

# Japanese companies and women's rights

Imagine what today's American woman could expect in the business world relative to promotion opportunities, management opportunities, top floor executive opportunities or business owner opportunities had it not been for early women's suffrage and Equality movements. Today, America is a beacon for woman's rights and opportunities.

Sadly, women in many other countries are not as fortunate. For example the Japanese business culture is notorious for accepting women only as wives, factory

laborers and entertainers (a picture of a Geisha comes to mind). Advanced business opportunities are not even on the radar screen. All Japanese companies seem to blatantly discriminate against women, however, as a large Japanese business; many consider Toyota a poster child for exploiting women and failing to create meaningful opportunities for women in the workplace.

A May 22, 2006 article in The Automotive News that was dealing with a lack of women in prominent auto manufac-

turer roles stated that "It's not just an industry problem; it's a Toyota problem" and that "Toyota must do more."

Those who support equal opportunities for women and take such matters seriously will likely scratch Japanese auto makers in general, and Toyota in particular, off their shopping list.

Conversely, GM has more women in meaningful positions such as division managers, plant managers and departmental managers than any other auto manufacturer in the world. Maybe that's why GM vehi-

cles are among the safest, most dependable vehicles in the world with exclusive features, such as OnStar and a world best 100,000 mile warranty. This includes free roadside assistance for the entire 100,000 miles.

We cordially invite you to stop in soon and see why more Americans drive GM vehicles than any other brand.

As always, I welcome your feedback, please feel free to e-mail me at [chuck@nicholsonauto.com](mailto:chuck@nicholsonauto.com).

Thanks, Chuck Nicholson



Jill Lajdzak

GENERAL MANAGER, SATURN DIVISION, GENERAL MOTORS  
**Age:** 48; **Education:** B.S., business marketing and management, University of Wisconsin; **Career highlights (all with GM):** 1997-99 Executive director, marketing and retail network development, Saturn • 1995-97 Executive director, customer/retail operations and strategies team, Saturn • 1989-95 Manager, central region, Saturn • 1987-89 Manager, retail network development, Saturn • 1986-87 Manager, retailer selection Saturn • 1984-86 Assistant manager, merchandising, General Motors • 1983-84 Metro district sales manager, Chevrolet



Grace Lieblein

VEHICLE CHIEF ENGINEER, FRONT WHEEL-DRIVE TRUCK PRODUCTS, PRODUCT DEVELOPMENT, GENERAL MOTORS  
**Age:** 45; **Education:** Bachelor's, industrial engineering, Kettering University; Master's, management, materials/logistics, Michigan State University; **Career highlights (all with GM):** 2003-04 Executive director, global manufacturing system implementation leader • 2001-03 Executive director; exterior, material and fastening engineering; North American vehicle engineering • 1999-2001 Engineering director, engineering design, North America car group • 1996-99 Director, GM Desert Proving Ground, Mesa, Ariz. • 1993-96 Director, validation and test team, Lansing (Mich.) Automotive Assembly • 1990-93 Superintendent, manufacturing, Buick-Oldsmobile-Chevrolet group



Mary Carpenter

EXECUTIVE VICE PRESIDENT AND COO, GM PLANWORKS, DETROIT  
**Age:** 40; **Education:** B.S., mass communication, Miami (Ohio) University; **Career highlights:** 1997-2000 Vice President and media director, Starcom MediaVest Group • 1994-97 Assistant media director, Leo Burnett • 1989-94 Media supervisor, Leo Burnett • 1987-89 Media planner/buyer, Leo Burnett



Pamela Mader

PLANT MANAGER, MORaine ASSEMBLY, GENERAL MOTORS  
**Age:** 41; **Education:** B.S., industrial technology, Purdue University  
**Career highlights (all with GM):** 1998-2001 Assistant plant manager, Moraine (Ohio) Assembly • 1996-98 Area manager, general assembly, vehicle manufacturing, Moraine Assembly • 1994-96 Area manager, paint shop, Fort Wayne (Ind.) Assembly • 1991-94 Production superintendent, Fort Wayne Assembly • 1990-91 General supervisor, material, Fort Wayne Assembly • 1989-90 General supervisor, production, Fort Wayne Assembly • 1986-89 Supervisor, production, truck group, Fort Wayne Assembly



