AFL-CIO KEY VOTES SURVEY



2016 Proxy Season Investment Manager Scorecards

AFL-CIO Office of Investment 815 16th Street NW Washington, DC 20006 202-637-3900 www.aflcio.org/proxyvotes

2016 AFL-CIO Key Votes Survey Aberdeen Asset Management

1 out of 6 = 16.6% Bottom Tier

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

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 Buybacks	
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2016 AFL-CIO Key Votes Survey AllianceBernstein

21 out of 32 = 65.6% Middle Tier

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
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2016 AFL-CIO Key Votes Survey AllianceBernstein - Taft-Hartley Client Votes

16 out of 16 = 100%

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

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 Buybacks	

2016 AFL-CIO Key Votes Survey Allianz Life

6 out of 24 = 25% Bottom Tier

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

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

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

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 Buybacks	

2016 AFL-CIO Key Votes Survey American Century

11 out of 30 = 36.6% Bottom Tier

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

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

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 Buybacks	Against

2016 AFL-CIO Key Votes Survey AQR Funds

19 out of 28 = 67.8% Middle Tier

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 Buybacks	For

2016 AFL-CIO Key Votes Survey Ariel Investments

3 out of 6 = 50% Bottom Tier

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

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

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%

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

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

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 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 Exxon Mobil 5/12/16 7 Accident Risk Reduction Report Exxon Mobil 5/25/16 9 Lobbying Disclosure For Facebook 6/20/16 10 Sustainability Report For For	Company	Meeting	Item #	Proposal Subject	Vote Cast
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 Chespaeake Lodging Trust 5/17/16 5 Majority Vote Bylaw Amendments Chipotle Mexican Grill 5/11/16 6 Proxy Access Chipotle Mexican Grill 5/11/16 6 Proxy Access 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 C	Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
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 Exxon Mobil 5/25/16 9 Lobbying Disclosure For 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	Alphabet	6/8/16	8	Majority Vote Director Elections	For
Blackrock 5/25/16 5 Report on Proxy Voting and Executive Pay	Altria	5/19/16	5	Mediation of Human Rights Violations	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 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 Morgan Stanley 5/17/16 6 Government Service Golden Parachutes Nabors Industries 6/7/16 5 Proxy Access<	Anthem	5/19/16	4	Lobbying Disclosure	
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 Morgan Stanley 5/17/16 6 Mediation of Human Rights Violations Against Morgan Stanley 5/17/16 5 Proxy Access Pearson (UK) 4/29/16 19 Busin	Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
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 5 Proxy Access Pearson (UK) 4/29/16 19 Business Strategy Review Philip Morris 5/4/16 5 Mediation of Human Rights Vio	Celgene	6/15/16	7	Proxy Access	For
Discovery Communications 5/19/16 3 Board Diversity	Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
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'I 6/9/16 <td>Chipotle Mexican Grill</td> <td>5/11/16</td> <td>6</td> <td>Proxy Access</td> <td></td>	Chipotle Mexican Grill	5/11/16	6	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 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 3 Proxy Access For United Parcel Service 5/5/16 6 Lobbying Disclosure For Vertzon 5/5/16 6 Equity Retention Wal-Mart 6/3/16 5 Independent Chair Board	Discovery Communications	5/19/16	3	Board Diversity	
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 Restaurant Brands Int'l 6/9/16 5 Board Diversity Restaurant Brands Int'l 6/9/16 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	Dow Chemical	5/12/16	4	Proxy Access	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	E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction 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 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 5 Independent Chair Board	Exxon Mobil	5/25/16	9	Lobbying Disclosure	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 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 5 Independent Chair Board	Facebook	6/20/16	10	Sustainability Report	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 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 T-Mobile 6/16/16 3 Proxy Access For United Parcel Service 5/5/16 3 Lobbying Disclosure For Vertex Pharmaceuticals 6/15/16 6 Equity Retention Wal-Mart 6/3/16 5 Independent Chair Board	Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	
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	Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
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 Vertzon 5/5/16 6 Lobbying Disclosure For Vertex Pharmaceuticals 6/15/16 5 Independent Chair Board	JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	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	MetLife	6/14/16	5	Independent Board Chair	
Nabors Industries 6/7/16 5 Proxy Access Pearson (UK) 4/29/16 19 Business Strategy Review Phillip 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	Mondelez	5/18/16	6	Mediation of Human Rights Violations	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'I 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	Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
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	Nabors Industries	6/7/16	5	Proxy Access	
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	Pearson (UK)	4/29/16	19	Business Strategy Review	
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	Philip Morris	5/4/16	5	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	Restaurant Brands Int'l	6/9/16	5	Board Diversity	
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	Reynolds American	5/5/16	7	Mediation of Human Rights Violations	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 Wal-Mart 6/3/16 5 Independent Chair Board	Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	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	Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
Verizon5/5/166Lobbying DisclosureForVertex Pharmaceuticals6/15/166Equity RetentionWal-Mart6/3/165Independent Chair Board	T-Mobile	6/16/16	3	Proxy Access	For
Vertex Pharmaceuticals 6/15/16 6 Equity Retention Wal-Mart 6/3/16 5 Independent Chair Board	United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Wal-Mart 6/3/16 5 Independent Chair Board	Verizon	5/5/16	6	Lobbying Disclosure	For
	Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Xerox 5/20/16 5 Adjust Pay Metrics to Exclude Stock Buybacks	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%

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

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

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

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

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

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

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

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

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

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

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

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

2016 AFL-CIO Key Votes Survey Campbell Newman Asset Management

0 out of 4 = 0% Fewer Than Five Votes

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

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
acebook	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	
Γ-Mobile	6/16/16	3	Proxy Access	
Jnited Parcel Service	5/5/16	3	Lobbying Disclosure	
/erizon	5/5/16	6	Lobbying Disclosure	Against
/ertex 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

