

AFL-CIO KEY VOTES SURVEY



2016 Proxy Season Investment Manager Scorecards

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2016 AFL-CIO Key Votes Survey Aberdeen Asset Management

1 out of 6 = 16.6% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	Against
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	
Facebook	6/20/16	10	Sustainability Report	
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	Against
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey

Alger

15 out of 18 = 83.3% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	For
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey AllianceBernstein

21 out of 32 = 65.6% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	For
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	For
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	For
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	For
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	Against
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	Against
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	Against

2016 AFL-CIO Key Votes Survey

AllianceBernstein - Taft-Hartley Client Votes

16 out of 16 = 100%

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	For
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	For
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	For
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	For
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	For
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	For
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey Allianz Funds

16 out of 23 = 69.5% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	For
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	For
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey

Allianz Life

6 out of 24 = 25% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	Against
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	Mix
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	Against
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Mix
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Mix
Facebook	6/20/16	10	Sustainability Report	Against
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	For
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	Against
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	Against
T-Mobile	6/16/16	3	Proxy Access	Mix
United Parcel Service	5/5/16	3	Lobbying Disclosure	Mix
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Mix
Wal-Mart	6/3/16	5	Independent Chair Board	Mix
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	Against

2016 AFL-CIO Key Votes Survey Alpine Funds

9 out of 11 = 81.8% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey Alps Fund

16 out of 23 = 69.5% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	For
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey American Beacon Funds

7 out of 17 = 41.1% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	Mix
Dow Chemical	5/12/16	4	Proxy Access	Against
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Mix
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Mix
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	Mix
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Mix
Wal-Mart	6/3/16	5	Independent Chair Board	Against
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey American Century

11 out of 30 = 36.6% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	For
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	Against
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Against
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	Against
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	Against
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Wal-Mart	6/3/16	5	Independent Chair Board	Against
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey American Funds

6 out of 23 = 26% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	Against
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Against
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	Against
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	For
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	Against
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey AMG Funds

10 out of 22 = 45.4% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	Against
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Mix
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	Against
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	Mix
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	Against

2016 AFL-CIO Key Votes Survey AQR Funds

19 out of 28 = 67.8% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	For
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	For
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey Ariel Investments

3 out of 6 = 50% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey Artisan Funds

3 out of 9 = 33.3% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	
Facebook	6/20/16	10	Sustainability Report	Against
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	Against
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey Ashfield Capital Partners

11 out of 17 = 64.7% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey

Ashfield Capital Partners - Taft-Hartley Client Votes

3 out of 3 = 100%

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey Aston Asset Management

2 out of 14 = 14.2% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	Against
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	Against
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	Mix
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	Against
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	Against
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	Against
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey Atlanta Capital Management

9 out of 14 = 64.2% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey

Atlanta Capital Management - Taft-Hartley Client Votes

2 out of 2 = 100%

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	For
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey BlackRock Mutual Funds/iShares

7 out of 31 = 22.5% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	Against
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	Against
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	Against
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Against
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	Against
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	Against
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	Against
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	Against
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	Against

2016 AFL-CIO Key Votes Survey BMO Funds

9 out of 14 = 64.2% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	Mix
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	For
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey BNY Mellon Funds

7 out of 26 = 26.9% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	Against
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	Against
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	Against
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	Against
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	Against
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey Boston Partners

8 out of 14 = 57.1% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	For
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	For
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey Boston Trust & Walden Asset Management

6 out of 8 = 75% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Abstain
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey Bridge Builder Mutual Funds

5 out of 22 = 22.7% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	Against
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	Against
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	Against
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Against
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Mix
Facebook	6/20/16	10	Sustainability Report	
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	Against
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	Against

2016 AFL-CIO Key Votes Survey Bridges Investment Fund

0 out of 8 = 0% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	Against
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	Against
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	
Facebook	6/20/16	10	Sustainability Report	Against
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey Bridgeway Funds

12 out of 15 = 80% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	For
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	For
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey Brown Advisory Mutual Funds

3 out of 7 = 42.8% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey Calamos Funds

0 out of 23 = 0% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	Against
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	Against
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	Against
Discovery Communications	5/19/16	3	Board Diversity	Against
Dow Chemical	5/12/16	4	Proxy Access	Against
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Against
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	Against
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	Against
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	Against
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	Against
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey Calvert Investments

27 out of 31 = 87% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	For
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	For
Anthem	5/19/16	4	Lobbying Disclosure	For
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	For
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	For
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	For
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey

Campbell Newman Asset Management

0 out of 4 = 0% Fewer Than Five Votes

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey Capital Group

2 out of 8 = 25% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey CCA Funds

16 out of 25 = 64% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey Chartwell Investment Partners

