

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

Abercrombie & Fitch Co.

Meeting Date: 06/16/2016

Country: USA

Primary Security ID: 002896207

Record Date: 04/18/2016

Meeting Type: Annual

Primary CUSIP: 002896207

Shares Voted: 11,170

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director James B. Bachmann <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are nominees who serve on an excessive number of other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is withheld from such nominees. A vote is cast for all other nominees because there is a two-thirds majority of independent outsiders on the board.</i>	For
1b	Elect Director Bonnie R. Brooks	Against
1c	Elect Director Terry L. Burman	For
1d	Elect Director Sarah M. Gallagher	For
1e	Elect Director Michael E. Greenlees	For
1f	Elect Director Archie M. Griffin	For
1g	Elect Director Arthur C. Martinez	For
1h	Elect Director Charles R. Perrin	For
1i	Elect Director Stephanie M. Shern	For
1j	Elect Director Craig R. Stapleton	For
2	Provide Proxy Access Right <i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has underperformed its peer companies and for compensation it has undercompensated its executive officer. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures are not excessive, they do reflect the Company's performance for shareholders, and are in the best interests of shareholders. Therefore, a vote is cast for this proposal.</i>	For
4	Approve Non-Associate Director Omnibus Stock Plan <i>Voter Rationale: This proposal establishes a stock plan for outside directors. Stock is granted without regard to company performance or director attendance. That is not in the best interests of shareholders. A vote is cast against.</i>	Against

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Abercrombie & Fitch Co.

Proposal Number	Proposal Text	Vote Instruction
5	Approve Omnibus Stock Plan <i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 16.86% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	Against
6	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
7	Pro-rata Vesting of Equity Awards <i>Voter Rationale: This shareholder proposal requests that the board adopt a policy that in the event of a change of control of the Company, there should be no acceleration in the vesting of any equity award to a senior executive, provided that any unvested award may vest on a pro rata basis up to the day of termination. To the extent any such unvested awards are based on performance, the performance goals must have been met. Such a policy would be in the best interests of shareholders. A vote is cast in favor.</i>	For

AECOM

Meeting Date: 03/02/2016

Country: USA

Primary Security ID: 00766T100

Record Date: 01/04/2016

Meeting Type: Annual

Primary CUSIP: 00766T100

Shares Voted: 13,690

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director James H. Fordyce <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director William H. Frist	For
1.3	Elect Director Linda Griego	For
1.4	Elect Director Douglas W. Stotlar	For
1.5	Elect Director Daniel R. Tishman	For

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Institution Account(s): AFL-CIO Staff Retirement Plan

AECOM

Proposal Number	Proposal Text	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Approve Omnibus Stock Plan <i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 11.53% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	Against
4	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has underperformed its peer companies and for compensation it has overcompensated its executive officer. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures do not reflect the Company's performance for shareholders, and are not in the best interests of shareholders. Therefore, a vote is cast against this proposal.</i>	Against

Ameren Corporation

Meeting Date: 04/28/2016

Country: USA

Primary Security ID: 023608102

Record Date: 03/08/2016

Meeting Type: Annual

Primary CUSIP: 023608102

Shares Voted: 4,640

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Warner L. Baxter <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Catherine S. Brune	For
1.3	Elect Director J. Edward Coleman	For
1.4	Elect Director Ellen M. Fitzsimmons	For
1.5	Elect Director Rafael Flores	For
1.6	Elect Director Walter J. Galvin	For

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Ameren Corporation

Proposal Number	Proposal Text	Vote Instruction
1.7	Elect Director Richard J. Harshman	For
1.8	Elect Director Gayle P.W. Jackson	For
1.9	Elect Director James C. Johnson	For
1.10	Elect Director Steven H. Lipstein	For
1.11	Elect Director Stephen R. Wilson	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has outperformed its peer companies and for compensation it has undercompensated its executive officers. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures do reflect the Company's performance for shareholders, and are in the best interests of shareholders. Therefore, a vote is cast for this proposal.</i>		
3	Ratify PricewaterhouseCoopers LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
4	Report Analyzing Renewable Energy Adoption	For
<i>Voter Rationale: This proposal requests that the Board report to shareholders on how the Company is responding to rising regulatory, competitive, and public pressure to significantly reduce carbon dioxide and other greenhouse gas emissions. This would provide shareholders with useful information on an important topic. A vote is cast in favor.</i>		
5	Adopt Share Retention Policy For Senior Executives	For
<i>Voter Rationale: This shareholder proposal urges the Board to adopt a policy requiring that senior executives retain a significant percentage of stock acquired through equity pay programs until two years following the termination of their employment. A retention policy would help align the interests of shareholders with that of the Company's executives. A vote is cast in favor.</i>		

Anthem, Inc.

Meeting Date: 05/19/2016

Country: USA

Primary Security ID: 036752103

Record Date: 03/18/2016

Meeting Type: Annual

Primary CUSIP: 036752103

Shares Voted: 4,090

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Lewis Hay, III	For

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Anthem, Inc.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director George A. Schaefer, Jr.	For
1c	Elect Director Joseph R. Swedish	For
1d	Elect Director Elizabeth E. Tallett	For
2	Ratify Ernst & Young LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has outperformed its peer companies and for compensation it has undercompensated its executive officer. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures are not excessive, they do reflect the Company's performance for shareholders, and are in the best interests of shareholders. Therefore, a vote is cast for this proposal.</i>	
4	Report on Lobbying Payments and Policy	For
	<i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	

Arrow Electronics, Inc.

Meeting Date: 05/12/2016 **Country:** USA **Primary Security ID:** 042735100

Record Date: 03/14/2016 **Meeting Type:** Annual

Primary CUSIP: 042735100

Shares Voted: 6,115

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Barry W. Perry	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Philip K. Asherman	For

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Arrow Electronics, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.3	Elect Director Gail E. Hamilton	For
1.4	Elect Director John N. Hanson	For
1.5	Elect Director Richard S. Hill	For
1.6	Elect Director M. F. 'Fran' Keeth	For
1.7	Elect Director Andrew C. Kerin	For
1.8	Elect Director Michael J. Long	For
1.9	Elect Director Stephen C. Patrick	For
2	Ratify Ernst & Young LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has underperformed its peer companies and for compensation it has matched peers on pay to its executive officer. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures are excessive--golden parachutes are provided and are not in the best interests of shareholders. Therefore, a vote is cast against this proposal.</i>		

AutoNation, Inc.

Meeting Date: 05/12/2016	Country: USA	Primary Security ID: 05329W102
Record Date: 03/18/2016	Meeting Type: Annual	
Primary CUSIP: 05329W102		
Shares Voted: 6,546		

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Mike Jackson	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are nominees who serve on an excessive number of other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is withheld from such nominees. A vote is cast for all other nominees because there is a two-thirds majority of independent outsiders on the board.</i>		
1.2	Elect Director Rick L. Burdick	For
1.3	Elect Director Tomago Collins	For
1.4	Elect Director David B. Edelson	For

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AutoNation, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.5	Elect Director Karen C. Francis	For
1.6	Elect Director Robert R. Grusky	For
1.7	Elect Director Kaveh Khosrowshahi	For
1.8	Elect Director Michael Larson	Against
1.9	Elect Director G. Mike Mikan	For
1.10	Elect Director Alison H. Rosenthal	For
2	Ratify KPMG LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
3	Require Independent Board Chairman	For
<i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</i>		

Becton, Dickinson and Company

Meeting Date: 01/26/2016	Country: USA	Primary Security ID: 075887109
Record Date: 12/04/2015	Meeting Type: Annual	
Primary CUSIP: 075887109		
Shares Voted: 2,110		

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Basil L. Anderson	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1.2	Elect Director Catherine M. Burzik	For
1.3	Elect Director Vincent A. Forlenza	For
1.4	Elect Director Claire M. Fraser	For
1.5	Elect Director Christopher Jones	For
1.6	Elect Director Marshall O. Larsen	For
1.7	Elect Director Gary A. Mecklenburg	For
1.8	Elect Director James F. Orr	For

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Institution Account(s): AFL-CIO Staff Retirement Plan

Becton, Dickinson and Company

Proposal Number	Proposal Text	Vote Instruction
1.9	Elect Director Willard J. Overlock, Jr.	For
1.10	Elect Director Claire Pomeroy	For
1.11	Elect Director Rebecca W. Rimel	For
1.12	Elect Director Bertram L. Scott	For
2	Ratify Ernst & Young LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has outperformed its peer companies and for compensation it has undercompensated its executive officer. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures are not excessive--the company does provide golden parachutes but, the company's excellent performance in comparison to the amount of compensation received by executives outweighs that negative feature, they do reflect the Company's performance for shareholders, and are in the best interests of shareholders. Therefore, a vote is cast for this proposal.</i>		
4	Amend Omnibus Stock Plan	Against
<i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 11.47% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>		

Bed Bath & Beyond Inc.

Meeting Date: 07/01/2016 **Country:** USA **Primary Security ID:** 075896100
Record Date: 05/06/2016 **Meeting Type:** Annual

Primary CUSIP: 075896100

Shares Voted: 7,200

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Warren Eisenberg	Against
<i>Voter Rationale: This Company has underperformed its peer group for the past five years. Given that performance, a vote is cast to withhold authority for all nominees to the board.</i>		
1b	Elect Director Leonard Feinstein	Against
1c	Elect Director Steven H. Temares	Against

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Bed Bath & Beyond Inc.

Proposal Number	Proposal Text	Vote Instruction
1d	Elect Director Dean S. Adler	Against
1e	Elect Director Stanley F. Barshay	Against
1f	Elect Director Geraldine T. Elliott	Against
1g	Elect Director Klaus Eppler	Against
1h	Elect Director Patrick R. Gaston	Against
1i	Elect Director Jordan Heller	Against
1j	Elect Director Victoria A. Morrison	Against
2	Ratify KPMG LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has underperformed its peer companies and for compensation it has overcompensated its executive officers. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures do not reflect the Company's performance for shareholders, and are not in the best interests of shareholders. Therefore, a vote is cast against this proposal.</i>	
4	Proxy Access	For
	<i>Voter Rationale: This precatory shareholder proposal requests the Board to amend the Company's bylaws to add a proxy access provision which would enable an investor or a group of investors who own three percent of the company's shares for three years to nominate candidates using the Company's own proxy materials for up to 25 percent of the board. Support is generally given to proxy access proposals that are reasonably designed to enhance the ability of substantial shareholders to nominate directors through the corporate proxy. The three-percent ownership threshold, three-year holding period, and 25 percent cap on shareholder-nominated board seats outlined in the proposal represent a reasonable and appropriate framework based on company-specific factors. For those reasons a vote is cast in favor.</i>	
5	Adopt Share Retention Policy For Senior Executives	For
	<i>Voter Rationale: This proposal asks the Board's Compensation Committee to adopt a policy requiring senior executives to retain a substantial portion of the shares acquired through compensation plans for one year following the termination of their employment. Adoption of this proposal will prevent a top executive from walking away without facing the consequences of actions aimed at generating short-term financial results. A vote is cast for this proposal because it will focus the attention of the Company's senior executives on achieving performance that is sustainable and promotes long term shareholder value.</i>	
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For
	<i>Voter Rationale: This shareholder proposal seeks shareholder approval of future severance agreements with senior executives that provide benefits in an amount exceeding 2.99 times the sum of the executives' base salary, plus bonus. This proposal would apply only to new agreements and severance agreements can impose significant costs on shareholders. A vote is cast in favor of the proposal.</i>	

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Brocade Communications Systems, Inc.