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 Buybacks	For

2016 AFL-CIO Key Votes Survey Chartwell Investment Partners

14 out of 14 = 100% Top Tier

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

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%

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

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

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

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

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
	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

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

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

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 Buybacks	

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

19 out of 25 = 76% Middle Tier

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 Buybacks	For

2016 AFL-CIO Key Votes Survey **Delaware Investments**

10 out of 22 = 45.4% Bottom Tier

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

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

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

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

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

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

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 Chipotle Mexican Grill 5/11/16 6 Proxy Access For Dow Chemical 5/12/16 4 Proxy Access For El. 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 Hospitalities Properties Trust 5/25/16 4 Opt Out of Maryland Unsolicited Takeove	Company	Meeting	Item #	Proposal Subject	Vote Cast
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 Chipotie Mexican Grill 5/11/16 6 Proxy Access For Chipotie 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 E.L. 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 <	Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	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 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 Facebook 6/20/16 1 Opt Out of Maryland Unsolicited Takeover Act For JPMorgan 5/17/16 7 Stockholder Value Committee on	Alphabet	6/8/16	8	Majority Vote Director Elections	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 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 Hospitalities Properties Trust 5/25/16 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 Mettife 6/14/16	Altria	5/19/16	5	Mediation of Human Rights Violations	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 Morgan Stanley 5/18/16 6 <	Anthem	5/19/16	4	Lobbying Disclosure	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 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 Morgan Stanley 5/17/16 6 Government Service Golden Parachutes Against Morgan Stanley 5/17/16 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 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 Staples 6/14/16 1 Accelerated Vesting of Equity Awards Against Staples 6/14/16 3 Proxy Access For United Parach Staples 6/16/16 3 Proxy Access For United Paracle Service 5/5/16 3 Lobbying Disclosure Against Vertex Pharmaceuticals 6/15/16 6 Lobbying Disclosure Against Vertex Pharmaceuticals 6/15/16 6 Lobbying Disclosure Against Vertex Pharmaceuticals 6/15/16 6 Lobbying Disclosure Against Vertex Pharmaceuticals 6/15/16 5 Independent Chair Board Against	Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	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 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 Morgan Stanley 5/18/16 6 Mediation of Human Rights Violations Against Nabors Industries 6/7/16 5 Proxy Access For Pearson (UK) 4/29/16 19	Celgene	6/15/16	7	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 Mondelez 5/18/16 6 Mediation of Human Rights Violations Against Morgan Stanley 5/17/16 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'1 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 T-Mobile 6/16/16 3 Proxy Access For United Parcel Service 5/5/16 6 Lobbying Disclosure Against Vertex Pharmaceuticals 6/15/16 6 Equity Retention Against Vertex Pharmaceuticals 6/3/16 5 Independent Chair Board Against	Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	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 Facebook 6/20/16 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 Morgan Stanley 5/17/16 6 Government Service Golden Parachutes 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 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 T-Mobile 6/14/16 3 Proxy Access For United Parcel Service 5/5/16 3 Lobbying Disclosure Against Verizon 5/5/16 6 Equity Retention Against Vertex Pharmaceuticals 6/15/16 6 Equity Retention Against Vertex Pharmaceuticals 6/15/16 6 Independent Chair Board Against	Chipotle Mexican Grill	5/11/16	6	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 Staples 6/14/16 4 Accelerated Vesting of Equity Awards Against Staples 6/14/16 3 Proxy Access For United Parcel Service 5/5/16 3 Lobbying Disclosure Against Vertex Pharmaceuticals 6/15/16 6 Equity Retention Against Vertex Pharmaceuticals 6/15/16 6 Independent Chair Board Against	Discovery Communications	5/19/16	3	Board Diversity	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 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 Vertex Pharmaceuticals 6/15/16 6 Equity Retention Against Vertex Pharmaceuticals 6/15/16 5 Independent Chair Board Against	Dow Chemical	5/12/16	4	Proxy Access	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 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 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 Vertex Pharmaceuticals 6/15/16 6 Equity Retention Against Wal-Mart 6/3/16 5 Independent Chair Board Against	E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction 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 Staples 6/14/16 4 Accelerated Vesting of Equity Awards Against Staples 6/14/16 3 Proxy Access For United Parcel Service 5/5/16 3 Lobbying Disclosure Against Vertex Pharmaceuticals 6/15/16 6 Equity Retention Against Mal-Mart 6/3/16 5 Independent Chair Board Against Against Mal-Mart 6/3/16 5 Independent Chair Board Against Against Mal-Mart 6/3/16 5 Independent Chair Board Against Against Against Mal-Mart 6/3/16 5 Independent Chair Board Against Against	Exxon Mobil	5/25/16	9	Lobbying Disclosure	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 5 Independent Chair Board Against	Facebook	6/20/16	10	Sustainability Report	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 Morgan Stanley 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 Vertex Pharmaceuticals 6/15/16 6 Equity Retention Against Wal-Mart 6/3/16 5 Independent Chair Board Against	Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	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'I 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 Vertex Pharmaceuticals 6/15/16 6 Equity Retention Against Vertex Pharmaceuticals 6/3/16 5 Independent Chair Board Against	Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	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 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	JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	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'I 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	MetLife	6/14/16	5	Independent Board Chair	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	Mondelez	5/18/16	6	Mediation of Human Rights Violations	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 For United Parcel Service 5/5/16 3 Lobbying Disclosure Against Verizon 5/5/16 6 Equity Retention Against Wal-Mart 6/3/16 5 Independent Chair Board Against	Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	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	Nabors Industries	6/7/16	5	Proxy Access	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 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	Pearson (UK)	4/29/16	19	Business Strategy Review	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 Against	Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Salesforce.com6/2/165Accelerated Vesting of Equity AwardsAgainstStaples6/14/164Accelerated Vesting of Equity AwardsAgainstT-Mobile6/16/163Proxy AccessForUnited Parcel Service5/5/163Lobbying DisclosureAgainstVerizon5/5/166Lobbying DisclosureAgainstVertex Pharmaceuticals6/15/166Equity RetentionAgainstWal-Mart6/3/165Independent Chair BoardAgainst	Restaurant Brands Int'l	6/9/16	5	Board Diversity	
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	Reynolds American	5/5/16	7	Mediation of Human Rights Violations	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	Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	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	Staples	6/14/16	4	Accelerated Vesting of Equity Awards	Against
Verizon5/5/166Lobbying DisclosureAgainstVertex Pharmaceuticals6/15/166Equity RetentionAgainstWal-Mart6/3/165Independent Chair BoardAgainst	T-Mobile	6/16/16	3	Proxy Access	For
Vertex Pharmaceuticals 6/15/16 6 Equity Retention Against Wal-Mart 6/3/16 5 Independent Chair Board Against	United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Wal-Mart 6/3/16 5 Independent Chair Board Against	Verizon	5/5/16	6	Lobbying Disclosure	Against
	Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Xerox 5/20/16 5 Adjust Pay Metrics to Exclude Stock Buyback: For	Wal-Mart	6/3/16	5	Independent Chair Board	Against
	Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buybacks	For