14 out of 14 = 100% Top Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	
Altria	5/19/16	5	Mediation of Human Rights Violations	For
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	For
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	For
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	For
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	For
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey Chicago Equity Partners

6 out of 19 = 31.5% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	Against
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	Against
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	Against

2016 AFL-CIO Key Votes Survey

Chicago Equity Partners - Taft-Hartley Client Votes

13 out of 13 = 100%

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	For
Anthem	5/19/16	4	Lobbying Disclosure	For
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	For
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	For
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	For
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey Claymore Funds

11 out of 17 = 64.7% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	Mix
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey Clearwater Funds

15 out of 25 = 60% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	Against
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	For
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	Against

2016 AFL-CIO Key Votes Survey Cohen & Steers

2 out of 7 = 28.5% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey Columbia Funds

12 out of 31 = 38.7% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	Against
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Abstain
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	Abstain
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Abstain
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	Abstain
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Abstain
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Abstain
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Abstain
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	Against
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	Against

2016 AFL-CIO Key Votes Survey Comerica Bank

32 out of 32 = 100% Top Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	For
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	For
Anthem	5/19/16	4	Lobbying Disclosure	For
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	For
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	For
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	For
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	For
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	For
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	For
Restaurant Brands Int'l	6/9/16	5	Board Diversity	For
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	For
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey Commerce Funds

2 out of 9 = 22.2% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey Cornerstone Funds

8 out of 15 = 53.3% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey DBX (Deutsche Bank)

19 out of 25 = 76% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	
Altria	5/19/16	5	Mediation of Human Rights Violations	For
Anthem	5/19/16	4	Lobbying Disclosure	For
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	For
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	For
Restaurant Brands Int'l	6/9/16	5	Board Diversity	For
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	For
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	Against
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey Delaware Investments

10 out of 22 = 45.4% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	Against
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	Mix
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	Against
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Mix
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	Mix
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey

Diamond Hill Capital Management

1 out of 7 = 14.2% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	
Facebook	6/20/16	10	Sustainability Report	
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	Against
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey Dimensional Funds Advisors

14 out of 32 = 43.7% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	For
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	Against
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Against
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	Against
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	Abstain
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	Against
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey Direxion

16 out of 21 = 76.1% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey Dodge & Cox Funds

1 out of 6 = 16.6% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	
Facebook	6/20/16	10	Sustainability Report	
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	Against
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey Domini Social Investments

10 out of 10 = 100% Top Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	For
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey Dreyfus Funds

10 out of 31 = 32.2% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	Against
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	Against
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	Against
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	Against
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	Against
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Wal-Mart	6/3/16	5	Independent Chair Board	Against
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey DWS Investments

22 out of 30 = 73.3% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	For
Alphabet	6/8/16	8	Majority Vote Director Elections	Against
Altria	5/19/16	5	Mediation of Human Rights Violations	For
Anthem	5/19/16	4	Lobbying Disclosure	For
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	For
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	For
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	For
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Wal-Mart	6/3/16	5	Independent Chair Board	Against
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey Eaton Vance

15 out of 30 = 50% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	Against
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Against
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	Against
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey Eaton Vance - Taft-Hartley Client Votes

7 out of 7 = 100%

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	
Altria	5/19/16	5	Mediation of Human Rights Violations	For
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	For
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	For
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	For
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey Eaton Vance Funds

12 out of 20 = 60% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	Mix
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	Mix
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	Mix
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey Equity Investment Corporation

1 out of 2 = 50% Fewer Than Five Votes

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey

Equity Investment Corporation - Taft-Hartley Client Votes

2 out of 2 = 100%

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey FactorShares

5 out of 9 = 55.5% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey Federated Investors

10 out of 30 = 33.3% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	Against
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	Against
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Against
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	Against
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	Against
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	Against

2016 AFL-CIO Key Votes Survey Fidelity Investments

3 out of 30 = 10% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	Against
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Abstain
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	Against
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	Mix
Chipotle Mexican Grill	5/11/16	6	Proxy Access	Against
Discovery Communications	5/19/16	3	Board Diversity	Abstain
Dow Chemical	5/12/16	4	Proxy Access	Against
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Abstain
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Abstain
Facebook	6/20/16	10	Sustainability Report	Abstain
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	Against
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	For
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	Against
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	Against
T-Mobile	6/16/16	3	Proxy Access	Against
United Parcel Service	5/5/16	3	Lobbying Disclosure	Abstain
Verizon	5/5/16	6	Lobbying Disclosure	Abstain
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Wal-Mart	6/3/16	5	Independent Chair Board	Against
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	Against

2016 AFL-CIO Key Votes Survey First Trust

17 out of 24 = 70.8% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	For
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey FlexShares