Meeting Date: 04/07/2016

Country: USA

Primary Security ID: 111621306

Record Date: 02/19/2016

Meeting Type: Annual

Primary CUSIP: 111621306

Shares Voted: 41,780

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Judy Bruner <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Lloyd A. Carney	For
1.3	Elect Director Renato A. DiPentima	For
1.4	Elect Director Alan L. Earhart	For
1.5	Elect Director John W. Gerdelman	For
1.6	Elect Director Kim C. Goodman	For
1.7	Elect Director David L. House	For
1.8	Elect Director L. William Krause	For
1.9	Elect Director David E. Roberson	For
1.10	Elect Director Sanjay Vaswani	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has outperformed its peer companies and for compensation it has overcompensated its executive officer. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures are not excessive, they do reflect the Company's performance for shareholders, and are in the best interests of shareholders. Therefore, a vote is cast for this proposal.</i>	For
3	Amend Qualified Employee Stock Purchase Plan <i>Voter Rationale: This proposal adds shares to an employee stock ownership plan, which gives an equity stake in the company to all fulltime and many part-time workers, thus encouraging quality work. That is in the best interests of shareholders. A vote is cast in favor.</i>	For
4	Adopt the Jurisdiction of Incorporation as the Exclusive Forum for Certain Disputes <i>Voter Rationale: This proposal seeks shareholder approval of the state of Delaware serving as the exclusive forum for (i) any derivative action or proceeding brought on behalf of the Corporation, (ii) any action asserting a claim of breach of a fiduciary duty owed by any director, officer, employee or agent of the Corporation to the Corporation or the Corporation's stockholders, (iii) any action asserting a claim arising pursuant to any provision of the General Corporation Law of the State of Delaware, or (iv) any action asserting a claim governed by the internal affairs doctrine. It is not in the best interests of shareholders to be prevented from seeking forums for disputes to which they would otherwise be entitled. For that reason, a vote is cast against.</i>	Against

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Brocade Communications Systems, Inc.

Proposal Number	Proposal Text	Vote Instruction
5	Ratify KPMG LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

Capital One Financial Corporation

Meeting Date: 05/05/2016 **Country:** USA **Primary Security ID:** 14040H105
Record Date: 03/10/2016 **Meeting Type:** Annual

Primary CUSIP: 14040H105

Shares Voted: 5,680

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Richard D. Fairbank	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1b	Elect Director Patrick W. Gross	For
1c	Elect Director Ann Fritz Hackett	For
1d	Elect Director Lewis Hay, III	For
1e	Elect Director Benjamin P. Jenkins, III	For
1f	Elect Director Peter Thomas Killalea	For
1g	Elect Director Pierre E. Leroy	For
1h	Elect Director Peter E. Raskind	For
1i	Elect Director Mayo A. Shattuck, III	For
1j	Elect Director Bradford H. Warner	For
1k	Elect Director Catherine G. West	For
2	Ratify Ernst & Young LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

Capital One Financial Corporation

Proposal Number	Proposal Text	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has underperformed its peer companies and for compensation it has overcompensated its executive officers. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures do not reflect the Company's performance for shareholders, and are not in the best interests of shareholders. Therefore, a vote is cast against this proposal.</i>		

Cardinal Health, Inc.

Meeting Date: 11/03/2016	Country: USA	Primary Security ID: 14149Y108
Record Date: 09/06/2016	Meeting Type: Annual	
Primary CUSIP: 14149Y108		
Shares Voted: 4,170		

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director David J. Anderson	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1.2	Elect Director Colleen F. Arnold	For
1.3	Elect Director George S. Barrett	For
1.4	Elect Director Carrie S. Cox	For
1.5	Elect Director Calvin Darden	For
1.6	Elect Director Bruce L. Downey	For
1.7	Elect Director Patricia A. Hemingway Hall	For
1.8	Elect Director Clayton M. Jones	For
1.9	Elect Director Gregory B. Kenny	For
1.10	Elect Director Nancy Killefer	For
1.11	Elect Director David P. King	For
2	Ratify Ernst & Young LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

Cardinal Health, Inc.

Proposal Number	Proposal Text	Vote Instruction
3	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 11.72% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
4	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For

Celanese Corporation

Meeting Date: 04/21/2016	Country: USA	Primary Security ID: 150870103
Record Date: 02/22/2016	Meeting Type: Annual	
Primary CUSIP: 150870103		
Shares Voted: 7,510		

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Kathryn M. Hill <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director William M. Brown	For
1c	Elect Director Jay V. Ihlenfeld	For
1d	Elect Director Mark C. Rohr	For
1e	Elect Director Farah M. Walters	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has outperformed its peer companies and for compensation it has overcompensated its executive officer. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures are not excessive, they do reflect the Company's performance for shareholders, and are in the best interests of shareholders. Therefore, a vote is cast for this proposal.</i>	For

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

Celanese Corporation

Proposal Number	Proposal Text	Vote Instruction
3	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
4	Declassify the Board of Directors <i>Voter Rationale: This proposal declassifies the board, which means that all directors would be elected annually instead of different classes being elected for staggered terms. This enhances the accountability of directors. A vote is cast in favor.</i>	For

Chicago Bridge & Iron Company N.V.

Meeting Date: 05/04/2016 **Country:** Netherlands **Primary Security ID:** 167250109
Record Date: 03/10/2016 **Meeting Type:** Annual
Primary CUSIP: 167250109

Shares Voted: 8,780

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Michael L. Underwood <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
2a	Elect Director Deborah M. Fretz	For
2b	Elect Director James H. Miller	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has underperformed its peer companies and for compensation it has overcompensated its executive officer. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures are excessive, they do not reflect the Company's performance for shareholders, and are not in the best interests of shareholders. Therefore, a vote is cast against this proposal.</i>	Against
4	Adopt Financial Statements and Statutory Reports <i>Voter Rationale: The acceptance of financial statements and statutory reports is a routine, bookkeeping matter that does not materially affect shareholders. No objection has been made. A vote is cast in favor.</i>	For
5	Approve Allocation of Income and Dividends of \$0.28 per Share <i>Voter Rationale: This proposal seeks approval of the company's allocation of dividends.&#160; The allocation of dividends is normally in the best interests of shareholders and no objection has been made.&#160; A vote is cast in favor.</i>	For

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

Chicago Bridge & Iron Company N.V.

Proposal Number	Proposal Text	Vote Instruction
6	Approve Discharge of Management Board <i>Voter Rationale: The discharge of the management board is a symbolic, basically procedural non-binding vote. A vote in favor is cast.</i>	For
7	Approve Discharge of Supervisory Board <i>Voter Rationale: The discharge of the supervisory board is a symbolic, basically procedural, non-binding matter. A vote in favor is cast.</i>	For
8	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital <i>Voter Rationale: The Company seeks authority to repurchase its own shares. The Company has not stated what be the purposes of its repurchases. That is not in the best interests of shareholders. A vote is cast to abstain.</i>	Abstain
10	Grant Board Authority to Issue Shares <i>Voter Rationale: This seeks to issue securities without preemptive rights (i.e., first refusal of pro-rata share). The shares involved are excessive. A no vote is cast.</i>	Against
11	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 9.85% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against

Chico's FAS, Inc.

Meeting Date: 07/21/2016

Country: USA

Primary Security ID: 168615102

Record Date: 05/16/2016

Meeting Type: Annual

Primary CUSIP: 168615102

Shares Voted: 27,892

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Shelley G. Broader <i>Voter Rationale: This Company has underperformed its peer group for the past five years. Given that performance, a vote is cast to withhold authority for all nominees to the board (except for those nominees who are new to the board).</i>	For
1.2	Elect Director Bonnie R. Brooks	For
1.3	Elect Director Janice L. Fields	Withhold
1.4	Elect Director William S. Simon	For

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

Chico's FAS, Inc.

Proposal Number	Proposal Text	Vote Instruction
2	Ratify Ernst & Young, LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has underperformed its peer companies and has matched its executive officers. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures are not excessive, they do reflect the Company's performance for shareholders, and are in the best interests of shareholders. Therefore, a vote is cast for this proposal.</i>	For
4	Declassify the Board of Directors <i>Voter Rationale: This proposal declassifies the board, which means that all directors would be elected annually instead of different classes being elected for staggered terms. This enhances the accountability of directors. A vote is cast in favor.</i>	For

Cigna Corporation

Meeting Date: 04/27/2016	Country: USA	Primary Security ID: 125509109
Record Date: 02/29/2016	Meeting Type: Annual	
Primary CUSIP: 125509109		
Shares Voted: 4,170		

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director David M. Cordani <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Isaiah Harris, Jr.	For
1.3	Elect Director Jane E. Henney	For
1.4	Elect Director Donna F. Zarcone	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has outperformed its peer companies and for compensation it has overcompensated its executive officer. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures are excessive, particularly the golden parachute and are not in the best interests of shareholders. Therefore, a vote is cast against this proposal.</i>	Against

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

Cigna Corporation

Proposal Number	Proposal Text	Vote Instruction
3	Ratify PricewaterhouseCoopers LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		

Coach, Inc.

Meeting Date: 11/10/2016 **Country:** USA **Primary Security ID:** 189754104
Record Date: 09/12/2016 **Meeting Type:** Annual

Primary CUSIP: 189754104

Shares Voted: 10,230

Proposal Number	Proposal Text	Vote Instruction
1a	Election Director David Denton	Against
<i>Voter Rationale: This Company has underperformed its peer group for the past five years. Given that performance, a vote is cast to withhold authority for all nominees to the board (except the nominee that is new to the board).</i>		
1b	Election Director Andrea Guerra	Against
1c	Election Director Susan Kropf	Against
1d	Election Director Annabelle Yu Long	For
1e	Election Director Victor Luis	Against
1f	Election Director Ivan Menezes	Against
1g	Election Director William Nuti	Against
1h	Election Director Stephanie Tilenius	Against
1i	Election Director Jide Zeitlin	Against
2	Ratify Deloitte & Touche LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

Coach, Inc.

Proposal Number	Proposal Text	Vote Instruction
4	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 14.45% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
5	Amend Qualified Employee Stock Purchase Plan <i>Voter Rationale: This proposal adds shares to an employee stock ownership plan, which gives an equity stake in the company to all fulltime and many part-time workers, thus encouraging quality work. That is in the best interests of shareholders. A vote is cast in favor.</i>	For
6	Create Feasibility Plan for Net-Zero GHG Emissions <i>Voter Rationale: This shareholder proposal requests that the Board of Directors issue a feasible plan (Sept. 2017) to reach a net-zero greenhouse gas emission status for its facilities by 2030. In support of this resolution, the proponent contends that nearly every national government has recognized that deep cuts are required in GHG emissions to hold the increase of global average temperatures below 2 degree Celsius above pre-industrial levels and per the Intergovernmental Panel on Climate Change, carbon dioxide emissions need to fall to zero between 2040 and 2070. The company provides sufficient information on its climate change initiatives and policies through its Sustainability Report and it already has in place a GHG emissions-reduction goal of 15% reduction by 2020, using a 2014 baseline. It has already achieved a reduction over its 2014 baseline for fiscal year 2015. Therefore, a vote is cast against the proposal.</i>	Against

CONSTELLATION BRANDS, INC.

Meeting Date: 07/20/2016 Country: USA Primary Security ID: 21036P108

Record Date: 05/23/2016 Meeting Type: Annual

Primary CUSIP: 21036P108

Shares Voted: 2,450

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Jerry Fowden <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, insiders serve on some of those committees. A vote is cast to withhold on all nominees who are insiders and for those nominees who are outsiders.</i>	Withhold
1.2	Elect Director Barry A. Fromberg	For
1.3	Elect Director Robert L. Hanson	For
1.4	Elect Director Ernesto M. Hernandez	For
1.5	Elect Director James A. Locke, III	Withhold

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

CONSTELLATION BRANDS, INC.