2016 AFL-CIO Key Votes Survey **DWS Investments**

22 out of 30 = 73.3% Middle Tier

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

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				

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

7 out of 7 = 100%

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

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

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%

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

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

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

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

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

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

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 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 Exxon Mobil 5/25/16 9 Lobbying Disclosure Against Hospitalities Properties Trust 5/25/16 4 Government Service Golden Parachutes </th <th>Company</th> <th>Meeting</th> <th>Item #</th> <th>Proposal Subject</th> <th>Vote Cast</th>	Company	Meeting	Item #	Proposal Subject	Vote Cast
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 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 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 Hoepitalitie	Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	For
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 E.I. du Pont de Nemours 4/27/16 7 Accident Risk Reduction Report Against E.I. du Pont de Nemours 4/27/16 7 Accident Risk Reduction Report Against E.I. du Pont de Nemours 4/27/16 7 Accident Risk Reduction Report Against E.I. du Pont de Nemours 4/27/16 7 Accident Risk Reduction Report Against E.I. du Pont de Nemours 4/27/16 10 Sustainabilit	Alphabet	6/8/16	8	Majority Vote Director Elections	For
Blackrock 5/25/16 5 Report on Proxy Voting and Executive Pay Against Celgene 6/15/16 7 Proxy Access 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 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	Altria	5/19/16	5	Mediation of Human Rights Violations	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 Mediation of Human Rights Violations Morgan Stanley 5/18/16 6 Mediation of Human Rights Violations Against	Anthem	5/19/16	4	Lobbying Disclosure	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 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 Jeans JPMorgan 5/17/16 7 Stockholder Value Committee on Divestiture Against MetLife 6/14/16 5 Independent Board Chair Morgan Stanley 5/17/16 6 Government Service Golden Parachutes Nabors Industries 6/7/16 5 Proxy Access <	Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	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 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 Jeanst 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 Nabors Industries 6/7/16 5 Proxy Access Pearson (UK) 4/29/16 19 Business Strategy Review Philip Morris	Celgene	6/15/16	7	Proxy Access	
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 Against Morgan Stanley 5/18/16 6 Mediation of Human Rights Violations Mediations Morgan Stanley 5/17/16 5 Proxy Access Pearson (UK) 4/29/16 19 Business Strategy Review Pearson (UK) 4/29/16 5 Mediation of Human Rights Violations Against	Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
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 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 Dyport Committee Against JPMorgan 5/17/16 7 Stockholder Value Committee on Divestiture Against MetLife 6/14/16 5 Independent Board Chair Against Morgan Stanley 5/18/16 6 Mediation of Human Rights Violations Nabors Industries 6/7/16 5 Proxy Access Pearson (UK) 4/29/16 19 Business Strategy Review Philip Morris 5/4/16 5 Board Diversity	Chipotle Mexican Grill	5/11/16	6	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 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 6 Lobbying Disclosure Against Vertex Pharmaceuticals 6/15/16 6 Equity Retention Wal-Mart 6/3/16 5 Independent Chair Board Against	Discovery Communications	5/19/16	3	Board Diversity	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 6 Lobbying Disclosure Against Vertex Pharmaceuticals 6/15/16 6 Equity Retention Wal-Mart 6/3/16 5 Independent Chair Board Against	Dow Chemical	5/12/16	4	Proxy Access	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 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 Vertex Pharmaceuticals 6/15/16 6 Equity Retention Wal-Mart 6/3/16 5 Independent Chair Board Against	E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction 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 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 Vertex Pharmaceuticals 6/15/16 6 Equity Retention Wal-Mart 6/3/16 5 Independent Chair Board Against	Exxon Mobil	5/25/16	9	Lobbying Disclosure	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 Vertex Pharmaceuticals 6/15/16 6 Equity Retention Wal-Mart 6/3/16 5 Independent Chair Board Against	Facebook	6/20/16	10	Sustainability Report	
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 Vertex Pharmaceuticals 6/15/16 6 Equity Retention Wal-Mart 6/3/16 5 Independent Chair Board Against	Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	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	Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
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	JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	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'I 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	MetLife	6/14/16	5	Independent Board Chair	
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 Equity Retention Wal-Mart 6/3/16 5 Independent Chair Board Against	Mondelez	5/18/16	6	Mediation of Human Rights Violations	
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 Equity Retention Wal-Mart 6/3/16 5 Independent Chair Board Against	Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
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	Nabors Industries	6/7/16	5	Proxy Access	
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	Pearson (UK)	4/29/16	19	Business Strategy Review	
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	Philip Morris	5/4/16	5	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 Against	Restaurant Brands Int'l	6/9/16	5	Board Diversity	
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	Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
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	Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
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	Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
Verizon5/5/166Lobbying DisclosureAgainstVertex Pharmaceuticals6/15/166Equity RetentionWal-Mart6/3/165Independent Chair BoardAgainst	T-Mobile	6/16/16	3	Proxy Access	
Vertex Pharmaceuticals 6/15/16 6 Equity Retention Wal-Mart 6/3/16 5 Independent Chair Board Against	United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Wal-Mart 6/3/16 5 Independent Chair Board Against	Verizon	5/5/16	6	Lobbying Disclosure	Against
	Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Xerox 5/20/16 5 Adjust Pay Metrics to Exclude Stock Buyback 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 Franklin Templeton Investments