6 out of 32 = 18.7% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	Against
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	Against
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	Against
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	Against
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Against
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	Against
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	Against
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	Against
T-Mobile	6/16/16	3	Proxy Access	Against
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Wal-Mart	6/3/16	5	Independent Chair Board	Against
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	Against

2016 AFL-CIO Key Votes Survey Forum Funds

2 out of 16 = 12.5% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	For
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	Against
Discovery Communications	5/19/16	3	Board Diversity	Against
Dow Chemical	5/12/16	4	Proxy Access	Mix
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Against
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	Against
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	Against

2016 AFL-CIO Key Votes Survey

Franklin Templeton Investments

6 out of 22 = 27.2% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	Against
Alphabet	6/8/16	8	Majority Vote Director Elections	Mix
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	Against
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	Against
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Mix
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	Against
T-Mobile	6/16/16	3	Proxy Access	Against
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	Against

2016 AFL-CIO Key Votes Survey Gabelli Funds

3 out of 20 = 15% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	Against
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	Against
Discovery Communications	5/19/16	3	Board Diversity	Against
Dow Chemical	5/12/16	4	Proxy Access	Against
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Against
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	Against
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	Against
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey GE Mutual Funds

5 out of 26 = 19.2% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	Against
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	Mix
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	Mix
Dow Chemical	5/12/16	4	Proxy Access	Mix
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Mix
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	Against
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	Against
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	Against
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	Against
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Wal-Mart	6/3/16	5	Independent Chair Board	Mix
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	Against

2016 AFL-CIO Key Votes Survey Geode Capital Management

7 out of 32 = 21.8% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	For
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Abstain
Anthem	5/19/16	4	Lobbying Disclosure	Abstain
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	Against
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	Against
Discovery Communications	5/19/16	3	Board Diversity	Abstain
Dow Chemical	5/12/16	4	Proxy Access	Against
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Abstain
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Abstain
Facebook	6/20/16	10	Sustainability Report	Abstain
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Abstain
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	Against
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Abstain
Restaurant Brands Int'l	6/9/16	5	Board Diversity	Abstain
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Abstain
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	Against
T-Mobile	6/16/16	3	Proxy Access	Against
United Parcel Service	5/5/16	3	Lobbying Disclosure	Abstain
Verizon	5/5/16	6	Lobbying Disclosure	Abstain
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Wal-Mart	6/3/16	5	Independent Chair Board	Against
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey GMO

6 out of 13 = 46.1% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	
Facebook	6/20/16	10	Sustainability Report	
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey

Goldman Sachs Asset Management

5 out of 29 = 17.2% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	Against
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	Against
Chipotle Mexican Grill	5/11/16	6	Proxy Access	Against
Discovery Communications	5/19/16	3	Board Diversity	Against
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Against
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	Against
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	Against
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	Against
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	Against
T-Mobile	6/16/16	3	Proxy Access	Mix
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	Against
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	Against

2016 AFL-CIO Key Votes Survey Gotham Funds

4 out of 21 = 19% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	Against
Alphabet	6/8/16	8	Majority Vote Director Elections	Mix
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	Mix
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	Against
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	Against
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	Against

2016 AFL-CIO Key Votes Survey Great Lakes Advisors

21 out of 23 = 91.3% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	For
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	For
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	For
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	For
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	For
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	For
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey Great Lakes Advisors - Taft-Hartley Client Votes

23 out of 23 = 100%

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	For
Anthem	5/19/16	4	Lobbying Disclosure	For
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	For
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	For
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	For
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	For
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	For
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	For
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey Green Century Funds

11 out of 11 = 100% Top Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	For
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	
Facebook	6/20/16	10	Sustainability Report	
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	For
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey Guggenheim/Rydex

23 out of 31 = 74.1% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	For
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	For
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey GuideMark Funds

5 out of 24 = 20.8% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	Against
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	Against
Chipotle Mexican Grill	5/11/16	6	Proxy Access	Against
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	Against
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	Against
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	Mix
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	Against
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	Against
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	Against

2016 AFL-CIO Key Votes Survey GuideStone Funds

2 out of 11 = 18.1% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	Mix
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Mix
Celgene	6/15/16	7	Proxy Access	Mix
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	Against
Dow Chemical	5/12/16	4	Proxy Access	Mix
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Mix
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Mix
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Mix
Nabors Industries	6/7/16	5	Proxy Access	Mix
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	Mix
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	Mix
T-Mobile	6/16/16	3	Proxy Access	Against
United Parcel Service	5/5/16	3	Lobbying Disclosure	Mix
Verizon	5/5/16	6	Lobbying Disclosure	Mix
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Wal-Mart	6/3/16	5	Independent Chair Board	Mix
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	Mix

2016 AFL-CIO Key Votes Survey Harbor Funds

2 out of 11 = 18.1% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	Against
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	Against
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	Against
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	
Facebook	6/20/16	10	Sustainability Report	Against
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	Against
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	Against
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	Against