Proposal Number	Proposal Text	Vote Instruction
1.6	Elect Director Daniel J. McCarthy	Withhold
1.7	Elect Director Richard Sands	Withhold
1.8	Elect Director Robert Sands	Withhold
1.9	Elect Director Judy A. Schmeling	For
1.10	Elect Director Keith E. Wandell	For
2	Ratify KPMG LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has outperformed its peer companies and for compensation it has overcompensated its executive officer. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures are not excessive, they do reflect the Company's performance for shareholders, and are in the best interests of shareholders. Therefore, a vote is cast for this proposal.</i>		

Convergys Corporation

Meeting Date: 04/14/2016	Country: USA	Primary Security ID: 212485106
Record Date: 02/16/2016	Meeting Type: Annual	
Primary CUSIP: 212485106		
Shares Voted: 15,760		

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Andrea J. Ayers	Withhold
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>		
1.2	Elect Director Cheryl K. Beebe	For
1.3	Elect Director Richard R. Devenuti	Withhold
1.4	Elect Director Jeffrey H. Fox	Withhold
1.5	Elect Director Joseph E. Gibbs	For
1.6	Elect Director Joan E. Herman	For

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

Convergys Corporation

Proposal Number	Proposal Text	Vote Instruction
1.7	Elect Director Thomas L. Monahan, III	Withhold
1.8	Elect Director Ronald L. Nelson	Withhold
1.9	Elect Director Richard F. Wallman	For
2	Ratify Ernst & Young LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has underperformed its peer companies and for compensation it has undercompensated its executive officer. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures are not excessive, they do reflect the Company's performance for shareholders, and are in the best interests of shareholders. Therefore, a vote is cast for this proposal.</i>	

Corning Incorporated

Meeting Date: 04/28/2016 **Country:** USA **Primary Security ID:** 219350105
Record Date: 02/29/2016 **Meeting Type:** Annual
Primary CUSIP: 219350105

Shares Voted: 15,490

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Donald W. Blair	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Stephanie A. Burns	For
1.3	Elect Director John A. Canning, Jr.	For
1.4	Elect Director Richard T. Clark	For
1.5	Elect Director Robert F. Cummings, Jr.	For
1.6	Elect Director Deborah A. Henretta	For
1.7	Elect Director Daniel P. Huttenlocher	For
1.8	Elect Director Kurt M. Landgraf	For

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

Corning Incorporated

Proposal Number	Proposal Text	Vote Instruction
1.9	Elect Director Kevin J. Martin	For
1.10	Elect Director Deborah D. Rieman	For
1.11	Elect Director Hansel E. Tookes, II	For
1.12	Elect Director Wendell P. Weeks	For
1.13	Elect Director Mark S. Wrighton	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has underperformed its peer companies and for compensation it has matched its executive officer. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures do not reflect the Company's performance for shareholders, and are not in the best interests of shareholders. Therefore, a vote is cast against this proposal.</i>		

Dick's Sporting Goods, Inc.

Meeting Date: 06/10/2016

Country: USA

Primary Security ID: 253393102

Record Date: 04/13/2016

Meeting Type: Annual

Primary CUSIP: 253393102

Shares Voted: 8,610

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Mark J. Barrenechea	Withhold
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>		
1b	Elect Director Emanuel Chirico	Withhold
1c	Elect Director Allen R. Weiss	For

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

Dick's Sporting Goods, Inc.

Proposal Number	Proposal Text	Vote Instruction
2	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal would approve the company's overall executive compensation policies and procedures. This proposal is not binding. Its approval will serve as an advisory recommendation to the board. Compared to its peer groups, for performance the company has underperformed its peer companies and for compensation it has undercompensated its executive officer. When other elements of the company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures are not excessive, they do reflect the company's performance for shareholders, and are in the best interests of shareholders. Therefore, a vote is cast for this proposal.</i>	For

Discover Financial Services

Meeting Date: 05/12/2016 Country: USA Primary Security ID: 254709108

Record Date: 03/14/2016 Meeting Type: Annual

Primary CUSIP: 254709108

Shares Voted: 10,340

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Jeffrey S. Aronin <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Mary K. Bush	For
1.3	Elect Director Gregory C. Case	For
1.4	Elect Director Candace H. Duncan	For
1.5	Elect Director Joseph F. Eazor	For
1.6	Elect Director Cynthia A. Glassman	For
1.7	Elect Director Richard H. Lenny	For
1.8	Elect Director Thomas G. Maheras	For
1.9	Elect Director Michael H. Moskow	For
1.10	Elect Director David W. Nelms	For
1.11	Elect Director Mark A. Thierer	For

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

Discover Financial Services

Proposal Number	Proposal Text	Vote Instruction
1.12	Elect Director Lawrence A. Weinbach	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has underperformed its peer companies and for compensation it has overcompensated its executive officer. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures are excessive--specifically the golden parachute. They do not reflect the Company's performance for shareholders, and are not in the best interests of shareholders. Therefore, a vote is cast against this proposal.</i>		
3	Ratify Deloitte & Touche LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		

DSW Inc.

Meeting Date: 06/08/2016

Country: USA

Primary Security ID: 23334L102

Record Date: 04/13/2016

Meeting Type: Annual

Primary CUSIP: 23334L102

Shares Voted: 13,500

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Elaine J. Eisenman	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>		
1.2	Elect Director Joanna T. Lau	For
1.3	Elect Director Joseph A. Schottenstein	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal would approve the company's overall executive compensation policies and procedures. This proposal is not binding. Its disapproval will serve as an advisory recommendation to the board. Compared to its peer groups, for performance the company has underperformed its peer companies and for compensation it has matched its executive officer. When other elements of the company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), particularly the high dilution and time based restricted shares, these policies and procedures are excessive, they do not reflect the company's performance for shareholders, and are not in the best interests of shareholders. Therefore, a vote is cast against this proposal.</i>		

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

DSW Inc.

Proposal Number	Proposal Text	Vote Instruction
3	Reduce Supermajority Vote Requirement	For
<i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>		

East West Bancorp, Inc.

Meeting Date: 05/24/2016 **Country:** USA **Primary Security ID:** 27579R104
Record Date: 03/28/2016 **Meeting Type:** Annual

Primary CUSIP: 27579R104

Shares Voted: 10,480

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Molly Campbell	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1.2	Elect Director Iris S. Chan	For
1.3	Elect Director Rudolph I. Estrada	For
1.4	Elect Director Paul H. Irving	For
1.5	Elect Director John M. Lee	For
1.6	Elect Director Herman Y. Li	For
1.7	Elect Director Jack C. Liu	For
1.8	Elect Director Dominic Ng	For
1.9	Elect Director Keith W. Renken	For
1.10	Elect Director Lester M. Sussman	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has outperformed its peer companies and for compensation it has overcompensated its executive officer. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures are not excessive. They do reflect the Company's performance for shareholders, and are in the best interests of shareholders. Therefore, a vote is cast for this proposal.</i>		

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

East West Bancorp, Inc.

Proposal Number	Proposal Text	Vote Instruction
3	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reasons: Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
4	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

Fifth Third Bancorp

Meeting Date: 04/19/2016 **Country:** USA **Primary Security ID:** 316773100
Record Date: 02/26/2016 **Meeting Type:** Annual
Primary CUSIP: 316773100

Shares Voted: 16,110

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Nicholas K. Akins <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director B. Evan Bayh, III	For
1.3	Elect Director Jorge L. Benitez	For
1.4	Elect Director Katherine B. Blackburn	For
1.5	Elect Director Emerson L. Brumback	For
1.6	Elect Director Greg D. Carmichael	For
1.7	Elect Director Gary R. Heminger	For
1.8	Elect Director Jewell D. Hoover	For
1.9	Elect Director Michael B. McCallister	For
1.10	Elect Director Hendrik G. Meijer	For
1.11	Elect Director Marsha C. Williams	For

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

Fifth Third Bancorp

Proposal Number	Proposal Text	Vote Instruction
2	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has matched its peer companies and for compensation it has undercompensated its executive officer. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures are not excessive, they do reflect the Company's performance for shareholders, and are in the best interests of shareholders. Therefore, a vote is cast for this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

First American Financial Corporation

Meeting Date: 05/10/2016 Country: USA Primary Security ID: 31847R102
Record Date: 03/16/2016 Meeting Type: Annual

Primary CUSIP: 31847R102

Shares Voted: 9,790

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Anthony K. Anderson <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	For
1.2	Elect Director Parker S. Kennedy	Withhold
1.3	Elect Director Mark C. Oman	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal would approve the company's overall executive compensation policies and procedures. This proposal is not binding. Its approval will serve as an advisory recommendation to the board. Compared to its peer groups, for performance the company has underperformed its peer companies and for compensation it has undercompensated its executive officer. When other elements of the company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures are not excessive, they do reflect the company's performance for shareholders, and are in the best interests of shareholders. Therefore, a vote is cast for this proposal.</i>	For

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

First American Financial Corporation

Proposal Number	Proposal Text	Vote Instruction
3	Ratify PricewaterhouseCoopers LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

FULTON FINANCIAL CORPORATION

Meeting Date: 05/16/2016 Country: USA Primary Security ID: 360271100
Record Date: 02/29/2016 Meeting Type: Annual

Primary CUSIP: 360271100

Shares Voted: 33,590

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Lisa Crutchfield	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1b	Elect Director Denise L. Devine	For
1c	Elect Director Patrick J. Freer	For
1d	Elect Director George W. Hodges	For
1e	Elect Director Albert Morrison, III	For
1f	Elect Director James R. Moxley, III	For
1g	Elect Director R. Scott Smith, Jr.	For
1h	Elect Director Ronald H. Spair	For
1i	Elect Director Mark F. Strauss	For
1j	Elect Director Ernest J. Waters	For
1k	Elect Director E. Philip Wenger	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has outperformed its peer companies and for compensation it has undercompensated its executive officer. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures are not excessive. They do reflect the Company's performance for shareholders, and are in the best interests of shareholders. Therefore, a vote is cast for this proposal.</i>		

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

FULTON FINANCIAL CORPORATION

Proposal Number	Proposal Text	Vote Instruction
3	Ratify KPMG LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		

Gentex Corporation

Meeting Date: 05/19/2016 **Country:** USA **Primary Security ID:** 371901109
Record Date: 03/21/2016 **Meeting Type:** Annual

Primary CUSIP: 371901109

Shares Voted: 32,190

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Fred Bauer	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1.2	Elect Director Leslie Brown	For
1.3	Elect Director Gary Goode	For
1.4	Elect Director Pete Hoekstra	For
1.5	Elect Director James Hollars	For
1.6	Elect Director John Mulder	For
1.7	Elect Director Richard Schaum	For
1.8	Elect Director Frederick Sotok	For
1.9	Elect Director James Wallace	For
2	Ratify Ernst & Young LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

Gentex Corporation

Proposal Number	Proposal Text	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has outperformed its peer companies and for compensation it has undercompensated its executive officer. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures are not excessive. They do reflect the Company's performance for shareholders, and are in the best interests of shareholders. Therefore, a vote is cast for this proposal.</i>		

Guess?, Inc.

Meeting Date: 06/30/2016	Country: USA	Primary Security ID: 401617105
Record Date: 05/06/2016	Meeting Type: Annual	
Primary CUSIP: 401617105		
Shares Voted: 20,530		

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Anthony Chidoni	Withhold
<i>Voter Rationale: This Company has underperformed its peer group for the past five years. Given that performance, a vote is cast to withhold authority for all nominees to the board.</i>		
1.2	Elect Director Joseph Gromek	Withhold
1.3	Elect Director Paul Marciano	Withhold
2	Amend Non-Employee Director Restricted Stock Plan	Against
<i>Voter Rationale: This proposal establishes a stock plan for outside directors. Total director compensation is excessive and stock is granted without regard to company performance or director attendance. That is not in the best interests of shareholders. A vote is cast against.</i>		
3	Ratify Ernst & Young LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For
<i>Voter Rationale: This shareholder proposal seeks shareholder approval of future severance agreements with senior executives that provide benefits in an amount exceeding 2.99 times the sum of the executives' base salary, plus bonus. This proposal would apply only to new agreements and severance agreements can impose significant costs on shareholders. A vote is cast in favor of the proposal.</i>		

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

Guess?, Inc.