Cathy Clegg

PLANT MANAGER, FORT WAYNE ASSEMBLY, GENERAL MOTORS  
**Age:** 45; **Education:** Bachelor's, industrial technology, Eastern Michigan University; M.B.A., University of Virginia; **Career highlights (all with GM):** 2001-04 Plant manager, Metal Fabricating Division, Marion, Ind. • 2000-01 Program manager, trucks, Metal Fabricating Division • 1999-2000 Operations manager, contiguous and service plants, Metal Fabricating Division • 1997-99 Plant manager, Oshawa (Ontario) South Stamping • 1995-97 Stamping manager, New United Motor Manufacturing Inc. (GM-Toyota joint venture), Fremont, Calif. • 1989-95 variety of positions, Metal Fabricating Division, Grand Blanc, Mich.



Amy Farmer

PLANT MANAGER, LANSING GRAND RIVER ASSEMBLY, GENERAL MOTORS  
**Age:** 50; **Education:** B.S., business administration, University of Michigan; **Career highlights (all with GM):** 1999-2005 Plant manager, Lansing (Mich.) Car Assembly • 1997-99 Plant manager, Buick City Assembly, Flint, Mich. • 1994-97 Assistant plant manager, Buick City Assembly • 1991-94 Director, material/production control, large/luxury car assembly and metal fabrication • 1985-91 Administrator, materials management, Flint Automotive Division • 1977-85 Various supervisory positions, Buick



Anne Asensio

EXECUTIVE DIRECTOR, ADVANCED DESIGN, GENERAL MOTORS  
**Age:** 43; **Education:** Degree of technical sciences in industrial design, Ecole Nationale Supérieure des Arts Appliqués, Paris • B.S., arts, Ecole Nationale Supérieure des Arts Appliqués, Paris; **Career highlights:** 2002-03 Executive director, interior design, quality and brand character, GM • 2000-02 Executive director, design, brand character, GM • 1998-2000 Director of design, mid-sized cars, Renault SA • 1997-98 Chief designer, small and mid-sized cars, Renault • 1990-97 Designer, Renault • 1989-90 Designer, Renault-Chrysler joint venture • 1987-89 Car designer, utility and heavy duty vehicles, Renault



Maureen Midgley

EXECUTIVE DIRECTOR, GLOBAL PAINT AND POLYMERS MANUFACTURING ENGINEERING GROUP, GENERAL MOTORS  
**Age:** 46; **Education:** B.S., chemical engineering, University of Missouri, Rolla • M.S., engineering management, General Motors Institute; **Career highlights (all with GM):** 1999-2005 Assistant plant manager, then plant manager, then complex manager, Lordstown (Ohio) Assembly • 1999 Launch manager, 2000 J-Car, Lordstown Assembly • 1997-99 Director, car paint engineering, vehicle development and technical operations group



Beth Lowery

VICE PRESIDENT, ENVIRONMENT AND ENERGY, GENERAL MOTORS  
**Age:** 49; **Education:** B.A., business administration, Eastern Michigan University • J.D., Wayne State University; **Career highlights:** 1997-2001 Vice president, general counsel, GM North America • 1994-97 Manager, legal staff, environmental and energy issues, GM • 1989-94 Attorney, environmental policy, GM • 1983-89 Partner, Honigman Miller Schwartz and Cohn, Detroit • 1981-83 Law clerk for Michigan Supreme Court Chief Justice G. Mennen Williams



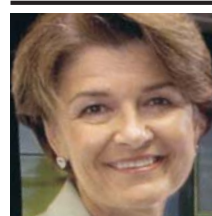
Liz Wetzel

DESIGN DIRECTOR, GLOBAL DESIGN BRANDS, GENERAL MOTORS  
**Age:** 41; **Education:** B.F.A., industrial design, University of Michigan; **Career highlights (all with GM):** 2004-05 Director, exterior design, international joint venture programs • 2002-04 Director, small and mid-sized car interiors • 2001-02 Director, body frame integral interiors • 1999-2001 Executive vehicle chief designer • 1997-99 Vehicle chief designer, Buick Rendezvous