2016 AFL-CIO Key Votes Survey Hartford Investor Mutual Funds

6 out of 25 = 24% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	Against
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Against
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	Against
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	Against
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	Against
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Wal-Mart	6/3/16	5	Independent Chair Board	Against
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey Hennessy Funds

0 out of 19 = 0% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	Against
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	Against
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	Against
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Against
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	Against
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	Against
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	Against
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	Against
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	Against

2016 AFL-CIO Key Votes Survey Herndon Capital Management

9 out of 14 = 64.2% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	For
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	For
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	For
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	Against
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey

Highland Capital Management

7 out of 21 = 33.3% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	Against
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	Against
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey

Highland Capital Management - Taft-Hartley Client Votes

14 out of 14 = 100%

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	For
Anthem	5/19/16	4	Lobbying Disclosure	For
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	For
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	For
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	For
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey Homestead Funds

3 out of 11 = 27.2% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	Against
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	
Facebook	6/20/16	10	Sustainability Report	Against
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	Against
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey Hotchkis & Wiley Funds

0 out of 7 = 0% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	Against
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	
Facebook	6/20/16	10	Sustainability Report	
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	Against
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	Against
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey Intech Investment Management

20 out of 29 = 68.9% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	For
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey

Intech Investment Management - Taft-Hartley Client Votes

24 out of 24 = 100%

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	For
Anthem	5/19/16	4	Lobbying Disclosure	For
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	For
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	For
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	For
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	For
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	For
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	For
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey Integrity Asset Management

3 out of 9 = 33.3% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey

Invesco

13 out of 32 = 40.6% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	Against
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	Against
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	For
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	Against
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Wal-Mart	6/3/16	5	Independent Chair Board	Against
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey ISS

23 out of 32 = 71.8% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	For
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	For
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey IVY Funds

5 out of 15 = 33.3% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	Against
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	Against
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	Against
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	Against

2016 AFL-CIO Key Votes Survey Jackson National

9 out of 28 = 32.1% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	Against
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	Against
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Mix
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	Against
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	Against
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	Against
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Mix
Wal-Mart	6/3/16	5	Independent Chair Board	Mix
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey Janus Capital Group

11 out of 25 = 44% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	Abstain
Discovery Communications	5/19/16	3	Board Diversity	Against
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Against
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Mix
Facebook	6/20/16	10	Sustainability Report	Against
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	Mix
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey John Hancock Funds

12 out of 22 = 54.5% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	For
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	Mix
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Against
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Mix
Facebook	6/20/16	10	Sustainability Report	Mix
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Mix
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Mix
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	Mix
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	Mix
Verizon	5/5/16	6	Lobbying Disclosure	Mix
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	Mix
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey JPMorgan Chase

3 out of 31 = 9.6% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	For
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	Against
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	Against
Discovery Communications	5/19/16	3	Board Diversity	Against
Dow Chemical	5/12/16	4	Proxy Access	Against
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Against
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	Against
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	Against
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	Against
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	Against
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	Against
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	Against
T-Mobile	6/16/16	3	Proxy Access	Against
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Wal-Mart	6/3/16	5	Independent Chair Board	Against
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	Against

2016 AFL-CIO Key Votes Survey

JPMorgan Chase - Taft-Hartley Client Votes

5 out of 6 = 83.3%

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey

Lazard Asset Management

18 out of 26 = 69.2% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey

Legg Mason Global Asset Management

10 out of 19 = 52.6% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	For
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	Mix
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	Against
Dow Chemical	5/12/16	4	Proxy Access	Mix
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Mix
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Mix
Facebook	6/20/16	10	Sustainability Report	Mix
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Mix
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Mix
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	For
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	Mix
Verizon	5/5/16	6	Lobbying Disclosure	Mix
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Mix
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	Mix

2016 AFL-CIO Key Votes Survey Liberty All-Star Funds

15 out of 18 = 83.3% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey Loomis, Sayles & Company

6 out of 16 = 37.5% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	Against

2016 AFL-CIO Key Votes Survey Lord Abbett

8 out of 24 = 33.3% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	Against
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Against
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	Against
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	Against
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	Against
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	Against
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey

Lord Abbett - Taft-Hartley Client Votes

9 out of 9 = 100%

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	For
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	For
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	For
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey
M.D. Sass and Associates - Taft-Hartley Client Votes

2 out of 2 = 100%

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	
Facebook	6/20/16	10	Sustainability Report	
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	For
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey Madison Funds

0 out of 6 = 0% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	Against
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	Against
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey Mainstay Funds

21 out of 29 = 72.4% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	For
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey

Marco Consulting Group

32 out of 32 = 100% Top Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	For
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	For
Anthem	5/19/16	4	Lobbying Disclosure	For
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	For
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	For
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	For
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	For
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	For
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	For
Restaurant Brands Int'l	6/9/16	5	Board Diversity	For
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	For
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey MassMutual Financial Group