6 out of 22 = 27.2% Bottom Tier

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 Buybacks	Against

2016 AFL-CIO Key Votes Survey Gabelli Funds

3 out of 20 = 15% Bottom Tier

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

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 Buybacks	Against

2016 AFL-CIO Key Votes Survey Geode Capital Management

7 out of 32 = 21.8% Bottom Tier

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

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

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

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

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%

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 Buybacks	For

2016 AFL-CIO Key Votes Survey Green Century Funds

11 out of 11 = 100% Top Tier

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

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 Buybacks	For

2016 AFL-CIO Key Votes Survey GuideMark Funds

5 out of 24 = 20.8% Bottom Tier

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

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

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

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 Buybacks	

2016 AFL-CIO Key Votes Survey Hennessy Funds

0 out of 19 = 0% Bottom Tier

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 Buybacks	Against
			<u> </u>	

2016 AFL-CIO Key Votes Survey Herndon Capital Management

9 out of 14 = 64.2% Middle Tier

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

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%

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

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

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

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 Buybacks	For

2016 AFL-CIO Key Votes Survey Intech Investment Management - Taft-Hartley Client Votes

24 out of 24 = 100%

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

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

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 Buybacks	For

2016 AFL-CIO Key Votes Survey ISS

23 out of 32 = 71.8% Middle Tier

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

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

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 Buybacks	For

2016 AFL-CIO Key Votes Survey Janus Capital Group

11 out of 25 = 44% Bottom Tier

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

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

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 Buybacks	Against

2016 AFL-CIO Key Votes Survey JPMorgan Chase - Taft-Hartley Client Votes

5 out of 6 = 83.3%

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

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 Clegene 6/15/16 7 Proxy Access For Chesapeake Lodging Trust 5/17/16 5 Majority Vote Bylaw Amendments For Chesapeake Lodging Trust 5/17/16 5 Majority Vote Bylaw Amendments For Chesapeake Lodging Trust 5/17/16 6 Proxy Access For Discovery Communications 5/19/16 3 Board Diversity For Dw Chemical 5/12/16 4 Proxy Access For Li du Pont de Memours 4/27/16 7 Accident Risk Reduction Report For	Company	Meeting	Item #	Proposal Subject	Vote Cast
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 Chipote 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	Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
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 Dow Chemical 5/12/16 4 Proxy Access For E.I. du Pont de Nemours 4/27/16 7 Accident Risk Reduction Report For E.I. du Pont de Nemours 4/27/16 7 Accident Risk Reduction Report For E.I. du Pont de Nemours 4/27/16 7 Accident Risk Reduction Report For E.I. du Pont de Nemours 4/27/16 9 Lobbying Disclosure For E.I. du Pont de Nemours 4/27/16 9 Lobbying Disclosure For	Alphabet	6/8/16	8	Majority Vote Director Elections	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 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 Chai	Altria	5/19/16	5	Mediation of Human Rights Violations	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 Morgan Stanley 5/18/16 6 Mediation of	Anthem	5/19/16	4	Lobbying Disclosure	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 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 Morgan Stanley 5/18/16 6 Mediation of Human Rights Violations Against Morgan Stanley 5/17/16 <	Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
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 <td>Celgene</td> <td>6/15/16</td> <td>7</td> <td>Proxy Access</td> <td>For</td>	Celgene	6/15/16	7	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 Strateg	Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	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 Exxon Mobil 5/25/16 9 Lobbying Disclosure 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 Hu	Chipotle Mexican Grill	5/11/16	6	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	Discovery Communications	5/19/16	3	Board Diversity	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 Equity Retention For Wal-Mart 6/3/16 5 Independent Chair Board For	Dow Chemical	5/12/16	4	Proxy Access	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 T-Mobile 6/14/16 3 Proxy Access United Parcel Service 5/5/16 3 Lobbying Disclosure For Verizon 5/5/16 6 Equity Retention For Wal-Mart 6/3/16 5 Independent Chair Board For	E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction 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 1 Lobbying Disclosure For Verizon 5/5/16 6 Lobbying Disclosure For Vertex Pharmaceuticals 6/15/16 5 Independent Chair Board For	Exxon Mobil	5/25/16	9	Lobbying Disclosure	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 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	Facebook	6/20/16	10	Sustainability Report	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 5 Independent Chair Board For	Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	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	Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	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	JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	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	MetLife	6/14/16	5	Independent Board Chair	For
Nabors Industries6/7/165Proxy AccessPearson (UK)4/29/1619Business Strategy ReviewAgainstPhillip Morris5/4/165Mediation of Human Rights ViolationsAgainstRestaurant Brands Int'l6/9/165Board DiversityReynolds American5/5/167Mediation of Human Rights ViolationsAgainstSalesforce.com6/2/165Accelerated Vesting of Equity AwardsForStaples6/14/164Accelerated Vesting of Equity AwardsT-Mobile6/16/163Proxy AccessUnited Parcel Service5/5/163Lobbying DisclosureForVerizon5/5/166Lobbying DisclosureForVertex Pharmaceuticals6/15/166Equity RetentionForWal-Mart6/3/165Independent Chair BoardFor	Mondelez	5/18/16	6	Mediation of Human Rights Violations	Against
