



**3rd Edition of W Certified Company 2017™**  
**26 Companies recognized for their women inclusion efforts in Puerto Rico**

June 2017, San Juan, Puerto Rico - 26 companies, with local and international impact, that promote women inclusion, were publicly recognized for their efforts to attract, develop, and promote the best female talent.

"The 26 organizations identified as W Certified Company™ recognize how crucial it is to have programs that promote women's inclusion and thus, better understand the needs of their female consumer," pointed out Frances Rios, an expert on women inclusion and co-creator of the diagnostic tool.



According to the United Nations' plan to ensure the prosperity of all and the sustainable development of organizations, their 5th goal emphasizes how critical it is to promote gender equality by all types of organizations.

"Our experience shows us that when companies have women in positions with impact on the business strategy and the bottom line, they can create products more in tune with the specific needs of the female consumer who dominate 85% of home purchasing decisions", emphasized Frances, who is known as the pioneer of women inclusion in Latin America.

Among the companies recognized in the third edition of W Certified Company™ we could mention:

Adecco, AIG Insurance Company, Assurant, BASF Agricultural Products de P.R., Boston Scientific, Larcoop, Edwards Lifesciences Technology SARL, Estrella, LLC, Ethicon, Evertec Inc., Expressway Graphics Corp., FirstBank, Fresenius Kabi, IKON Group, Kevane Grant Thornton, L'Oréal, Lopito, Ileana & Howie Inc., Medtronic Puerto Rico, Merck, Microsoft Operations Puerto Rico, Pepsi-Cola Manufacturing International Limited, PepsiCo Caribbean, Inc., RSM Puerto Rico, Stryker, VegabajenaCoop, Inc. y Vista Ophthalmic Ambulatory Center.

-MORE-



Certified companies were evaluated in five core areas to discover the opinion of their female talent in relation to: learning and development, talent identification and succession plans, commitment to inclusion, compensation and recognition, as well as social responsibility, both internal and external.

According to Damaris Sánchez, co-creator of the tool and Senior Executive Coach of the firm, "companies interested in promoting inclusion have specific development programs for women, among them: identifying at least one female talent in each line of the succession plan and take steps to comply with the Equal Pay-Equal Work signed by the governor of Puerto Rico, Ricardo Rosselló".

"Being innovation and sustainability key words for companies, it is logical that as they adopt best practices to minimize the footprint in the environment, they increase their levels of inclusion and therefore their economic results. That's why, starting in 2017, W Certified Company™ will be available to companies around the world who want to be highlighted by their efforts to include women", said Frances Rios.

# # #

#### Frances Rios Enterprises

For 10 years, the company has stood out for being the only one in Latin America focused on igniting the economic growth of women, companies, and countries through women inclusion.

Large and small companies, professional organizations and individuals hire Frances Ríos and her experienced team for their exclusive variety of programs such as: Women Who Lead Summit™, Girl Who Lead Summit™ and their fashion line with a purpose, Female 2 Female Coaching™, as well as books and conferences to ignite the transformation of people, companies and countries.