Proposal Number	Proposal Text	Vote Instruction
5	Proxy Access <i>Voter Rationale: This precatory shareholder proposal requests the Board to amend the Company's bylaws to add a proxy access provision which would enable an investor or a group of investors who own three percent of the company's shares for three years to nominate candidates using the Company's own proxy materials for up to 25 percent of the board. Support is generally given to proxy access proposals that are reasonably designed to enhance the ability of substantial shareholders to nominate directors through the corporate proxy. The three-percent ownership threshold, three-year holding period, and 25 percent cap on shareholder-nominated board seats outlined in the proposal represent a reasonable and appropriate framework based on company-specific factors. For those reasons a vote is cast in favor.</i>	For

Harman International Industries, Incorporated

Meeting Date: 12/06/2016

Country: USA

Primary Security ID: 413086109

Record Date: 10/11/2016

Meeting Type: Annual

Primary CUSIP: 413086109

Shares Voted: 5,300

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Adriane M. Brown <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director John W. Diercksen	For
1c	Elect Director Ann McLaughlin Korologos	For
1d	Elect Director Robert Nail	For
1e	Elect Director Dinesh C. Paliwal	For
1f	Elect Director Abraham N. Reichental	For
1g	Elect Director Kenneth M. Reiss	For
1h	Elect Director Hellene S. Runtagh	For
1i	Elect Director Frank S. Sklarsky	For
1j	Elect Director Gary G. Steel	For
2	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

Harman International Industries, Incorporated

Proposal Number	Proposal Text	Vote Instruction
3	Provide Directors May Be Removed With or Without Cause <i>Voter Rationale: This proposal makes various good housekeeping amendments to the Company's articles. A vote is cast in favor.</i>	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against

HollyFrontier Corporation

Meeting Date: 05/11/2016 **Country:** USA **Primary Security ID:** 436106108
Record Date: 03/14/2016 **Meeting Type:** Annual
Primary CUSIP: 436106108

Shares Voted: 10,930

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Douglas Y. Bech <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director George J. Damiris	For
1c	Elect Director Leldon E. Echols	For
1d	Elect Director R. Kevin Hardage	For
1e	Elect Director Michael C. Jennings	For
1f	Elect Director Robert J. Kostelnik	For
1g	Elect Director James H. Lee	For
1h	Elect Director Franklin Myers	For
1i	Elect Director Michael E. Rose	For
1j	Elect Director Tommy A. Valenta	For

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

HollyFrontier Corporation

Proposal Number	Proposal Text	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has matched its peer companies and for compensation it has undercompensated its executive officer. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures are excessive--specifically the golden parachute. They do not reflect the Company's performance for shareholders, and are not in the best interests of shareholders. Therefore, a vote is cast against this proposal.</i>	Against
3	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
4	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reasons: Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
5	Amend Omnibus Stock Plan <i>Voter Rationale: This proposal seeks approval of performance criteria for an existing stock compensation plan. Although the types of criteria are listed, the Company does not disclose enough about them to enable a shareholder to determine what type of award will be generated by what type of performance. That is not in the best interests of shareholders. Therefore, a vote is cast against.</i>	Against

Humana Inc.

Meeting Date: 04/21/2016

Country: USA

Primary Security ID: 444859102

Record Date: 02/29/2016

Meeting Type: Annual

Primary CUSIP: 444859102

Shares Voted: 2,290

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Kurt J. Hilzinger <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	For
1b	Elect Director Bruce D. Broussard	Against
1c	Elect Director Frank A. D'Amelio	Against

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

Humana Inc.

Proposal Number	Proposal Text	Vote Instruction
1d	Elect Director W. Roy Dunbar	For
1e	Elect Director David A. Jones, Jr.	Against
1f	Elect Director William J. McDonald	For
1g	Elect Director William E. Mitchell	For
1h	Elect Director David B. Nash	Against
1i	Elect Director James J. O'Brien	For
1j	Elect Director Marissa T. Peterson	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has outperformed its peer companies and for compensation it has undercompensated its executive officer. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures are not excessive, they do reflect the Company's performance for shareholders, and are in the best interests of shareholders. Therefore, a vote is cast for this proposal.</i>	

JetBlue Airways Corporation

Meeting Date: 05/17/2016	Country: USA	Primary Security ID: 477143101
Record Date: 03/21/2016	Meeting Type: Annual	
Primary CUSIP: 477143101		
Shares Voted: 25,910		

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Peter Boneparth	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director David Checketts	For
1c	Elect Director Virginia Gambale	For
1d	Elect Director Stephen Gemkow	For

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

JetBlue Airways Corporation

Proposal Number	Proposal Text	Vote Instruction
1e	Elect Director Robin Hayes	For
1f	Elect Director Ellen Jewett	For
1g	Elect Director Stanley McChrystal	For
1h	Elect Director Joel Peterson	For
1i	Elect Director Frank Sica	For
1j	Elect Director Thomas Winkelmann	For
2	Ratify Ernst & Young LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has outperformed its peer companies and for compensation it has undercompensated its executive officer. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures are excessive and are not in the best interests of shareholders. Therefore, a vote is cast against this proposal.</i>		
4	Provide Directors May Be Removed With or Without Cause	For
<i>Voter Rationale: This proposal makes various good housekeeping amendments to the Company's articles. A vote is cast in favor.</i>		

KeyCorp

Meeting Date: 03/23/2016

Country: USA

Primary Security ID: 493267108

Record Date: 02/01/2016

Meeting Type: Special

Primary CUSIP: 493267108

Shares Voted: 31,110

Proposal Number	Proposal Text	Vote Instruction
1	Approve Merger Agreement	For

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

KeyCorp

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: This proposal seeks shareholder approval of the Company acquiring First Niagara Financial Group, Inc. in a cash and stock transaction valued at \$4.0 billion. The Company is a bank holding company which operates through its subsidiary, KeyBank National Association, which is engaged in providing banking services. First Niagara Financial Group, Inc. is a bank holding company providing a range of retail and commercial banking through its wholly owned bank subsidiary, First Niagara Bank, N.A. (the Bank). The Board recommends shareholder approval because a) there is the opportunity to create a leading bank with an enhanced scale to serve diverse markets in the Northeast; b) there is the expectation that the franchise will be more balanced, offering a more diverse loan portfolio, while strengthening its core retail deposits and c) the expectation of revenue synergies created from the broader range of product offerings. Per the terms of the merger, each First Niagara Financial Group, Inc. share will receive \$2.30 in cash and 0.68 Company shares which represents a premium of 9.8% based on the closing prices of the shares on the last day of trading before the transaction was announced. An opinion has been issued by Morgan Stanley that the terms are fair to the Company's shareholders. A vote is cast for this proposal.</i>	
2a	Proposal to Approve a Provision Relating to the Mechanics and Timing of Preferred Shareholders' Rights to Call Special Meetings	For
	<i>Voter Rationale: A vote is cast in favor of the three items that require approval as part of the merger. These proposals modify the voting rights of preferred shareholders to ensure the rights at the two merging firms are the same. Therefore, a vote is cast in favor.</i>	
2b	Proposal to Approve a Provision Requiring the Approval by Preferred Shareholders of Amendments of KeyCorp's Articles or Regulations that Would Adversely Affect Their Voting Powers, Rights or Preferences	For
	<i>Voter Rationale: A vote is cast in favor of the three items that require approval as part of the merger. These proposals modify the voting rights of preferred shareholders to ensure the rights at the two merging firms are the same. Therefore, a vote is cast in favor.</i>	
2c	Proposal to Approve a Provision Requiring the Approval by Preferred Shareholders of Combinations, Majority Share Acquisitions, Mergers or Consolidations	For
	<i>Voter Rationale: A vote is cast in favor of the three items that require approval as part of the merger. These proposals modify the voting rights of preferred shareholders to ensure the rights at the two merging firms are the same. Therefore, a vote is cast in favor.</i>	
3	Approve Increase in Size of Board	For
	<i>Voter Rationale: This proposal seeks to change the size of the board. The change does not affect the board having a two-thirds majority of independent outside directors and is appropriate for the size of the company. A vote is cast in favor.</i>	
4	Adjourn Meeting	For
	<i>Voter Rationale: This proposal seeks an adjournment to seek more votes, if necessary, for the merger. Since the merger is being supported, a vote is cast in favor.</i>	

KeyCorp

Meeting Date: 05/19/2016

Country: USA

Primary Security ID: 493267108

Record Date: 03/24/2016

Meeting Type: Annual

Primary CUSIP: 493267108

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

KeyCorp

Shares Voted: 31,110

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Bruce D. Broussard	Against
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are nominees who serve on an excessive number of other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is withheld from such nominees. A vote is cast for other outsider nominees and against insiders since there is not a two-thirds majority of independent outsiders on the board.</i>	
1.2	Elect Director Joseph A. Carrabba	Against
1.3	Elect Director Charles P. Cooley	For
1.4	Elect Director Alexander M. Cutler	Against
1.5	Elect Director H. James Dallas	For
1.6	Elect Director Elizabeth R. Gile	For
1.7	Elect Director Ruth Ann M. Gillis	For
1.8	Elect Director William G. Gisel, Jr.	For
1.9	Elect Director Richard J. Hipple	Against
1.10	Elect Director Kristen L. Manos	For
1.11	Elect Director Beth E. Mooney	For
1.12	Elect Director Demos Parneros	Against
1.13	Elect Director Barbara R. Snyder	Against
1.14	Elect Director David K. Wilson	For
2	Ratify Ernst & Young LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has outperformed its peer companies and for compensation it has undercompensated its executive officer. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures are not excessive--despite the payment of a golden parachute--they do reflect the Company's performance for shareholders, and are in the best interests of shareholders. Therefore, a vote is cast for this proposal.</i>	
4	Approve Executive Incentive Bonus Plan	Against
	<i>Voter Rationale: This proposal asks shareholders to approve adding a new performance criterion (criteria) to a company cash/stock bonus plan. A vote is cast against this proposal because the plan is flawed in that it does not disclose specific performance goals upon which awards are based. This addition only makes a bad plan worse.</i>	

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

KeyCorp

Proposal Number	Proposal Text	Vote Instruction
5	Require Independent Board Chairman	For
<i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</i>		

Lear Corporation

Meeting Date: 05/19/2016	Country: USA	Primary Security ID: 521865204
Record Date: 03/24/2016	Meeting Type: Annual	
Primary CUSIP: 521865204		
Shares Voted: 3,630		

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Richard H. Bott	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are nominees who serve on an excessive number of other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is withheld from such nominees. A vote is cast for all other nominees because there is a two-thirds majority of independent outsiders on the board.</i>		
1b	Elect Director Thomas P. Capo	For
1c	Elect Director Jonathan F. Foster	Against
1d	Elect Director Mary Lou Jepsen	For
1e	Elect Director Kathleen A. Ligocki	For
1f	Elect Director Conrad L. Mallett, Jr.	For
1g	Elect Director Donald L. Runkle	For
1h	Elect Director Matthew J. Simoncini	For
1i	Elect Director Gregory C. Smith	For
1j	Elect Director Henry D. G. Wallace	For
2	Ratify Ernst & Young LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

Lear Corporation

Proposal Number	Proposal Text	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has outperformed its peer companies and for compensation it has undercompensated its executive officer. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures are not excessive. They do reflect the Company's performance for shareholders, and are in the best interests of shareholders. Therefore, a vote is cast for this proposal.</i>		

Lexmark International, Inc.