Pearson (UK)4/29/1619Business Strategy ReviewAgainstPhilip Morris5/4/165Mediation of Human Rights ViolationsAgainstRestaurant Brands Int'l6/9/165Board DiversityReynolds American5/5/167Mediation of Human Rights ViolationsAgainstSalesforce.com6/2/165Accelerated Vesting of Equity AwardsForStaples6/14/164Accelerated Vesting of Equity AwardsT-Mobile6/16/163Proxy AccessUnited Parcel Service5/5/163Lobbying DisclosureForVerizon5/5/166Lobbying DisclosureForVertex Pharmaceuticals6/15/166Equity RetentionForWal-Mart6/3/165Independent Chair BoardFor	Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	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 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	Nabors Industries	6/7/16	5	Proxy Access	
Restaurant Brands Int'I 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	Pearson (UK)	4/29/16	19	Business Strategy Review	Against
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	Philip Morris	5/4/16	5	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	Restaurant Brands Int'l	6/9/16	5	Board Diversity	
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	Reynolds American	5/5/16	7	Mediation of Human Rights Violations	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 For Wal-Mart 6/3/16 5 Independent Chair Board For	Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	For
United Parcel Service5/5/163Lobbying DisclosureForVerizon5/5/166Lobbying DisclosureForVertex Pharmaceuticals6/15/166Equity RetentionForWal-Mart6/3/165Independent Chair BoardFor	Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
Verizon5/5/166Lobbying DisclosureForVertex Pharmaceuticals6/15/166Equity RetentionForWal-Mart6/3/165Independent Chair BoardFor	T-Mobile	6/16/16	3	Proxy Access	
Vertex Pharmaceuticals 6/15/16 6 Equity Retention For Wal-Mart 6/3/16 5 Independent Chair Board For	United Parcel Service	5/5/16	3	Lobbying Disclosure	For
Wal-Mart 6/3/16 5 Independent Chair Board For	Verizon	5/5/16	6	Lobbying Disclosure	For
· · · · · · · · · · · · · · · · · · ·	Vertex Pharmaceuticals	6/15/16	6	Equity Retention	For
Xerox 5/20/16 5 Adjust Pay Metrics to Exclude Stock Buyback: 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

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

Abercrombie Fitch	0140140			
	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

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

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%

Abercrombie Fitch	Company	Meeting	Item #	Proposal Subject	Vote Cast
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 Chipotle Mexican Grill 5/11/16 6 Proxy Access 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 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<	Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	
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 E.I. du Pont de Nemours 4/27/16 7 Accident Risk Reduction Report For E.I. du Pont de Nemours 4/27/16 7 Accident Risk Reduction Report For E.I. du Pont de Nemours 4/27/16 7 Accident Risk Reduction Report For E.I. du Pont de Nemours 4/27/16 7 Accident Risk Reduction Report For E.I. du Pont de Nemours 4/27/16 10 Sustainability Report Goldman Sachs 5/20	Alphabet	6/8/16	8	Majority Vote Director Elections	
Blackrock	Altria	5/19/16	5	Mediation of Human Rights Violations	
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 Morgan Stanley 5/17/16 6 Government Service Golden Parachutes For Nabors Industries 6/7/16	Anthem	5/19/16	4	Lobbying Disclosure	
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 Morgan Stanley 5/18/16 6 Mediation of Human Rights Violations For Morgan Stanley 5/17/16 6 Government Service Golden Parachutes For Nabors Industries	Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	
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 5 Proxy Access Pearson (UK) 4/29/16 19 Business Strategy Review Philip Morris 5/4/16 5 Mediation of Hum	Celgene	6/15/16	7	Proxy Access	For
Discovery Communications 5/19/16 3 Board Diversity	Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	
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 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	Chipotle Mexican Grill	5/11/16	6	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 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 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	Discovery Communications	5/19/16	3	Board Diversity	
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 <	Dow Chemical	5/12/16	4	Proxy Access	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 Revnolds 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 3 Proxy	E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction Report	For
Goldman Sachs 5/20/16 4 Government Service Golden Parachutes For	Exxon Mobil	5/25/16	9	Lobbying Disclosure	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 5 Independent Chair Board	Facebook	6/20/16	10	Sustainability Report	
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	Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	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'I 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	Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
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	JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	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	MetLife	6/14/16	5	Independent Board Chair	
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	Mondelez	5/18/16	6	Mediation of Human Rights Violations	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 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	Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	For
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	Nabors Industries	6/7/16	5	Proxy Access	
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	Pearson (UK)	4/29/16	19	Business Strategy Review	
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	Philip Morris	5/4/16	5	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	Restaurant Brands Int'l	6/9/16	5	Board Diversity	
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	Reynolds American	5/5/16	7	Mediation of Human Rights Violations	
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	Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	
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	Staples	6/14/16	4	Accelerated Vesting of Equity Awards	
Verizon5/5/166Lobbying DisclosureForVertex Pharmaceuticals6/15/166Equity RetentionWal-Mart6/3/165Independent Chair Board	T-Mobile	6/16/16	3	Proxy Access	
Vertex Pharmaceuticals 6/15/16 6 Equity Retention Wal-Mart 6/3/16 5 Independent Chair Board	United Parcel Service	5/5/16	3	Lobbying Disclosure	
Wal-Mart 6/3/16 5 Independent Chair Board	Verizon	5/5/16	6	Lobbying Disclosure	For
	Vertex Pharmaceuticals	6/15/16	6	Equity Retention	
Xerox 5/20/16 5 Adjust Pay Metrics to Exclude Stock Buybacks	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%