5 out of 21 = 23.8% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	Against
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	Mix
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	Mix
Discovery Communications	5/19/16	3	Board Diversity	Mix
Dow Chemical	5/12/16	4	Proxy Access	Mix
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Mix
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	Mix
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	Mix
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	Against
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	Mix
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Mix
Wal-Mart	6/3/16	5	Independent Chair Board	Mix
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	Against

2016 AFL-CIO Key Votes Survey

McMorgan & Company - Taft-Hartley Client Votes

16 out of 16 = 100%

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	For
Anthem	5/19/16	4	Lobbying Disclosure	For
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	For
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	For
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey Metropolitan West Funds

20 out of 29 = 68.9% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	For
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	For
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	Against
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey

MFS Investment Management

10 out of 23 = 43.4% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	Against
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	Against

2016 AFL-CIO Key Votes Survey Morgan Stanley

13 out of 28 = 46.4% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	Against
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	Against
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	Against
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey Nationwide Mutual Funds

7 out of 23 = 30.4% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	Mix
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	Against
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	Against
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Against
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Mix
Facebook	6/20/16	10	Sustainability Report	Mix
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	Mix
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Mix
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	Mix
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	Against
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	Mix
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey Natixis Funds

11 out of 21 = 52.3% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Mix
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	For
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	Mix
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Mix
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	Against

2016 AFL-CIO Key Votes Survey Neuberger Berman Management

9 out of 24 = 37.5% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	Against
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	Mix
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	Against
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Mix
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	Against

2016 AFL-CIO Key Votes Survey New Covenant Funds

9 out of 13 = 69.2% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	For
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey Northern Funds

6 out of 26 = 23% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	Against
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Mix
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	Against
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	Against
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	Against
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Against
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	Against
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	Mix
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	Mix
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Mix
Wal-Mart	6/3/16	5	Independent Chair Board	Against
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	Against

2016 AFL-CIO Key Votes Survey Northwestern Mutual

10 out of 20 = 50% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	For
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	Mix
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Mix
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	Mix
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Mix
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	Mix
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	Mix
Verizon	5/5/16	6	Lobbying Disclosure	Mix
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Mix
Wal-Mart	6/3/16	5	Independent Chair Board	Mix
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey Nuveen Investments

21 out of 29 = 72.4% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	For
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	Mix
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	For
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	Mix
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey

NWQ Investment Management Company

4 out of 8 = 50% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey

NWQ Investment Management Company - Taft-Hartley Client Votes

5 out of 5 = 100%

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	
Facebook	6/20/16	10	Sustainability Report	
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	For
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	For
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey OakBrook Investments

19 out of 27 = 70.3% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	For
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey OakBrook Investments - Taft-Hartley Client Votes

23 out of 23 = 100%

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	For
Anthem	5/19/16	4	Lobbying Disclosure	For
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	For
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	For
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	For
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	For
Restaurant Brands Int'l	6/9/16	5	Board Diversity	For
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	For
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey Oppenheimer Funds

17 out of 26 = 65.3% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Abstain
Anthem	5/19/16	4	Lobbying Disclosure	Abstain
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Mix
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Mix
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Abstain
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Abstain
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Abstain
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	Against

2016 AFL-CIO Key Votes Survey O'Shaughnessy Funds

2 out of 10 = 20% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	Against
Alphabet	6/8/16	8	Majority Vote Director Elections	Against
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	
Facebook	6/20/16	10	Sustainability Report	
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	Mix
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	Mix
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey PanAgora Asset Management

22 out of 30 = 73.3% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	For
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	For
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey

PAX World Investments

14 out of 15 = 93.3% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	For
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	For
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	For
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey Pillar Pacific Capital Management

13 out of 13 = 100% Top Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	For
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	For
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	For
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	For
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey PIMCO Investments

15 out of 25 = 60% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	For
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	Against
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	Against
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	For
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	Against

2016 AFL-CIO Key Votes Survey Pioneer Investments

6 out of 17 = 35.2% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Abstain
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Abstain
Facebook	6/20/16	10	Sustainability Report	Abstain
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	Abstain
Verizon	5/5/16	6	Lobbying Disclosure	Abstain
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey PNC Capital Advisors

17 out of 29 = 58.6% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	For
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Against
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey Praxis Mutual Funds

17 out of 21 = 80.9% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	For
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey PRIMECAP Odyssey Funds

1 out of 6 = 16.6% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	Against
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Against
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey Principal Funds

21 out of 30 = 70% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	For
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	For
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	Mix
T-Mobile	6/16/16	3	Proxy Access	Mix
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey ProFunds/ProShares

22 out of 31 = 70.9% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	For
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey ProxyVote Plus