Meeting Date: 05/20/2016 **Country:** USA **Primary Security ID:** 529771107
Record Date: 03/28/2016 **Meeting Type:** Annual

Primary CUSIP: 529771107

Shares Voted: 9,570

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Ralph E. Gomory	Against
<i>Voter Rationale: A vote is cast to withhold on all directors for the board (expect for those who recently joined) for implementing policies that are adverse to shareholder interests, such as failing to address the company's internal controls in consecutive years, which is adverse to shareholder interests.</i>		
1b	Elect Director Michael J. Maples	Against
1c	Elect Director Stephen R. Hardis	Against
1d	Elect Director William R. Fields	Against
1e	Elect Director Robert Holland, Jr.	Against
1f	Elect Director Kathi P. Seifert	Against
1g	Elect Director Jean-Paul L. Montupet	Against
1h	Elect Director Jared L. Cohon	Against
1i	Elect Director J. Edward Coleman	Against
1j	Elect Director Paul A. Rooke	Against
1k	Elect Director Sandra L. Helton	Against
1l	Elect Director W. Roy Dunbar	Against

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

Lexmark International, Inc.

Proposal Number	Proposal Text	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal would approve the company's overall executive compensation policies and procedures. This proposal is not binding. Its disapproval will serve as an advisory recommendation to the board. Compared to its peer groups, for performance the company has matched its peer companies and for compensation it has undercompensated its executive officer. When other elements of the company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), particularly the golden parachute, these policies and procedures are excessive, they do not reflect the company's performance for shareholders, and are not in the best interests of shareholders. Therefore, a vote is cast against this proposal.</i>	Against

Lexmark International, Inc.

Meeting Date: 07/22/2016

Country: USA

Primary Security ID: 529771107

Record Date: 06/15/2016

Meeting Type: Special

Primary CUSIP: 529771107

Shares Voted: 9,570

Proposal Number	Proposal Text	Vote Instruction
1	Approve Merger Agreement <i>Voter Rationale: This proposal seeks shareholder approval of the Company being acquired by Apex Technology Co., Ltd. for \$2.5 billion in cash. The Company is in the imaging and output solutions and enterprise software businesses. ATC is in the business of designing, manufacturing, and marketing inkjet and laser cartridge components for remanufacturers and distributors – it is headquartered in China. The Board recommends shareholder approval because: the cash form of consideration, which provides certainty of value to company shareholders and the premium of about 30%; and in the six months leading up to the execution of the merger agreement, the board explored strategic alternatives such as sale of the company, sale of one of the two operating segments, remaining as a standalone public company, and that the exploration involved both strategic and financial potential acquirers, 31 of whom entered into confidentiality agreements. Per the terms of the merger, each share of company stock will receive \$40.50 in cash, which represents a premium of 30.4% to the unaffected date of 10-21-15., An opinion has been issued by Goldman Sachs & Co. that the terms are fair to the Company's shareholders. For those reasons, a vote is cast in favor of the proposal.</i>	For
2	Advisory Vote on Golden Parachutes <i>Voter Rationale: This advisory vote proposal seeks shareholder approval of the merger-related "golden parachute" executive compensation arrangements which may be paid in connection with the proposed merger. The outcome of this advisory vote will have no effect on whether the merger is consummated. The arrangements are not in the best interests of shareholders because they provide: a total payment in excess of 2.99 times salary and bonus. Therefore, a vote is cast against.</i>	Against
3	Adjourn Meeting <i>Voter Rationale: This proposal seeks to adjourn the meeting to obtain additional proxies if necessary, in order to support the merger. Since we support the merger, a vote is cast in favor.</i>	For

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

Lincoln National Corporation

Meeting Date: 05/27/2016

Country: USA

Primary Security ID: 534187109

Record Date: 03/21/2016

Meeting Type: Annual

Primary CUSIP: 534187109

Shares Voted: 10,993

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director William H. Cunningham <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director George W. Henderson, III	For
1.3	Elect Director Eric G. Johnson	For
1.4	Elect Director M. Leanne Lachman	For
1.5	Elect Director William Porter Payne	For
1.6	Elect Director Patrick S. Pittard	For
1.7	Elect Director Isaiah Tidwell	For
2	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal would approve the company's overall executive compensation policies and procedures. This proposal is not binding. Its approval will serve as an advisory recommendation to the board. Compared to its peer groups, for performance the company has outperformed its peer companies and for compensation it has overcompensated its executive officer. When other elements of the company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures are not excessive, they do reflect the company's performance for shareholders, and are in the best interests of shareholders. Therefore, a vote is cast for this proposal.</i>	For
4	Reduce Supermajority Vote Requirement <i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	For

M&T Bank Corporation

Meeting Date: 04/19/2016

Country: USA

Primary Security ID: 55261F104

Record Date: 02/29/2016

Meeting Type: Annual

Primary CUSIP: 55261F104

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

M&T Bank Corporation

Shares Voted: 3,280

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Brent D. Baird	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director C. Angela Bontempo	For
1.3	Elect Director Robert T. Brady	For
1.4	Elect Director T. Jefferson Cunningham, III	For
1.5	Elect Director Mark J. Czarnecki	For
1.6	Elect Director Gary N. Geisel	For
1.7	Elect Director Richard A. Grossi	For
1.8	Elect Director John D. Hawke, Jr.	For
1.9	Elect Director Patrick W.E. Hodgson	For
1.10	Elect Director Richard G. King	For
1.11	Elect Director Newton P.S. Merrill	For
1.12	Elect Director Melinda R. Rich	For
1.13	Elect Director Robert E. Sadler, Jr.	For
1.14	Elect Director Denis J. Salamone	For
1.15	Elect Director Herbert L. Washington	For
1.16	Elect Director Robert G. Wilmers	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has underperformed its peer companies and for compensation it has undercompensated its executive officer. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures are not excessive, they do reflect the Company's performance for shareholders, and are in the best interests of shareholders. Therefore, a vote is cast for this proposal.</i>	
3	Ratify PricewaterhouseCoopers LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

Macy's, Inc.

Meeting Date: 05/20/2016

Country: USA

Primary Security ID: 55616P104

Record Date: 03/24/2016

Meeting Type: Annual

Primary CUSIP: 55616P104

Shares Voted: 8,070

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Francis S. Blake <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Stephen F. Bollenbach	For
1c	Elect Director John A. Bryant	For
1d	Elect Director Deirdre P. Connelly	For
1e	Elect Director Leslie D. Hale	For
1f	Elect Director William H. Lenehan	For
1g	Elect Director Sara Levinson	For
1h	Elect Director Terry J. Lundgren	For
1i	Elect Director Joyce M. Roche	For
1j	Elect Director Paul C. Varga	For
1k	Elect Director Craig E. Weatherup	For
1l	Elect Director Marna C. Whittington	For
1m	Elect Director Annie Young-Scriver	For
2	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has underperformed its peer companies and for compensation it has overcompensated its executive officer. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures do not reflect the Company's performance for shareholders, and are not in the best interests of shareholders. Therefore, a vote is cast against this proposal.</i>	Against

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

NVIDIA Corporation

Meeting Date: 05/18/2016

Country: USA

Primary Security ID: 67066G104

Record Date: 03/21/2016

Meeting Type: Annual

Primary CUSIP: 67066G104

Shares Voted: 16,570

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Robert K. Burgess	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Tench Coxé	For
1c	Elect Director Persis S. Drell	For
1d	Elect Director James C. Gaither	For
1e	Elect Director Jen-Hsun Huang	For
1f	Elect Director Dawn Hudson	For
1g	Elect Director Harvey C. Jones	For
1h	Elect Director Michael G. McCaffery	For
1i	Elect Director William J. Miller	For
1j	Elect Director Mark L. Perry	For
1k	Elect Director A. Brooke Seawell	For
1l	Elect Director Mark A. Stevens	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has outperformed its peer companies and for compensation it has undercompensated its executive officer. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures are not excessive, they do reflect the Company's performance for shareholders, and are in the best interests of shareholders. Therefore, a vote is cast for this proposal.</i>	
3	Ratify PricewaterhouseCoopers LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

NVIDIA Corporation

Proposal Number	Proposal Text	Vote Instruction
4	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 12.26% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
5	Amend Qualified Employee Stock Purchase Plan <i>Voter Rationale: This proposal adds shares to an employee stock ownership plan, which gives an equity stake in the company to all fulltime and many part-time workers, thus encouraging quality work. That is in the best interests of shareholders. A vote is cast in favor.</i>	For

PerkinElmer, Inc.

Meeting Date: 04/26/2016

Country: USA

Primary Security ID: 714046109

Record Date: 02/26/2016

Meeting Type: Annual

Primary CUSIP: 714046109

Shares Voted: 6,790

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Peter Barrett <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Robert F. Friel	For
1c	Elect Director Sylvie Gregoire	For
1d	Elect Director Nicholas A. Lopardo	For
1e	Elect Director Alexis P. Michas	For
1f	Elect Director Vicki L. Sato	For
1g	Elect Director Kenton J. Sicchitano	For
1h	Elect Director Patrick J. Sullivan	For
2	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

PerkinElmer, Inc.

Proposal Number	Proposal Text	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has underperformed its peer companies and for compensation it has overcompensated its executive officer. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures are excessive - golden parachutes are provided, are not in the best interests of shareholders. Therefore, a vote is cast against this proposal.</i>		

Public Service Enterprise Group Incorporated

Meeting Date: 04/19/2016 **Country:** USA **Primary Security ID:** 744573106

Record Date: 02/19/2016 **Meeting Type:** Annual

Primary CUSIP: 744573106

Shares Voted: 9,230

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Willie A. Deese	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1.2	Elect Director Albert R. Gamper, Jr.	For
1.3	Elect Director William V. Hickey	For
1.4	Elect Director Ralph Izzo	For
1.5	Elect Director Shirley Ann Jackson	For
1.6	Elect Director David Lilley	For
1.7	Elect Director Thomas A. Renyi	For
1.8	Elect Director Hak Cheol (H.C.) Shin	For
1.9	Elect Director Richard J. Swift	For
1.10	Elect Director Susan Tomasky	For
1.11	Elect Director Alfred W. Zollar	For

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

Public Service Enterprise Group Incorporated

Proposal Number	Proposal Text	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has underperformed its peer companies and for compensation it has undercompensated its executive officers. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures are excessive - golden parachutes are provided, and are not in the best interests of shareholders. Therefore, a vote is cast against this proposal.</i>	Against
3	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

Quanta Services, Inc.

Meeting Date: 05/26/2016 **Country:** USA **Primary Security ID:** 74762E102
Record Date: 03/28/2016 **Meeting Type:** Annual

Primary CUSIP: 74762E102

Shares Voted: 17,630

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Earl C. (Duke) Austin, Jr. <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Doyle N. Beneby	For
1.3	Elect Director J. Michal Conaway	For
1.4	Elect Director Vincent D. Foster	For
1.5	Elect Director Bernard Fried	For
1.6	Elect Director Worthing F. Jackman	For
1.7	Elect Director David M. McClanahan	For
1.8	Elect Director Bruce Ranck	For
1.9	Elect Director Margaret B. Shannon	For
1.10	Elect Director Pat Wood, III	For

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

Quanta Services, Inc.