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	
acebook	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	
Γ-Mobile	6/16/16	3	Proxy Access	
Jnited Parcel Service	5/5/16	3	Lobbying Disclosure	
/erizon	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

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

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

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

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%

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

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 Buybacks	For

2016 AFL-CIO Key Votes Survey MFS Investment Management

10 out of 23 = 43.4% Bottom Tier

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

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 Exxon Mobil 5/25/16 9 Lobbying Disclosure For Facebook 6/20/16 10 Sustainability Report For	Company	Meeting	Item #	Proposal Subject	Vote Cast
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 Chipotie Mexican Grill 5/11/16 6 Proxy Access For Chipotie Mexican Grill 5/11/16 6 Proxy Access For Dow Chemical 5/12/16 4 Proxy Access For Discovery Communications 5/12/16 4 Proxy Access For E.I. du Pont de Nemours 5/12/16 4 Proxy Access For E.I. du Pont de Nemours 4/27/16 7 Accident Risk Reduction Report For E.L. du Pont de Nemours 4/27/16 7 Accident Risk Reduction Report For E.L. du Pont de Nemours 4/27/16 7 Accident Risk Reduction Repo	Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	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 Exxon Mobil 5/25/16 9 Lobbying Disclosure For For October For October For For Facebook 6/20/16 10 Sustainability Report For Goldman Sachs 5/20/16 4 Opt Out of Maryland Unsolicited Takeover Act UPMorgan 5/17/16 7	Alphabet	6/8/16	8	Majority Vote Director Elections	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 UPMorgan 5/17/16 7 Stockholder Value Committee on Divestiture Against Mettlife 6/14/16 5 Independent Board Chair	Altria	5/19/16	5	Mediation of Human Rights Violations	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 7 Stockholder Value Committee on Divestiture Against Morgan Stanley 5/18/16 6 Mediation of Human Rights Viol	Anthem	5/19/16	4	Lobbying Disclosure	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 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 Jeans Jeans Jeans Against Morgan 5/17/16 7 Stockholder Value Committee on Divestiture Against Against Morgan Stanley 5/18/16 6 Mediation of Human Rights Violations Against Morgan Stanley 5/17/16 5 Proxy Access Pr	Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	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 JPMorgan 5/17/16 7 Stockholder Value Committee on Divestiture Against MetLife 6/14/16 5 Independent Board Chair Against Morgan Stanley 5/18/16 6 Mediation of Human Rights Violations Against Mabors Industries 6/7/16 5 Proxy Access Pearson (UK) 4/29/16 19 Business Strategy Review Against	Celgene	6/15/16	7	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 Morgan Stanley 5/18/16 6 Mediation of Human Rights Violations Against Morgan Stanley 5/17/16 5 Proxy Access Pearson (UK) 4/29/16 19 Business Strategy Review Against Philip Morris 5/4/16 5 Mediation of Human Rights Violations <td>Chesapeake Lodging Trust</td> <td>5/17/16</td> <td>5</td> <td>Majority Vote Bylaw Amendments</td> <td>For</td>	Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	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 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 Morgan Stanley 5/18/16 6 Mediation of Human Rights Violations Against Morgan Stanley 5/17/16 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	Chipotle Mexican Grill	5/11/16	6	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'1 6/9/16 5 Board Diversity Reynolds American 5/5/16 7 Mediation of Human Rights Violations Against Staples 6/14/16 4 Accelerated Vesting of Equity Awards Against Staples 6/14/16 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 For	Discovery Communications	5/19/16	3	Board Diversity	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	Dow Chemical	5/12/16	4	Proxy Access	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 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 Equity Retention Against Wal-Mart 6/3/16 5 Independent Chair Board For	E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction 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 Equity Retention Against Wal-Mart 6/3/16 5 Independent Chair Board For	Exxon Mobil	5/25/16	9	Lobbying Disclosure	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 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 5 Independent Chair Board For	Facebook	6/20/16	10	Sustainability Report	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 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 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 Mal-Mart 6/3/16 5 Independent Chair Board For	Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	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'I 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 Mal-Mart 6/3/16 5 Independent Chair Board For	Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	
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 Mainst	JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	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'I 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	MetLife	6/14/16	5	Independent Board Chair	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 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	Mondelez	5/18/16	6	Mediation of Human Rights Violations	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 For United Parcel Service 5/5/16 3 Lobbying Disclosure Against Verizon 5/5/16 6 Equity Retention Against Wal-Mart 6/3/16 5 Independent Chair Board For	Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	
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	Nabors Industries	6/7/16	5	Proxy Access	
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	Pearson (UK)	4/29/16	19	Business Strategy Review	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 For Vertex Pharmaceuticals 6/15/16 6 Equity Retention Against Wal-Mart 6/3/16 5 Independent Chair Board For	Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Salesforce.com6/2/165Accelerated Vesting of Equity AwardsAgainstStaples6/14/164Accelerated Vesting of Equity AwardsAgainstT-Mobile6/16/163Proxy AccessForUnited Parcel Service5/5/163Lobbying DisclosureAgainstVerizon5/5/166Lobbying DisclosureForVertex Pharmaceuticals6/15/166Equity RetentionAgainstWal-Mart6/3/165Independent Chair BoardFor	Restaurant Brands Int'l	6/9/16	5	Board Diversity	
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	Reynolds American	5/5/16	7	Mediation of Human Rights Violations	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	Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	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	Staples	6/14/16	4	Accelerated Vesting of Equity Awards	Against
Verizon5/5/166Lobbying DisclosureForVertex Pharmaceuticals6/15/166Equity RetentionAgainstWal-Mart6/3/165Independent Chair BoardFor	T-Mobile	6/16/16	3	Proxy Access	For
Vertex Pharmaceuticals 6/15/16 6 Equity Retention Against Wal-Mart 6/3/16 5 Independent Chair Board For	United Parcel Service	5/5/16	3	Lobbying Disclosure	Against
Wal-Mart 6/3/16 5 Independent Chair Board For	Verizon	5/5/16	6	Lobbying Disclosure	For
	Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Xerox 5/20/16 5 Adjust Pay Metrics to Exclude Stock Buyback: For	Wal-Mart	6/3/16	5	Independent Chair Board	For
	Xerox	5/20/16	5	Adjust Pay Metrics to Exclude Stock Buybacks	For