32 out of 32 = 100% Top Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	For
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	For
Anthem	5/19/16	4	Lobbying Disclosure	For
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	For
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	For
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	For
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	For
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	For
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	For
Restaurant Brands Int'l	6/9/16	5	Board Diversity	For
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	For
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey Prudential Investments

7 out of 25 = 28% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Abstain
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	Against
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	Mix
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Mix
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Mix
Facebook	6/20/16	10	Sustainability Report	Against
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	Against
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	Against
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	Abstain
Verizon	5/5/16	6	Lobbying Disclosure	Abstain
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	Against

2016 AFL-CIO Key Votes Survey Putnam Investments

5 out of 26 = 19.2% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	Against
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	Against
Discovery Communications	5/19/16	3	Board Diversity	Against
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Against
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	Against
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	Abstain
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	Against
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Wal-Mart	6/3/16	5	Independent Chair Board	Against
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	Against

2016 AFL-CIO Key Votes Survey Quaker Funds

5 out of 6 = 83.3% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	For
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Mix
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey

Quantitative Management Associates

15 out of 31 = 48.3% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	Against
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	For
Anthem	5/19/16	4	Lobbying Disclosure	Abstain
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Abstain
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	Against
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	Abstain
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	Against

2016 AFL-CIO Key Votes Survey Quantshares

14 out of 19 = 73.6% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey

Quest Investment Management

11 out of 11 = 100% Top Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	
Altria	5/19/16	5	Mediation of Human Rights Violations	For
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	For
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	For
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	For
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey Rainier Investment Management

4 out of 4 = 100% Fewer Than Five Votes

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	For
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey

RBC Global Asset Management

18 out of 26 = 69.2% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	For
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey

Renaissance Investment Management

3 out of 10 = 30% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	Against
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey

Renaissance Investment Management - Taft-Hartley Client Votes

5 out of 5 = 100%

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	For
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	For
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	
Facebook	6/20/16	10	Sustainability Report	
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey Reynolds Funds

0 out of 20 = 0% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	Against
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	Against
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	Against
Discovery Communications	5/19/16	3	Board Diversity	Against
Dow Chemical	5/12/16	4	Proxy Access	Against
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Against
Exxon Mobil	5/25/16	9	Lobbying Disclosure	
Facebook	6/20/16	10	Sustainability Report	Against
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	Against
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	Against
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Wal-Mart	6/3/16	5	Independent Chair Board	Against
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey Rhumbleline Advisers

23 out of 32 = 71.8% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	For
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	For
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey

Rhumbleline Advisers - Taft-Hartley Client Votes

30 out of 30 = 100%

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	For
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	For
Anthem	5/19/16	4	Lobbying Disclosure	For
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	For
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	For
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	For
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	For
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	For
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	For
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey Ridgworth Funds

6 out of 14 = 42.8% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Against
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	Against
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	Against
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey RM Davis

17 out of 24 = 70.8% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey

Rothschild Asset Management

18 out of 23 = 78.2% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	For
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	For
Anthem	5/19/16	4	Lobbying Disclosure	For
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	For
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey

Rothschild Asset Management - Taft-Hartley Client Votes

5 out of 6 = 83.3%

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey RS Mutual Funds

7 out of 10 = 70% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey Russell Investments

15 out of 32 = 46.8% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	Against
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	For
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	Against
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	Against

2016 AFL-CIO Key Votes Survey Schroder Funds

11 out of 20 = 55% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	For
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	Against
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey Schwab Funds

9 out of 32 = 28.1% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	Against
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	Against
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	Against
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	Against
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	For
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	Against
T-Mobile	6/16/16	3	Proxy Access	Against
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Wal-Mart	6/3/16	5	Independent Chair Board	Against
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	Against

2016 AFL-CIO Key Votes Survey Segall Bryant & Hamill

9 out of 13 = 69.2% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey

Segall Bryant & Hamill - Taft-Hartley Client Votes

3 out of 3 = 100%

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	For
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey SEI Investments

15 out of 32 = 46.8% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	Against
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	For
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	Against
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	Against

2016 AFL-CIO Key Votes Survey Sentinel Investments

4 out of 11 = 36.3% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Against
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey

Shareholders Assn for Research & Education

22 out of 23 = 95.6% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	For
Anthem	5/19/16	4	Lobbying Disclosure	For
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	For
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	For
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	For
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	For
Restaurant Brands Int'l	6/9/16	5	Board Diversity	For
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	For
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey Sierra Investment Partners

14 out of 14 = 100% Top Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	For
Anthem	5/19/16	4	Lobbying Disclosure	For
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	For
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	
Facebook	6/20/16	10	Sustainability Report	
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	For
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	For
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	For
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	For
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey Sit Mutual Funds