Proposal Number	Proposal Text	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal would approve the company's overall executive compensation policies and procedures. This proposal is not binding. Its disapproval will serve as an advisory recommendation to the board. Compared to its peer groups, for performance the company has underperformed its peer companies and for compensation it has undercompensated its executive officer. When other elements of the company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures are excessive, they do not reflect the company's performance for shareholders, and are not in the best interests of shareholders. Therefore, a vote is cast against this proposal.</i>	Against
4	Amend Omnibus Stock Plan <i>Voter Rationale: A stock plan for key executives is amended by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. Thus, a vote is cast against the amendment.</i>	Against

Ralph Lauren Corporation

Meeting Date: 08/11/2016

Country: USA

Primary Security ID: 751212101

Record Date: 06/13/2016

Meeting Type: Annual

Primary CUSIP: 751212101

Shares Voted: 3,580

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Frank A. Bennack, Jr. <i>Voter Rationale: This Company has underperformed its peer group for the past five years. Given that performance, a vote is cast to withhold authority for all nominees to the board.</i>	Withhold
1.2	Elect Director Joel L. Fleishman	Withhold
1.3	Elect Director Hubert Joly	Withhold
2	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

Ralph Lauren Corporation

Proposal Number	Proposal Text	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has underperformed its peer companies and for compensation it has overcompensated its executive officers. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures do not reflect the Company's performance for shareholders, and are not in the best interests of shareholders. Therefore, a vote is cast against this proposal.</i>	Against
4	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 8.65% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against

Raymond James Financial, Inc.

Meeting Date: 02/18/2016

Country: USA

Primary Security ID: 754730109

Record Date: 12/23/2015

Meeting Type: Annual

Primary CUSIP: 754730109

Shares Voted: 7,430

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Charles G. von Arentschildt <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Shelley G. Broader	For
1.3	Elect Director Jeffrey N. Edwards	For
1.4	Elect Director Benjamin C. Esty	For
1.5	Elect Director Francis S. Godbold	For
1.6	Elect Director Thomas A. James	For
1.7	Elect Director Gordon L. Johnson	For
1.8	Elect Director Roderick C. McGeary	For
1.9	Elect Director Paul C. Reilly	For
1.10	Elect Director Robert P. Saltzman	For

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

Raymond James Financial, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.11	Elect Director Susan N. Story	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has underperformed its peer companies and for compensation it has undercompensated its executive officer. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures are not excessive, they do reflect the Company's performance for shareholders, and are in the best interests of shareholders. Therefore, a vote is cast for this proposal.</i>		
3	Amend Omnibus Stock Plan	Against
<i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 23.31% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>		
4	Ratify KPMG LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		

Raytheon Company

Meeting Date: 05/26/2016 **Country:** USA **Primary Security ID:** 755111507
Record Date: 04/05/2016 **Meeting Type:** Annual

Primary CUSIP: 755111507

Shares Voted: 3,560

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Tracy A. Atkinson	Against
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>		
1b	Elect Director Robert E. Beauchamp	Against
1c	Elect Director James E. Cartwright	For
1d	Elect Director Vernon E. Clark	For
1e	Elect Director Stephen J. Hadley	For

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

Raytheon Company

Proposal Number	Proposal Text	Vote Instruction
1f	Elect Director Thomas A. Kennedy	Against
1g	Elect Director Letitia A. Long	For
1h	Elect Director George R. Oliver	Against
1i	Elect Director Michael C. Ruettgens	For
1j	Elect Director William R. Spivey	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal would approve the company's overall executive compensation policies and procedures. This proposal is not binding. Its approval will serve as an advisory recommendation to the board. Compared to its peer groups, for performance the company has outperformed its peer companies and for compensation it has undercompensated its executive officer. When other elements of the company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures are not excessive, they do reflect the company's performance for shareholders, and are in the best interests of shareholders. Therefore, a vote is cast for this proposal.</i>	
3	Ratify PricewaterhouseCoopers LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
4	Adopt the Jurisdiction of Incorporation as the Exclusive Forum for Certain Disputes	Against
	<i>Voter Rationale: This proposal seeks shareholder approval of the state of Delaware serving as the exclusive forum for (i) any derivative action or proceeding brought on behalf of the Corporation, (ii) any action asserting a claim of breach of a fiduciary duty owed by any director, officer, employee or agent of the Corporation to the Corporation or the Corporation's stockholders, (iii) any action asserting a claim arising pursuant to any provision of the General Corporation Law of the State of Delaware, or (iv) any action asserting a claim governed by the internal affairs doctrine. It is not in the best interests of shareholders to be prevented from seeking forums for disputes to which they would otherwise be entitled. For that reason, a vote is cast against.</i>	
5	Adopt a Payout Policy Giving Preference to Share Buybacks Over Dividends	Against
	<i>Voter Rationale: This shareholder proposal asks the board of directors to adopt a payout policy that gives preference to share repurchases (relative to cash dividends) as a method to return capital to shareholders. Share repurchases are not necessarily a superior method for distributing capital. The Board should not be tied to the restrictions contained in the proponent's proposal. Therefore, a vote is cast against this agenda item.</i>	
6	Proxy Access	For
	<i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	

Regions Financial Corporation

Meeting Date: 04/21/2016

Country: USA

Primary Security ID: 7591EP100

Record Date: 02/22/2016

Meeting Type: Annual

Primary CUSIP: 7591EP100

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

Regions Financial Corporation

Shares Voted: 39,240

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Carolyn H. Byrd	Against
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	
1b	Elect Director David J. Cooper, Sr.	Against
1c	Elect Director Don DeFosset	Against
1d	Elect Director Eric C. Fast	For
1e	Elect Director O. B. Grayson Hall, Jr.	Against
1f	Elect Director John D. Johns	Against
1g	Elect Director Ruth Ann Marshall	Against
1h	Elect Director Susan W. Matlock	Against
1i	Elect Director John E. Maupin, Jr.	Against
1j	Elect Director Charles D. McCrary	Against
1k	Elect Director Lee J. Styslinger, III	Against
2	Ratify Ernst & Young LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has underperformed its peer companies and for compensation it has overcompensated its executive officer. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures are excessive--particularly the payment of a golden parachute--and are not in the best interests of shareholders. Therefore, a vote is cast against this proposal.</i>	

Reliance Steel & Aluminum Co.

Meeting Date: 05/18/2016

Country: USA

Primary Security ID: 759509102

Record Date: 03/31/2016

Meeting Type: Annual

Primary CUSIP: 759509102

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

Reliance Steel & Aluminum Co.

Shares Voted: 4,660

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Sarah J. Anderson	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director John G. Figueroa	For
1c	Elect Director Thomas W. Gimbel	For
1d	Elect Director David H. Hannah	For
1e	Elect Director Douglas M. Hayes	For
1f	Elect Director Mark V. Kaminski	For
1g	Elect Director Robert A. McEvoy	For
1h	Elect Director Gregg J. Mollins	For
1i	Elect Director Andrew G. Sharkey, III	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal would approve the company's overall executive compensation policies and procedures. This proposal is not binding. Its approval will serve as an advisory recommendation to the board. Compared to its peer groups, for performance the company has matched its peer companies and for compensation it has undercompensated its executive officer. When other elements of the company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures are not excessive, they do reflect the company's performance for shareholders, and are in the best interests of shareholders. Therefore, a vote is cast for this proposal.</i>	
3	Ratify KPMG LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	

SanDisk Corporation

Meeting Date: 03/15/2016

Country: USA

Primary Security ID: 80004C101

Record Date: 02/03/2016

Meeting Type: Special

Primary CUSIP: 80004C101

Shares Voted: 5,880

Proposal Number	Proposal Text	Vote Instruction
1	Approve Merger Agreement	For

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

SanDisk Corporation

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: This proposal seeks shareholder approval of the Company being acquired by Western Digital Corporation in a cash and stock transaction valued at \$17.2 billion. The Company designs, develops and manufactures data storage solutions in a variety of form factors using flash memory, controller, firmware and software technologies. Western Digital Corporation develops, manufactures and provides data storage solutions that enable consumers, businesses, governments and other organizations to create, manage, experience and preserve digital content. The Board recommends shareholder approval because a) the Company's alternatives going forward, including remaining as a stand-alone entity are less attractive than this merger; b) the combined company would have the opportunity enhance its product and technology assets on a global scale as well as expand its large market segments; c) there is the expectation that the transaction will result in greater long-term shareholder value than the potential earning per share accretion that may result from other alternatives; and d) the robust sales process, which included solicitations of interest from three potential partners. Per the terms of the merger, each share of Company stock will receive \$67.50 in cash and 0.2387 Western Digital Corporation shares per Company share which represents a premium of 13.5% based on the closing prices of the shares on the last day of trading before the transaction was announced. An opinion has been issued by Goldman Sachs that the terms are fair to the Company's shareholders. Market reaction has been positive. A vote is cast in favor of the proposal.</i>	
2	Adjourn Meeting	For
	<i>Voter Rationale: This proposal seeks an adjournment to seek more votes, if necessary, for the merger. Since the merger is being supported, a vote is cast in favor.</i>	
3	Advisory Vote on Golden Parachutes	Against
	<i>Voter Rationale: This advisory vote proposal seeks shareholder approval of the merger-related "golden parachute" executive compensation arrangements which may be paid in connection with the proposed merger. The outcome of this advisory vote will have no effect on whether the merger is consummated. The arrangements are not in the best interests of shareholders because they provide a payment of a golden parachute. Therefore, a vote is cast against.</i>	

Sempra Energy

Meeting Date: 05/12/2016 **Country:** USA **Primary Security ID:** 816851109
Record Date: 03/17/2016 **Meeting Type:** Annual

Primary CUSIP: 816851109

Shares Voted: 3,150

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Alan L. Boeckmann	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Kathleen L. Brown	For
1.3	Elect Director Pablo A. Ferrero	For
1.4	Elect Director William D. Jones	For
1.5	Elect Director William G. Ouchi	For
1.6	Elect Director Debra L. Reed	For
1.7	Elect Director William C. Rusnack	For

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

Sempra Energy

Proposal Number	Proposal Text	Vote Instruction
1.8	Elect Director William P. Rutledge	For
1.9	Elect Director Lynn Schenk	For
1.10	Elect Director Jack T. Taylor	For
1.11	Elect Director James C. Yardley	For
2	Ratify Deloitte & Touche LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has underperformed its peer companies and for compensation it has significantly overcompensated its executive officer. These policies and procedures are excessive. They do not reflect the Company's performance for shareholders, and are not in the best interests of shareholders. Therefore, a vote is cast against this proposal.</i>		

Skyworks Solutions, Inc.

Meeting Date: 05/11/2016

Country: USA

Primary Security ID: 83088M102

Record Date: 03/17/2016

Meeting Type: Annual

Primary CUSIP: 83088M102

Shares Voted: 6,320

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director David J. Aldrich	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1.2	Elect Director Kevin L. Beebe	For
1.3	Elect Director Timothy R. Furey	For
1.4	Elect Director Balakrishnan S. Iyer	For
1.5	Elect Director Christine King	For
1.6	Elect Director David P. McGlade	For
1.7	Elect Director David J. McLachlan	For
1.8	Elect Director Robert A. Schriesheim	For

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

Skyworks Solutions, Inc.

Proposal Number	Proposal Text	Vote Instruction
2	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has outperformed its peer companies and for compensation it has overcompensated its executive officer. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures are not excessive, they do reflect the Company's performance for shareholders, and are in the best interests of shareholders. Therefore, a vote is cast for this proposal.</i>	For
4	Eliminate Supermajority Vote Requirement Relating to Amendment of By-laws <i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	For
5	Eliminate Supermajority Vote Requirement Relating to Merger or Consolidation <i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	For
6	Eliminate Supermajority Vote Requirement Relating to Business Combination <i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	For
7	Eliminate Supermajority Vote Requirement Relating to Charter Provisions Governing Directors <i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	For
8	Eliminate Supermajority Vote Requirement Relating to Charter Provisions Governing Actions by Stockholders <i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	For

Southwest Airlines Co.

Meeting Date: 05/18/2016

Country: USA

Primary Security ID: 844741108

Record Date: 03/22/2016

Meeting Type: Annual

Primary CUSIP: 844741108

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

Southwest Airlines Co.