Annette Clayton

VICE PRESIDENT, GM NORTH AMERICA QUALITY, GENERAL MOTORS  
**Age:** 42; **Education:** Bachelor's, engineering, Wright State University • Master's, engineering management, University of Dayton; **Career highlights (all with GM):** 2002-05 Manufacturing manager • 2001-05 President, Saturn Corp. • 1999-2001 Plant manager, Oshawa (Ontario) Truck Assembly • 1997-99 Assistant plant manager, Fort Wayne (Ind.) Assembly • 1995-97 Area manager, general assembly, Fort Wayne Assembly • 1994-95 Area manager, body operations, Fort Wayne Assembly • 1992-94 Assistant superintendent, production, Moraine (Ohio) Assembly • 1984-92 Engineer, Moraine Assembly



Maryann Goebel

CHIEF INFORMATION OFFICER, GENERAL MOTORS NORTH AMERICA, GENERAL MOTORS  
**Age:** 54; **Education:** B.S., mathematics, Worcester Polytechnic Institute; **Career highlights:** 2002-03 Chief strategy officer for information technology, General Motors • 2001-02 Chief information officer, Frito-Lay Inc. • 1999-2000 Chief information officer, GM Europe



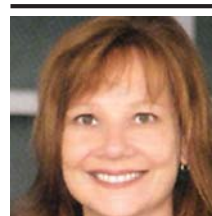
Vicky Morter

EXECUTIVE DIRECTOR, GLOBAL PURCHASING, CURRENT FUTURE BUSINESS, GENERAL MOTORS  
**Age:** 52; **Education:** B.A., education, University of California, Berkeley • M.A., education, University of Northern Colorado; **Career highlights (all with GM):** • 2003-05 Executive director, worldwide purchasing • 2000-03 Director, purchasing, chemical interior group • 1999-2000 Director, electrical commodities, car group • 1997-99 Director, purchasing, car group • 1994-97 Director, program purchasing, mid-sized cars • 1987-94 Manager, purchasing, W car



Lori Queen

VEHICLE LINE EXECUTIVE, SMALL CARS, GENERAL MOTORS  
**Age:** 49; **Education:** B.S., electrical engineering, General Motors Institute; **Career highlights (all with GM):** 1999-2001 Vehicle chief engineer, small trucks, truck group • 1997-99 Chief engineer, Chevrolet Astro and GMC Safari • 1996-97 Vehicle chief engineer, full-sized trucks, truck group • 1993-96 Staff engineer, exterior components, Cadillac/Luxury Car Division. • 1990-93 Director, powertrain/HVAC/underhood, Buick-Oldsmobile-Cadillac group



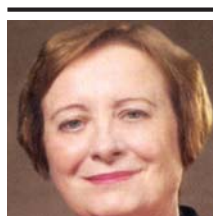
Mary Barra

EXECUTIVE DIRECTOR, VEHICLE MANUFACTURING ENGINEERING, GENERAL MOTORS  
**Age:** 43; **Education:** B.S., electrical engineering, General Motors Institute • M.B.A., Stanford University  
**Career highlights (all with GM):** 2003-04 Plant manager, Detroit-Hamtramck Assembly • 2001-03 Executive director, competitive operations engineering • 1999-2001 General director, internal communications, corporate staffs • 1996-99 Executive assistant to chairman and vice chairman



Katy Barclay

VICE PRESIDENT, GLOBAL HUMAN RESOURCES, GENERAL MOTORS  
**Age:** 49; **Education:** Bachelor's business, Michigan State University • M.B.A., Sloan Fellow, Massachusetts Institute of Technology; **Career highlights (all with GM):** 1996-98 General director, human resource management, GM North America Operations • 1995-96 Director, human resources, vehicle sales, service and marketing • 1992-95 Director, compensation • 1991-92 Manager, executive compensation, Chevrolet-Pontiac-GM of Canada group • 1988-91 Manager, labor relations, Chevrolet-Pontiac-GM of Canada group • 1987-88 Manager, salaried personnel corporate staffs • 1985-87 Member, human resource team, technical staffs • 1978-81 Various positions, corporate personnel



Maureen Kempston Darks

GROUP VICE PRESIDENT AND PRESIDENT, GM LATIN AMERICA, AFRICA AND MIDDLE EAST, GENERAL MOTORS  
**Age:** 57; **Education:** B.A., history and political science, University of Toronto • L.L.B., University of Toronto; **Career highlights (all with GM):** 1994-2001 President and general manager, General Motors of Canada, and vice president, GM • 1992-94 General counsel and secretary, GM of Canada • 1991-94 Vice president, corporate affairs, GM of Canada • 1987-91 General director, public affairs, GM of Canada • 1980-84 Director, GM of Canada tax staff • 1979-80 Counsel, GM legal staff • 1979 Assistant counsel, GM of Canada legal staff