2016 AFL-CIO Key Votes Survey Nationwide Mutual Funds

7 out of 23 = 30.4% Bottom Tier

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

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

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

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 Buybacks	

2016 AFL-CIO Key Votes Survey Northern Funds

6 out of 26 = 23% Bottom Tier

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

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 Buybacks	For

2016 AFL-CIO Key Votes Survey Nuveen Investments

21 out of 29 = 72.4% Middle Tier

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

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%

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

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 Buybacks	For

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

23 out of 23 = 100%

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

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

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

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

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

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

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

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

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

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

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 Buybacks	

2016 AFL-CIO Key Votes Survey **Principal Funds**

21 out of 30 = 70% Middle Tier

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

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

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 Buybacks	For

2016 AFL-CIO Key Votes Survey **Prudential Investments**

7 out of 25 = 28% Bottom Tier

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

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 Buybacks	Against

2016 AFL-CIO Key Votes Survey Quaker Funds

5 out of 6 = 83.3% Middle Tier

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

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 Excon Mobil 5/25/16 9 Lobbying Disclosure Abstain Facebook 6/20/16 10 Sustainability Report For Goldman Sachs 5/20/16 4 Govermment Service Golden Parachutes Agai	Company	Meeting	Item #	Proposal Subject	Vote Cast
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 Chipotte Mexican Grill 5/11/16 6 Proxy Access For Chipotte 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 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 </td <td>Abercrombie Fitch</td> <td>6/16/16</td> <td>7</td> <td>Accelerated Vesting of Equity Awards</td> <td>Against</td>	Abercrombie Fitch	6/16/16	7	Accelerated Vesting of Equity Awards	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 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 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<	Alphabet	6/8/16	8	Majority Vote Director Elections	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 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	Altria	5/19/16	5	Mediation of Human Rights Violations	For
Cetgene 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 Morgan Stanley 5/18/16 6 Media	Anthem	5/19/16	4	Lobbying Disclosure	Abstain
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 Morgan Stanley 5/18/16 6 Mediation of Human Rights Violations Against Nabors Industries 6/7/16	Blackrock	5/25/16	5	Report on Proxy Voting and Executive Pay	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 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 Morgan Stanley 5/18/16 6 Mediation of Human Rights Violations Against Nabors Industries 6/7/16 5 Proxy Access For Pearson (UK) 4/29/16 19 <	Celgene	6/15/16	7	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 Morgan Stanley 5/18/16 6 Mediation of Human Rights Violations 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	Chesapeake Lodging Trust	5/17/16	5	Majority Vote Bylaw Amendments	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 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 United Parcel Service 5/5/16 3 Lobbying Disclosure For Vertex Pharmaceuticals 6/15/16 6 Equity Retention Against Wal-Mart 6/3/16 5 Independent Chair Board For	Chipotle Mexican Grill	5/11/16	6	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 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 3 Proxy Access For United Parcel Service 5/5/16 3 Lobbying Disclosure Abstain Verizon 5/5/16 6 Equity Retention Against Moly Proxy Access For United Parcel Service 6/15/16 6 Lobbying Disclosure For Vertex Pharmaceuticals 6/15/16 6 Equity Retention Against	Discovery Communications	5/19/16	3	Board Diversity	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 Equity Retention Against Wal-Mart 6/3/16 5 Independent Chair Board For	Dow Chemical	5/12/16	4	Proxy Access	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 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 Equity Retention Against Wal-Mart 6/3/16 5 Independent Chair Board For	E.I. du Pont de Nemours	4/27/16	7	Accident Risk Reduction 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 5 Independent Chair Board For	Exxon Mobil	5/25/16	9	Lobbying Disclosure	Abstain
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 Equity Retention Against Wal-Mart 6/3/16 5 Independent Chair Board For	Facebook	6/20/16	10	Sustainability Report	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 5 Independent Chair Board For	Goldman Sachs	5/20/16	4	Government Service Golden Parachutes	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 Mal-Mart 6/3/16 5 Independent Chair Board For	Hospitalities Properties Trust	5/25/16	4	Opt Out of Maryland Unsolicited Takeover Act	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 Abstain Verizon 5/5/16 6 Lobbying Disclosure For Vertex Pharmaceuticals 6/15/16 6 Equity Retention Against Malenta 6/3/16 5 Independent Chair Board For	JPMorgan	5/17/16	7	Stockholder Value Committee on Divestiture	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'I 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	MetLife	6/14/16	5	Independent Board Chair	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	Mondelez	5/18/16	6	Mediation of Human Rights Violations	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 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	Morgan Stanley	5/17/16	6	Government Service Golden Parachutes	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	Nabors Industries	6/7/16	5	Proxy Access	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 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	Pearson (UK)	4/29/16	19	Business Strategy Review	Against
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	Philip Morris	5/4/16	5	Mediation of Human Rights Violations	Against
Salesforce.com6/2/165Accelerated Vesting of Equity AwardsForStaples6/14/164Accelerated Vesting of Equity AwardsAgainstT-Mobile6/16/163Proxy AccessForUnited Parcel Service5/5/163Lobbying DisclosureAbstainVerizon5/5/166Lobbying DisclosureForVertex Pharmaceuticals6/15/166Equity RetentionAgainstWal-Mart6/3/165Independent Chair BoardFor	Restaurant Brands Int'l	6/9/16	5	Board Diversity	
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	Reynolds American	5/5/16	7	Mediation of Human Rights Violations	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	Salesforce.com	6/2/16	5	Accelerated Vesting of Equity Awards	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	Staples	6/14/16	4	Accelerated Vesting of Equity Awards	Against
Verizon5/5/166Lobbying DisclosureForVertex Pharmaceuticals6/15/166Equity RetentionAgainstWal-Mart6/3/165Independent Chair BoardFor	T-Mobile	6/16/16	3	Proxy Access	For
Vertex Pharmaceuticals 6/15/16 6 Equity Retention Against Wal-Mart 6/3/16 5 Independent Chair Board For	United Parcel Service	5/5/16	3	Lobbying Disclosure	Abstain
Wal-Mart 6/3/16 5 Independent Chair Board For	Verizon	5/5/16	6	Lobbying Disclosure	For
<u> </u>	Vertex Pharmaceuticals	6/15/16	6	Equity Retention	Against
Xerox 5/20/16 5 Adjust Pay Metrics to Exclude Stock Buyback: 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