8 out of 11 = 72.7% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey Smith Asset Management Group

8 out of 14 = 57.1% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Against
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	Against
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey

Smith Asset Management Group - Taft-Hartley Client Votes

1 out of 1 = 100%

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey

Stacey Braun Associates

13 out of 13 = 100% Top Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	For
Anthem	5/19/16	4	Lobbying Disclosure	For
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	For
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	For
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	For
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	For
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	For
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey State Street Global Advisors

11 out of 32 = 34.3% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	Against
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Abstain
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	For
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	Against
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	Against
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	Against
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Wal-Mart	6/3/16	5	Independent Chair Board	Abstain
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	Against

2016 AFL-CIO Key Votes Survey Sterling Capital Funds

3 out of 10 = 30% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	Against
Alphabet	6/8/16	8	Majority Vote Director Elections	
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey Steward Mutual Funds

5 out of 24 = 20.8% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	Against
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Against
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	Against
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	For
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	Against
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	Against
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	Against
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Wal-Mart	6/3/16	5	Independent Chair Board	Against
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	Against

2016 AFL-CIO Key Votes Survey StoneRidge Investment Partners

8 out of 11 = 72.7% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey

StoneRidge Investment Partners - Taft-Hartley Client Votes

7 out of 7 = 100%

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	For
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	For
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey SunAmerica Mutual Funds

15 out of 30 = 50% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	For
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Abstain
Anthem	5/19/16	4	Lobbying Disclosure	Abstain
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	Abstain
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Abstain
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Abstain
Facebook	6/20/16	10	Sustainability Report	Abstain
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Abstain
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Abstain
Restaurant Brands Int'l	6/9/16	5	Board Diversity	Abstain
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Abstain
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	Abstain
Verizon	5/5/16	6	Lobbying Disclosure	Abstain
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey

Systematic Financial Management

4 out of 11 = 36.3% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	Against
Alphabet	6/8/16	8	Majority Vote Director Elections	
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	Against

2016 AFL-CIO Key Votes Survey

Systematic Financial Management - Taft-Hartley Client Votes

8 out of 8 = 100%

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	For
Alphabet	6/8/16	8	Majority Vote Director Elections	
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	
Facebook	6/20/16	10	Sustainability Report	
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	For
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	For
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey T. Rowe Price

14 out of 32 = 43.7% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	For
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Against
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	Against
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	For
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	Against
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	Against

2016 AFL-CIO Key Votes Survey TCW

2 out of 21 = 9.5% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	Against
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	Against
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	Against
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	Against
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	Against
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	Against
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	Against
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	Against
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Wal-Mart	6/3/16	5	Independent Chair Board	Against
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey

TCW - Taft-Hartley Client Votes

3 out of 3 = 100%

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey TD Mutual Funds

7 out of 12 = 58.3% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey Thornburg Investment Management

3 out of 9 = 33.3% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	Against
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Abstain
Facebook	6/20/16	10	Sustainability Report	Abstain
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Abstain
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	Against
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey Thrivent Mutual Funds

8 out of 28 = 28.5% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	Against
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Abstain
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	Abstain
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Against
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	Against
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Abstain
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Abstain
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Mix
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	Against
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	Against
T-Mobile	6/16/16	3	Proxy Access	Mix
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Wal-Mart	6/3/16	5	Independent Chair Board	Against
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey TIAA-CREF

11 out of 32 = 34.3% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	Against
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Against
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	For
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	Against
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	Against
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Wal-Mart	6/3/16	5	Independent Chair Board	Against
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	Against

2016 AFL-CIO Key Votes Survey Tocqueville

8 out of 9 = 88.8% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey

Touchstone Investments

1 out of 7 = 14.2% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	Against
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	Against
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	
Facebook	6/20/16	10	Sustainability Report	Against
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	Against
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey Transamerica Investments

6 out of 26 = 23% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	Mix
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	Against
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	Mix
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	Against
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Against
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Mix
Facebook	6/20/16	10	Sustainability Report	Against
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	Against
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	Against
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	Mix
T-Mobile	6/16/16	3	Proxy Access	Against
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	Mix
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Wal-Mart	6/3/16	5	Independent Chair Board	Against
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	Mix

2016 AFL-CIO Key Votes Survey Trillium Asset Management

17 out of 18 = 94.4% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	For
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	For
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	For
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey Turner Investments

5 out of 5 = 100% Fewer Than Five Votes

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey

UBS Global Asset Management

10 out of 24 = 41.6% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	Against
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	Mix
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	Mix
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Wal-Mart	6/3/16	5	Independent Chair Board	Mix
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	Against

2016 AFL-CIO Key Votes Survey

US Bancorp Fund Services

16 out of 24 = 66.6% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	For
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	Mix
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Mix
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Mix
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	Mix
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	Mix