Shares Voted: 16,370

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director David W. Biegler	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director J. Veronica Biggins	For
1c	Elect Director Douglas H. Brooks	For
1d	Elect Director William H. Cunningham	For
1e	Elect Director John G. Denison	For
1f	Elect Director Thomas W. Gilligan	For
1g	Elect Director Gary C. Kelly	For
1h	Elect Director Grace D. Lieblein	For
1i	Elect Director Nancy B. Loeffler	For
1j	Elect Director John T. Montford	For
1k	Elect Director Ron Ricks	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has outperformed its peer companies and for compensation it has undercompensated its executive officer. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures are not excessive, they do reflect the Company's performance for shareholders, and are in the best interests of shareholders. Therefore, a vote is cast for this proposal.</i>	
3	Ratify Ernst & Young LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
4	Proxy Access	For
	<i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

Stanley Black & Decker, Inc.

Meeting Date: 04/20/2016

Country: USA

Primary Security ID: 854502101

Record Date: 02/19/2016

Meeting Type: Annual

Primary CUSIP: 854502101

Shares Voted: 2,900

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Andrea J. Ayers <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director George W. Buckley	For
1.3	Elect Director Patrick D. Campbell	For
1.4	Elect Director Carlos M. Cardoso	For
1.5	Elect Director Robert B. Coutts	For
1.6	Elect Director Debra A. Crew	For
1.7	Elect Director Michael D. Hankin	For
1.8	Elect Director Anthony Luiso	For
1.9	Elect Director John F. Lundgren	For
1.10	Elect Director Marianne M. Parrs	For
1.11	Elect Director Robert L. Ryan	For
2	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has outperformed its peer companies and for compensation it has overcompensated its executive officer. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures are excessive--particularly the payment of a golden parachute--and are not in the best interests of shareholders. Therefore, a vote is cast against this proposal.</i>	Against
4	Adopt a Payout Policy Giving Preference to Share Buybacks Over Dividends <i>Voter Rationale: This shareholder proposal asks the board of directors to adopt a payout policy that gives preference to share repurchases (relative to cash dividends) as a method to return capital to shareholders. Share repurchases are not necessarily a superior method for distributing capital. The Board should not be tied to the restrictions contained in the proponent's proposal. Therefore, a vote is cast against this agenda item.</i>	Against

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

Stifel Financial Corp.

Meeting Date: 06/15/2016

Country: USA

Primary Security ID: 860630102

Record Date: 04/18/2016

Meeting Type: Annual

Primary CUSIP: 860630102

Shares Voted: 10,240

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Michael W. Brown <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	For
1.2	Elect Director John P. Dubinsky	For
1.3	Elect Director Robert E. Grady	For
1.4	Elect Director Thomas B. Michaud	Withhold
1.5	Elect Director James M. Oates	For
1.6	Elect Director Ben A. Plotkin	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has underperformed its peer companies and for compensation it has undercompensated its executive officer. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures are excessive, they do not reflect the Company's performance for shareholders, and are not in the best interests of shareholders. Therefore, a vote is cast against this proposal.</i>	Against
3	Declassify the Board of Directors <i>Voter Rationale: This proposal declassifies the board, which means that all directors would be elected annually instead of different classes being elected for staggered terms. This enhances the accountability of directors. A vote is cast in favor.</i>	For
4	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reasons: Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 34.28% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
5	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

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Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

Synopsys, Inc.

Meeting Date: 03/29/2016

Country: USA

Primary Security ID: 871607107

Record Date: 02/04/2016

Meeting Type: Annual

Primary CUSIP: 871607107

Shares Voted: 8,258

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Aart J. de Geus <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Chi-Foon Chan	For
1.3	Elect Director Alfred Castino	For
1.4	Elect Director Janice D. Chaffin	For
1.5	Elect Director Bruce R. Chizen	For
1.6	Elect Director Deborah A. Coleman	For
1.7	Elect Director Chrysostomos L. 'Max' Nikias	For
1.8	Elect Director John Schwarz	For
1.9	Elect Director Roy Vallee	For
1.10	Elect Director Steven C. Walske	For
2	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 17.61% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
3	Amend Qualified Employee Stock Purchase Plan <i>Voter Rationale: This proposal adds shares to an employee stock ownership plan, which gives an equity stake in the company to all fulltime and many part-time workers, thus encouraging quality work. That is in the best interests of shareholders. A vote is cast in favor.</i>	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has underperformed its peer companies and for compensation it has undercompensated its executive officer. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures are not excessive, they do reflect the Company's performance for shareholders, and are in the best interests of shareholders. Therefore, a vote is cast for this proposal.</i>	For

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

Synopsys, Inc.

Proposal Number	Proposal Text	Vote Instruction
5	Ratify KPMG LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

TCF Financial Corporation

Meeting Date: 04/27/2016 **Country:** USA **Primary Security ID:** 872275102
Record Date: 02/29/2016 **Meeting Type:** Annual

Primary CUSIP: 872275102

Shares Voted: 24,366

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Peter Bell	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority. There is such a majority here but some incumbent nominees failed to attend 75% of their meetings without a valid excuse. A vote is cast in favor of all nominees except for the nominee with such poor attendance record.</i>		
1.2	Elect Director William F. Bieber	For
1.3	Elect Director Theodore J. Bigos	Withhold
1.4	Elect Director William A. Cooper	For
1.5	Elect Director Craig R. Dahl	For
1.6	Elect Director Karen L. Grandstrand	For
1.7	Elect Director Thomas F. Jasper	For
1.8	Elect Director George G. Johnson	For
1.9	Elect Director Richard H. King	For
1.10	Elect Director Vance K. Opperman	For
1.11	Elect Director James M. Ramstad	For
1.12	Elect Director Roger J. Sit	For
1.13	Elect Director Julie H. Sullivan	For
1.14	Elect Director Barry N. Winslow	For
1.15	Elect Director Richard A. Zona	For

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

TCF Financial Corporation

Proposal Number	Proposal Text	Vote Instruction
2	Amend Nonqualified Employee Stock Purchase Plan <i>Voter Rationale: This proposal adds shares to an employee stock ownership plan, which gives an equity stake in the company to all fulltime and many part-time workers, thus encouraging quality work. That is in the best interests of shareholders. A vote is cast in favor.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has underperformed its peer companies and for compensation it has0 substantially overcompensated its executive officer. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures are excessive, they do not reflect the Company's performance for shareholders, and are not in the best interests of shareholders. Therefore, a vote is cast against this proposal.</i>	Against
4	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
5	Stock Retention/Holding Period <i>Voter Rationale: This proposal asks the Board to adopt a policy requiring that senior executives retain a significant percentage of shares (not lower than 75%) acquired through equity compensation programs. Requiring senior executives to hold a significant portion of shares obtained through compensation plans would focus the executives attention on the Company's long-term success and would help align their interest with those of shareholders. A vote is cast in favor.</i>	For

Tesoro Corporation

Meeting Date: 05/03/2016 **Country:** USA **Primary Security ID:** 881609101
Record Date: 03/11/2016 **Meeting Type:** Annual
Primary CUSIP: 881609101

Shares Voted: 5,930

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Rodney F. Chase <i>Voter Rationale: Although this Company has a majority of independent directors on the board and the key nominating/compensation/audit committees consist entirely of independent outsiders, a nominee(s) who is employed full-time serves on the board of more than two other publicly-traded companies. That is not in the best interests of shareholders. A vote is cast to withhold on such nominee(s).</i>	For
1.2	Elect Director Edward G. Galante	Against
1.3	Elect Director Gregory J. Goff	For
1.4	Elect Director Robert W. Goldman	For
1.5	Elect Director David Lilley	For

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

Tesoro Corporation

Proposal Number	Proposal Text	Vote Instruction
1.6	Elect Director Mary Pat McCarthy	For
1.7	Elect Director J.W. Nokes	For
1.8	Elect Director Susan Tomasky	For
1.9	Elect Director Michael E. Wiley	For
1.10	Elect Director Patrick Y. Yang	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has outperformed its peer companies and for compensation it has overcompensated its executive officer. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures are excessive--particularly the payment of a golden parachute--and are not in the best interests of shareholders. Therefore, a vote is cast against this proposal.</i>		
3	Ratify Ernst & Young LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
4	Report on Lobbying Payments and Policy	For
<i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>		

The Goodyear Tire & Rubber Company

Meeting Date: 04/11/2016

Country: USA

Primary Security ID: 382550101

Record Date: 02/16/2016

Meeting Type: Annual

Primary CUSIP: 382550101

Shares Voted: 10,360

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director William J. Conaty	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1b	Elect Director James A. Firestone	For

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

The Goodyear Tire & Rubber Company

Proposal Number	Proposal Text	Vote Instruction
1c	Elect Director Werner Geissler	For
1d	Elect Director Peter S. Hellman	For
1e	Elect Director Laurette T. Koellner	For
1f	Elect Director Richard J. Kramer	For
1g	Elect Director W. Alan McCollough	For
1h	Elect Director John E. McGlade	For
1i	Elect Director Michael J. Morell	For
1j	Elect Director Roderick A. Palmore	For
1k	Elect Director Stephanie A. Streeter	For
1l	Elect Director Thomas H. Weidemeyer	For
1m	Elect Director Michael R. Wessel	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has outperformed its peer companies and for compensation it has overcompensated its executive officer. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures are not excessive, they do reflect the Company's performance for shareholders, and are in the best interests of shareholders. Therefore, a vote is cast for this proposal.</i>		
3	Ratify PricewaterhouseCoopers LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
4	Proxy Access	For
<i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>		

The Valspar Corporation

Meeting Date: 02/24/2016

Country: USA

Primary Security ID: 920355104

Record Date: 12/28/2015

Meeting Type: Annual

Primary CUSIP: 920355104

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

The Valspar Corporation

Shares Voted: 3,050

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director William M. Cook <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Gary E. Hendrickson	For
1.3	Elect Director Mae C. Jemison	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has underperformed its peer companies and for compensation it has overcompensated its executive officer. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures are excessive--particularly the payment of a golden parachute--and are not in the best interests of shareholders. Therefore, a vote is cast against this proposal.</i>	Against
3	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

Total System Services, Inc.

Meeting Date: 04/28/2016

Country: USA

Primary Security ID: 891906109

Record Date: 02/19/2016

Meeting Type: Annual

Primary CUSIP: 891906109

Shares Voted: 10,500

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director James H. Blanchard <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	For
1b	Elect Director Kriss Cloninger, III	Against
1c	Elect Director Walter W. Driver, Jr.	For

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Institution Account(s): AFL-CIO Staff Retirement Plan

Total System Services, Inc.

Proposal Number	Proposal Text	Vote Instruction
1d	Elect Director Sidney E. Harris	For
1e	Elect Director William M. Isaac	For
1f	Elect Director Pamela A. Joseph	Against
1g	Elect Director Mason H. Lampton	For
1h	Elect Director Connie D. McDaniel	For
1i	Elect Director Philip W. Tomlinson	Against
1j	Elect Director John T. Turner	For
1k	Elect Director Richard W. Ussery	Against
1l	Elect Director M. Troy Woods	Against
1m	Elect Director James D. Yancey	For
2	Ratify KPMG LLP as Auditors	Against

Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.

3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
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Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has outperformed its peer companies and for compensation it has undercompensated its executive officer. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures are not excessive--despite the payment of a golden parachute--they do reflect the Company's performance for shareholders, and are in the best interests of shareholders. Therefore, a vote is cast for this proposal.

Trinity Industries, Inc.

Meeting Date: 05/02/2016 **Country:** USA **Primary Security ID:** 896522109

Record Date: 03/11/2016 **Meeting Type:** Annual

Primary CUSIP: 896522109

Shares Voted: 17,420

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director John L. Adams	For

Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.

