cofounder and CEO

**72 / Travel Leaders**  
FRAMINGHAM  
Travel Services  
**Diane Mullahy**  
President

**73 / Whittier Street Health Center**  
ROXBURY  
Health Care, Human Services  
**Frederica M. Williams**  
President and CEO

**74 / The Trustees of Reservations**  
BOSTON  
Nonprofit Conservation and Preservation Organization  
**Barbara Erickson**  
President and CEO

**75 / United Personnel Services**  
SPRINGFIELD  
Staffing  
**Tricia Canavan**  
President and CEO

**76 / Acorio**  
BOSTON  
IT Services or Technology  
**Ellen Daley**  
CEO

**77 / BlueHub Capital**  
BOSTON  
Community Development Financial Institution; Nonprofit  
**Elyse D. Cherry**  
CEO

**78 / East Cambridge Savings Bank**  
CAMBRIDGE  
Financial Services  
**Gilda M. Nogueira**  
President and CEO

**79 / Hollister Staffing**  
BOSTON  
Staffing  
**Kip Hollister**  
Founder and CEO

**80 / E. T. & L. Corp.**  
STOW  
Construction  
**Jennie Lee Colosi**  
President and Treasurer

**81 / NVNA and Hospice**  
NORWELL  
Health Care  
**Renee McInnes**  
CEO

**82 / Reading Cooperative Bank**  
 READING  
 Banking  
**Julieann M. Thurlow**  
 President and CEO

**83 / P.J. Spillane Co.**  
 EVERETT  
 Construction  
**Sarah Spillane**  
 CEO

**84 / Tantara Corp.**  
 WORCESTER  
 Construction and Environmental Services  
**Dawn A Dearborn**  
 President

**85 / Ceres**  
 BOSTON  
 Sustainability Nonprofit  
**Mindy S. Lubber**  
 CEO and President

**86 / Lasell Village**  
 NEWTON  
 Human Services and Education  
**Anne E. Doyle**  
 President

**87 / InkHouse**  
 WALTHAM  
 Communications  
**Beth Monaghan**  
 Cofounder and CEO

**88 / KHJ Brand Activation**  
 BOSTON  
 Advertising  
**Judy Habib**  
 CEO

**89 / Front Line**  
 HOPEDALE  
 Construction  
**Nancy Salter**  
 President

**90 / Investor Group Services**  
 BOSTON  
 Consulting, Financial Services  
**Mindy Berman**  
 Managing Director and Cofounder

**91 / Wellesley Asset Management**  
 WELLESLEY  
 Financial Services  
**Darlene Murphy**  
 President

**92 / BellXcel**  
 WESTWOOD  
 Education  
**Lauren Sanchez Gilbert**  
 CEO

**93 / Nitsch Engineering**  
 BOSTON  
 Engineering  
**Lisa A. Brothers**  
 Chairman and CEO

**94 / KNF&T Staffing Resources**  
 BOSTON  
 Staffing  
**Elizabeth A. Tucker**  
 President and CEO

**95 / Addgene**  
 WATERTOWN  
 Nonprofit Biotechnology  
**Joanne Kamens**  
 Executive Director

**96 / Radius Financial Group**  
 NORWELL  
 Financial Services, Insurance, Real Estate  
**Sarah Valentini**  
 Cofounder

**97 / Benoit Mizner Simon & Co. Real Estate**  
 WELLESLEY  
 Real Estate  
**Debi Benoit, Amy Mizner, and Sheryl Simon**  
 Principals and Co-Owners

**98 / Athena Capital Advisors**  
 LINCOLN  
 Financial Services  
**Lisette Cooper**  
 Founder, Managing Partner, and Chief Investment Officer

**99 / The Resource Connection**  
 MIDDLETON  
 Staffing  
**Janet Santa Anna**  
 President and CEO

**100 / Lancaster Packaging**  
 HUDSON  
 Purchasing Services and Wholesale Distribution  
**Marianne Lancaster**  
 President

## LAURIE LESHIN / PRESIDENT OF WORCESTER POLYTECHNIC INSTITUTE

### Don't just find a mentor — build a mentorship network.

"When I was 19 years old and I was interested in a summer internship at NASA, I cold-called one of the only women full professors in astronomy. Not only did she talk to me about it, she picked up the phone and called the person who was running the program. When I was a young faculty member, one professor in our department could teach anybody anything, so every time before I would go stand up in front of my 225-student intro geology class, I would go see him. But he wasn't going to help me on the research grant side because he didn't really do that, so I had another mentor [for] that."



## LISA A. BROTHERS CHAIRMAN AND CEO OF NITSCH ENGINEERING

### Create your own opportunities.

"When [Nitsch Engineering founding principal] Judy Nitsch announced she was going to start her own company, I was 26 years old, and I followed her into her office and said, 'Not without me.' Judy had a non-solicitation [agreement] with her partners. If I hadn't approached her, as much as she wanted me to be with the new company, she never would have approached me. Women, especially in a male-dominated field, sometimes think that if they just work really hard, they'll get noticed and they'll get promoted. You have to step forward."

## LYNDIA DOWNIE / PRESIDENT AND EXECUTIVE DIRECTOR OF PINE STREET INN



### Go ahead and change your plans.

"When I first came to Pine Street, I had applied to law school, [so] I applied for a six-month job for the winter. At the end of that six months, the woman who hired me asked if I wanted to stay. And I thought, I will defer law school and stay for one more year. If you had said to me when I first came here I'd still be here, I would have said, 'Absolutely not. I have another plan in mind.' But you sometimes just have to be opportunistic about what's in front of you and go with your heart."

*Note: Interviews have been edited and condensed.*

PHOTOGRAPHS: LESHIN BY MATTHEW BURIGGS FOR WORCESTER POLYTECHNIC INSTITUTE; BROTHERS BY FRANK MONKIEWICZ PHOTOGRAPHY; DOWIE BY JOHN RICH PHOTOGRAPHY