2016 AFL-CIO Key Votes Survey USAA Mutual Funds

19 out of 29 = 65.5% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	Against
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	Against
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey VALIC Mutual Funds

14 out of 26 = 53.8% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Abstain
Anthem	5/19/16	4	Lobbying Disclosure	Mix
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Abstain
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Abstain
Facebook	6/20/16	10	Sustainability Report	Abstain
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Abstain
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Abstain
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Abstain
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	Mix
Verizon	5/5/16	6	Lobbying Disclosure	Abstain
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey Value Line

4 out of 9 = 44.4% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey Vanguard Group

8 out of 32 = 25% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	Against
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	Against
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Against
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	Against
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	Against
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Abstain
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	Against
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	Against
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	Abstain
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Wal-Mart	6/3/16	5	Independent Chair Board	Against
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	Against

2016 AFL-CIO Key Votes Survey Vantagepoint Funds

6 out of 7 = 85.7% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey Victory Funds

16 out of 28 = 57.1% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	For
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	Against
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Against
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	Against
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey Virtus Investment Partners

14 out of 23 = 60.8% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	Against
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	For
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	Mix
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey Voya Family of Funds

9 out of 31 = 29% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	Against
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	Against
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Against
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	Against
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	Against
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	Against
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Wal-Mart	6/3/16	5	Independent Chair Board	Against
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	Against

2016 AFL-CIO Key Votes Survey Voya Investment Management Co.

17 out of 25 = 68% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey Waddell & Reed Financial Advisors

0 out of 18 = 0% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	Against
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	Against
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	Against
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	Against
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	Against
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	Against
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	Against

2016 AFL-CIO Key Votes Survey Wasatch Funds

0 out of 6 = 0% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	Against
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	
Discovery Communications	5/19/16	3	Board Diversity	Against
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	
Facebook	6/20/16	10	Sustainability Report	
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	Against
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey

Wells Fargo Funds Management

21 out of 31 = 67.7% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	For
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	For
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	For
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey William Blair Funds

6 out of 8 = 75% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey Wilmington Funds

19 out of 28 = 67.8% Middle Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	Against
Exxon Mobil	5/25/16	9	Lobbying Disclosure	For
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	For
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
Nabors Industries	6/7/16	5	Proxy Access	For
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	For
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Verizon	5/5/16	6	Lobbying Disclosure	For
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Wal-Mart	6/3/16	5	Independent Chair Board	For
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For

2016 AFL-CIO Key Votes Survey

Winslow Capital Management

5 out of 5 = 100% Fewer Than Five Votes

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	
Anthem	5/19/16	4	Lobbying Disclosure	
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	
Dow Chemical	5/12/16	4	Proxy Access	
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	
Exxon Mobil	5/25/16	9	Lobbying Disclosure	
Facebook	6/20/16	10	Sustainability Report	For
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	
MetLife	6/14/16	5	Independent Board Chair	
Mondelez	5/18/16	6	Mediation of Human Rights Violations	
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
T-Mobile	6/16/16	3	Proxy Access	
United Parcel Service	5/5/16	3	Lobbying Disclosure	
Verizon	5/5/16	6	Lobbying Disclosure	
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	

2016 AFL-CIO Key Votes Survey WisdomTree Funds

9 out of 28 = 32.1% Bottom Tier

Shareholder Proposals: "FOR" Votes are Consistent with the AFL-CIO Proxy Voting Guidelines

Company	Meeting	Item #	Proposal Subject	Vote Cast
Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	Against
Alphabet	6/8/16	8	Majority Vote Director Elections	For
Altria	5/19/16	5	Mediation of Human Rights Violations	Against
Anthem	5/19/16	4	Lobbying Disclosure	Against
Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	Against
Celgene	6/15/16	7	Proxy Access	For
Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	For
Chipotle Mexican Grill	5/11/16	6	Proxy Access	For
Discovery Communications	5/19/16	3	Board Diversity	Against
Dow Chemical	5/12/16	4	Proxy Access	For
E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Exxon Mobil	5/25/16	9	Lobbying Disclosure	Against
Facebook	6/20/16	10	Sustainability Report	Against
Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	Against
Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	For
JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	Against
MetLife	6/14/16	5	Independent Board Chair	Against
Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	Against
Nabors Industries	6/7/16	5	Proxy Access	
Pearson (UK)	4/29/16	19	Business Strategy Review	Against
Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Restaurant Brands Int'l	6/9/16	5	Board Diversity	
Reynolds American	5/5/16	7	Mediation of Human Rights Violations	Against
Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
Staples	6/14/16	4	Accelerated Vesting of Equity Awards	Against
T-Mobile	6/16/16	3	Proxy Access	For
United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Verizon	5/5/16	6	Lobbying Disclosure	Against
Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Wal-Mart	6/3/16	5	Independent Chair Board	Against
Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buyback:	For