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 Buybacks	For
			·	

2016 AFL-CIO Key Votes Survey Quest Investment Management

11 out of 11 = 100% Top Tier

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 Buybacks	

2016 AFL-CIO Key Votes Survey Rainier Investment Management

4 out of 4 = 100% Fewer Than Five Votes

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

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

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%

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

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 Buybacks	

2016 AFL-CIO Key Votes Survey Rhumbline Advisers

23 out of 32 = 71.8% Middle Tier

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 Rhumbline Advisers - Taft-Hartley Client Votes

30 out of 30 = 100%

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 Ridgeworth Funds

6 out of 14 = 42.8% Bottom Tier

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

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

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 Buybacks	

2016 AFL-CIO Key Votes Survey Rothschild Asset Management - Taft-Hartley Client Votes

5 out of 6 = 83.3%

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

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

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 Buybacks	Against
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2016 AFL-CIO Key Votes Survey Schroder Funds

11 out of 20 = 55% Middle Tier

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

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 Buybacks	Against
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2016 AFL-CIO Key Votes Survey Segall Bryant & Hamill

9 out of 13 = 69.2% Middle Tier

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 Buybacks	

2016 AFL-CIO Key Votes Survey Segall Bryant & Hamill - Taft-Hartley Client Votes

3 out of 3 = 100%

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

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

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
acebook	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	
Γ-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

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

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

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

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%

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

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

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 Buybacks	Against

2016 AFL-CIO Key Votes Survey Sterling Capital Funds

3 out of 10 = 30% Bottom Tier

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 Buybacks	

2016 AFL-CIO Key Votes Survey Steward Mutual Funds

5 out of 24 = 20.8% Bottom Tier

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

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%

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

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

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%

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	
acebook	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	
Γ-Mobile	6/16/16	3	Proxy Access	
Jnited Parcel Service	5/5/16	3	Lobbying Disclosure	
/erizon	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

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

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%

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

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 Buybacks	

2016 AFL-CIO Key Votes Survey Thornburg Investment Management

3 out of 9 = 33.3% Bottom Tier

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

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

2016 AFL-CIO Key Votes Survey TIAA-CREF

11 out of 32 = 34.3% Bottom Tier

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 Buybacks	Against
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2016 AFL-CIO Key Votes Survey **Tocqueville**

8 out of 9 = 88.8% Middle Tier

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

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

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 Buybacks	Mix

2016 AFL-CIO Key Votes Survey Trillium Asset Management

17 out of 18 = 94.4% Middle Tier

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 Buybacks	For

2016 AFL-CIO Key Votes Survey **Turner Investments**

5 out of 5 = 100% Fewer Than Five Votes

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

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

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 Buybacks	Mix

2016 AFL-CIO Key Votes Survey USAA Mutual Funds

19 out of 29 = 65.5% Middle Tier

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 Buybacks	For

2016 AFL-CIO Key Votes Survey VALIC Mutual Funds

14 out of 26 = 53.8% Middle Tier

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

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

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 Buybacks	Against

2016 AFL-CIO Key Votes Survey Vantagepoint Funds

6 out of 7 = 85.7% Middle Tier

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

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

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 Buybacks	For

2016 AFL-CIO Key Votes Survey Voya Family of Funds

9 out of 31 = 29% Bottom Tier

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 Buybacks	Against

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

17 out of 25 = 68% Middle Tier

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

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

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

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 Buybacks	For

2016 AFL-CIO Key Votes Survey William Blair Funds

6 out of 8 = 75% Middle Tier

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

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

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

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