Cherri Musser

GROUP VICE PRESIDENT AND CHIEF INFORMATION OFFICER, GENERAL MOTORS ACCEPTANCE CORP.  
**Age:** 54; **Education:** B.A., mathematics, Mississippi State University • M.B.A., Southern Methodist University; **Career highlights:** 1999-2003 Process information officer, supply chain, e-GM and OnStar, GM • 1996-99 Process information officer, business services, GM • 1994-96 Vice president, r&d, TI Software, Texas Instruments, Dallas • 1973-94 Positions ranging from programmer to director of business systems, Texas Instruments



Karen Leggio

VICE PRESIDENT, GLOBAL PURCHASING AND SUPPLY CHAIN FOR GM LATIN AMERICA, AFRICA AND MIDDLE EAST, GENERAL MOTORS  
**Age:** 42; **Education:** Bachelor's, materials and logistics management, Michigan State University • M.S., operations management, Purdue University; **Career highlights (all with GM):** 2004-05 Executive director, electrical, global purchasing and supplier footprint optimization • 2002-04 Director, electrical, global purchasing • 1999-2002 Director, supply, Vauxhall Motors, Luton, England



Karen Healy

VICE PRESIDENT, CORPORATE AFFAIRS MARKETING COMMUNICATIONS AND FACILITIES, DELPHI CORP., a division of GM, TROY, MICH.  
**Age:** 51; **Education:** B.A., journalism, Michigan State University; **Career highlights:** 1998-2000 Vice president; corporate affairs, Delphi Automotive Systems • 1997-98 Executive director, communications, Delphi Automotive Systems • 1995-97 Manufacturing manager, Flint (Mich.) East operations, plants 6 and 7, Delphi Automotive Systems • 1995-96 Director, corporate communications, General Motors central office • 1995 Director, communications, Delphi Automotive Systems



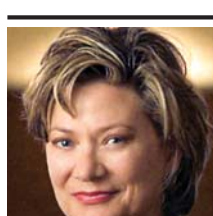
Rossalinda Torres

PLANT OPERATIONS MANAGER, COMPONENTES MECANICOS DE MATAMOROS OPERATIONS, DELPHI, A division of GM, CORP., MATAMOROS, MEXICO  
**Age:** 48; **Education:** B.S., chemical engineering, Technical Institute of Matamoros, Mexico • Bachelor's, manufacturing strategy, Technical Institute of Monterrey, Monterrey, Mexico; **Career highlights (all in Matamoros, Mexico):** 2003-04 Plant manager, Componentes Mecanicos de Matamoros Operations, Delphi Safety & Interior, Delphi Corp. • 2000-03 Plant manager, occupant protection systems, RIMIR plant, Delphi Safety & Interior • 1996-2000 Production manager, then operations manager, RIMIR plant, Delphi Safety & Interior • 1995-96 General supervisor, manufacturing, airbag assembly, RIMIR plant, General Motors



Bette Walker

VICE PRESIDENT, CHIEF INFORMATION OFFICER, DELPHI CORP., a division of GM, TROY, MICH.  
**Age:** 62; **Education:** B.S., business management, University of New Hampshire; **Career highlights:** Note: Delphi Automotive Systems was spun off from General Motors in 1999. • 2002-03 Executive director, global business services and operations, Delphi Corp., Troy, Mich. • 1999-2002 Global chief information officer, Delphi Energy & Chassis Division, Troy, Mich. • 1997-99 Chief information officer, Delphi Energy & Engine Management Division, Flint, Mich. • 1996-97 Vice president, information technology, safety restraint systems, Automotive Division, AlliedSignal Inc., Sterling Heights, Mich.



Barbara Stokel

REGIONAL VICE PRESIDENT, EASTERN OPERATIONS, GENERAL MOTORS ACCEPTANCE CORP., ATLANTA  
**Age:** 53; **Education:** B.B.A., Eastern Michigan University • M.S., business administration, Sloan Fellow, Massachusetts Institute of Technology; **Career highlights:** • 1998-2003 Area vice president, Northeast operations, GMAC • 1995-98 Area manager, Hartford and Baltimore branches, GMAC



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