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Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

Trinity Industries, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.2	Elect Director Rhys J. Best	For
1.3	Elect Director David W. Biegler	For
1.4	Elect Director Antonio Carrillo	For
1.5	Elect Director Leldon E. Echols	For
1.6	Elect Director Ronald J. Gafford	For
1.7	Elect Director Adrian Lajous	For
1.8	Elect Director Charles W. Matthews	For
1.9	Elect Director Douglas L. Rock	For
1.10	Elect Director Dunia A. Shive	For
1.11	Elect Director Timothy R. Wallace	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has outperformed its peer companies and for compensation it has overcompensated its executive officer. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures are excessive, specifically the golden parachute. Therefore, a vote is cast against this proposal.</i>		
3	Ratify Ernst & Young LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

Valero Energy Corporation

Meeting Date: 05/12/2016 **Country:** USA **Primary Security ID:** 91913Y100
Record Date: 03/15/2016 **Meeting Type:** Annual

Primary CUSIP: 91913Y100

Shares Voted: 6,190

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Joseph W. Gorder	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1b	Elect Director Deborah P. Majoras	For

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Institution Account(s): AFL-CIO Staff Retirement Plan

Valero Energy Corporation

Proposal Number	Proposal Text	Vote Instruction
1c	Elect Director Donald L. Nickles	For
1d	Elect Director Philip J. Pfeiffer	For
1e	Elect Director Robert A. Profusek	For
1f	Elect Director Susan Kaufman Purcell	For
1g	Elect Director Stephen M. Waters	For
1h	Elect Director Randall J. Weisenburger	For
1i	Elect Director Rayford Wilkins, Jr.	For
2	Ratify KPMG LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has outperformed its peer companies and for compensation it has overcompensated its executive officer. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures are excessive- specifically the golden parachute. They do not reflect the Company's performance for shareholders, and are not in the best interests of shareholders. Therefore, a vote is cast against this proposal.</i>		
4	Amend Certificate of Incorporation to provide for removal of directors without cause	For
<i>Voter Rationale: This proposal makes various good housekeeping amendments to the Company's articles and represents an improvement to shareholders' rights. A vote is cast in favor.</i>		
5	Amend Omnibus Stock Plan	Against
<i>Voter Rationale: This proposal seeks approval of performance criteria for an existing stock compensation plan. Although the types of criteria are listed, the Company does not disclose enough about them to enable a shareholder to determine what type of award will be generated by what type of performance. That is not in the best interests of shareholders. Therefore, a vote is cast against.</i>		

W. R. Berkley Corporation

Meeting Date: 05/25/2016

Country: USA

Primary Security ID: 084423102

Record Date: 03/29/2016

Meeting Type: Annual

Primary CUSIP: 084423102

Shares Voted: 7,620

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director W. Robert ('Rob') Berkley, Jr.	Against

Vote Summary Report

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Institution Account(s): AFL-CIO Staff Retirement Plan

W. R. Berkley Corporation

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: A vote is cast against all nominees to the Board for its lack of oversight of company risk by failing to enforce its policy on the responsible use of Company stock in connection with pledging activity . At this Company, one board member has pledged stock worth \$659 million or 9.76% of outstanding shares. The high amount of pledged shares are not in the best interests of shareholders because the director may be forced to sell company stock (for example, to meet a margin call). The forced sale of a significant amount of company stock may negatively impact the company's stock price and may violate insider trading policies. In addition, share pledging may be utilized as part of hedging or monetization strategies that would potentially immunize an executive against economic exposure to the company's stock, even while maintaining voting rights.</i>	
1b	Elect Director Ronald E. Blaylock	Against
1c	Elect Director Mary C. Farrell	Against
1d	Elect Director Mark E. Brockbank	Against
2	Amend Executive Incentive Bonus Plan	Against
	<i>Voter Rationale: This proposal asks shareholders to approve adding a new performance criteria to a company cash and stock bonus plan. A vote is cast against this proposal because the plan is flawed in that it does not disclose specific performance goals upon which awards are based. This addition only makes a bad plan worse.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has underperformed and for compensation it has overcompensated its executive officer. These policies and procedures are excessive. They do not reflect the Company's performance for shareholders, and are not in the best interests of shareholders. Therefore, a vote is cast against this proposal.</i>	
4	Ratify KPMG LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	

WellCare Health Plans, Inc.

Meeting Date: 05/25/2016	Country: USA	Primary Security ID: 94946T106
Record Date: 03/28/2016	Meeting Type: Annual	
Primary CUSIP: 94946T106		
Shares Voted: 4,560		

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Richard C. Breon	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Kenneth A. Burdick	For
1c	Elect Director Carol J. Burt	For

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

WellCare Health Plans, Inc.

Proposal Number	Proposal Text	Vote Instruction
1d	Elect Director Roel C. Campos	For
1e	Elect Director Kevin F. Hickey	For
1f	Elect Director Christian P. Michalik	For
1g	Elect Director Glenn D. Steele, Jr.	For
1h	Elect Director William L. Trubeck	For
1i	Elect Director Paul E. Weaver	For
2	Ratify Deloitte & Touche LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has underperformed its peer companies and for compensation it has undercompensated its executive officer. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures are not excessive. They do reflect the Company's performance for shareholders, and are in the best interests of shareholders. Therefore, a vote is cast for this proposal.</i>		

WESTERN DIGITAL CORPORATION

Meeting Date: 03/15/2016

Country: USA

Primary Security ID: 958102105

Record Date: 02/03/2016

Meeting Type: Special

Primary CUSIP: 958102105

Shares Voted: 4,350

Proposal Number	Proposal Text	Vote Instruction
1	Issue Shares in Connection with Merger	For

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

WESTERN DIGITAL CORPORATION

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: This proposal seeks shareholder approval of the Company acquiring SanDisk Corporation in a cash and stock transaction valued at \$17.2 billion. The Company develops, manufactures and provides data storage solutions that enable consumers, businesses, governments and other organizations to create, manage, experience and preserve digital content. SanDisk Corporation designs, develops and manufactures data storage solutions in a variety of form factors using flash memory, controller, firmware and software technologies. The Board recommends shareholder approval because a) the Company's alternatives going forward, including remaining as a stand-alone entity are less attractive than this merger; b) the combined company would have the opportunity enhance its product and technology assets on a global scale as well as expand its large market segments; c) the expected synergies from the combined companies that will provide for a broader set of products and technologies; d) the significant cost savings and improved efficiency from vertical integration. Per the terms of the merger, each share of SanDisk Corporation stock will receive \$67.50 in cash and 0.2387 Company shares which represents a premium of 13.5% based on the closing prices of the shares on the last day of trading before the transaction was announced. An opinion has been issued by the Company's financial advisors, BofA Merrill Lynch and J.P. Morgan that the terms are fair to the Company's shareholders. Market reaction has been positive. A vote is cast in favor of the proposal.</i>	
2	Adjourn Meeting	For
	<i>Voter Rationale: This proposal seeks an adjournment to seek more votes, if necessary, for the merger. Since the merger is being supported, a vote is cast in favor.</i>	
3	Advisory Vote on Golden Parachutes	For
	<i>Voter Rationale: This advisory vote proposal seeks shareholder approval of the merger-related "golden parachute" executive compensation arrangements which may be paid in connection with the proposed merger. The outcome of this advisory vote will have no effect on whether the merger is consummated. The arrangements do not provide for a total payment in excess of 2.99 times salary and bonus, do not provide a gross up for excise taxes, require a double trigger (i.e., the merger must be finalized and the recipient must lose his or her job) for cash payments and the accelerated vesting of equity awards is not excessive. Therefore, a vote is cast in favor.</i>	

Western Digital Corporation

Meeting Date: 11/04/2016

Country: USA

Primary Security ID: 958102105

Record Date: 09/08/2016

Meeting Type: Annual

Primary CUSIP: 958102105

Shares Voted: 8,983

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Martin I. Cole	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Kathleen A. Cote	For
1c	Elect Director Henry T. DeNero	For
1d	Elect Director Michael D. Lambert	For
1e	Elect Director Len J. Lauer	For
1f	Elect Director Matthew E. Massengill	For

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

Western Digital Corporation

Proposal Number	Proposal Text	Vote Instruction
1g	Elect Director Sanjay Mehrotra	For
1h	Elect Director Stephen D. Milligan	For
1i	Elect Director Paula A. Price	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
3	Ratify KPMG LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		

Westlake Chemical Corporation

Meeting Date: 05/10/2016	Country: USA	Primary Security ID: 960413102
Record Date: 03/14/2016	Meeting Type: Annual	
Primary CUSIP: 960413102		
Shares Voted: 6,836		

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Robert T. Blakely	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority. Here there is not a two-thirds majority of outsiders also some incumbent nominees failed to attend 75% of their meetings without a valid excuse. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this company, there is a two-thirds majority of outsiders on the board but insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees and in favor of all other nominees except for the nominee with such poor attendance record.</i>		
1.2	Elect Director Albert Chao	Withhold
1.3	Elect Director Michael J. Graff	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

Williams-Sonoma, Inc.

Meeting Date: 06/02/2016

Country: USA

Primary Security ID: 969904101

Record Date: 04/04/2016

Meeting Type: Annual

Primary CUSIP: 969904101

Shares Voted: 5,560

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Laura J. Alber	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Adrian D.P. Bellamy	For
1.3	Elect Director Rose Marie Bravo	For
1.4	Elect Director Patrick J. Connolly	For
1.5	Elect Director Adrian T. Dillon	For
1.6	Elect Director Anthony A. Greener	For
1.7	Elect Director Ted W. Hall	For
1.8	Elect Director Sabrina Simmons	For
1.9	Elect Director Jerry D. Stritzke	For
1.10	Elect Director Lorraine Twohill	For
2	Amend Executive Incentive Bonus Plan	Against
	<i>Voter Rationale: This proposal asks shareholders to approve adding new performance criteria to a company cash bonus plan. A vote is cast against this proposal because the plan is flawed in that it does not disclose specific performance goals upon which awards are based. This addition only makes a bad plan worse.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has outperformed its peer companies and for compensation it has overcompensated its executive officer. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures are not excessive, they do reflect the Company's performance for shareholders, and are in the best interests of shareholders. Therefore, a vote is cast for this proposal.</i>	
4	Ratify Deloitte & Touche LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

Zimmer Biomet Holdings, Inc.

Meeting Date: 05/03/2016

Country: USA

Primary Security ID: 98956P102

Record Date: 03/04/2016

Meeting Type: Annual

Primary CUSIP: 98956P102

Shares Voted: 2,900

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Christopher B. Begley <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Betsy J. Bernard	For
1c	Elect Director Paul M. Bisaro	For
1d	Elect Director Gail K. Boudreaux	For
1e	Elect Director David C. Dvorak	For
1f	Elect Director Michael J. Farrell	For
1g	Elect Director Larry C. Glasscock	For
1h	Elect Director Robert A. Hagemann	For
1i	Elect Director Arthur J. Higgins	For
1j	Elect Director Michael W. Michelson	For
1k	Elect Director Cecil B. Pickett	For
1l	Elect Director Jeffrey K. Rhodes	For
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has underperformed its peer companies and for compensation it has overcompensated its executive officer. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures are excessive, they do not reflect the Company's performance for shareholders, and are not in the best interests of shareholders. Therefore, a vote is cast against this proposal.</i>	Against

Vote Summary Report

Reporting Period: 01/01/2016 to 12/31/2016

Institution Account(s): AFL-CIO Staff Retirement Plan

Zimmer Biomet Holdings, Inc.

Proposal Number	Proposal Text	Vote Instruction
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4	Amend Omnibus Stock Plan	Against
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Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 12.59% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.