

AFL-CIO KEY VOTES SURVEY



2017 Proxy Season Investment Manager Scorecards

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2017 AFL-CIO Key Votes Survey

360 Funds

4 out of 10 = 40% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	For
Bank of America	4/26/17	8	Report on Gender Pay Equity	Mix
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	Against
Johnson and Johnson	4/27/17	6	Independent Board Chair	Against
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Acadian Asset Management

14 out of 19 = 73.6% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	For
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Affiliated Managers

9 out of 16 = 56.2% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Mix
Bank of America	4/26/17	8	Report on Gender Pay Equity	Mix
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	Mix
Express Scripts	5/11/17	5	Independent Board Chair	Mix
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	Mix
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Mix
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	Against

2017 AFL-CIO Key Votes Survey

AFL-CIO Equity Index Fund

22 out of 22 = 100% Top Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	For
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	For
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	For
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey

Alger

14 out of 14 = 100% Top Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	For
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey

AllianceBernstein

17 out of 29 = 58.6% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Abstain
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	Against
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	Against
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	Against
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	Against
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey

AllianceBernstein - Taft-Hartley Client Votes

15 out of 15 = 100%

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	For
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey

Allianz

7 out of 14 = 50% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	Against
Caterpillar	6/14/17	10	Amend Clawback Policy	Mix
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	Mix
Eli Lilly	5/1/17	6	Lobbying Disclosure	Mix
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	Mix
Express Scripts	5/11/17	5	Independent Board Chair	Mix
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Mix
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	Mix
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	Mix
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Mix
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	Mix
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	Mix
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Mix
T-Mobile	6/13/17	5	Proxy Access	Mix
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Mix
XPO Logistics	5/10/17	4	Report on Sustainability	Mix

2017 AFL-CIO Key Votes Survey Alpine Funds

10 out of 14 = 71.4% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Alps Fund

21 out of 26 = 80.7% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	For
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Amalgamated Bank

29 out of 29 = 100% Top Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	For
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	For
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	For
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	For
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey American Beacon Funds

11 out of 16 = 68.7% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Mix
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	Mix
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	Against
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	Against
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Mix
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Mix
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	Mix
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	Mix
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Mix
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Mix
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey American Century

9 out of 25 = 36% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	Against
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	Against
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	Against
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	Against
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Mix
XPO Logistics	5/10/17	4	Report on Sustainability	Against

2017 AFL-CIO Key Votes Survey American Funds

8 out of 19 = 42.1% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	Against
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	Mix
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	Against
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey AQR Funds

22 out of 27 = 81.4% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	For
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey Artisan Funds

3 out of 7 = 42.8% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Mix
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey

ASB Capital Management

5 out of 5 = 100% Top Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Aston Asset Management

4 out of 9 = 44.4% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	Against
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Mix
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey AXA Investment Managers

8 out of 18 = 44.4% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Mix
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	Mix
Caterpillar	6/14/17	10	Amend Clawback Policy	Mix
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	Against
Eli Lilly	5/1/17	6	Lobbying Disclosure	Mix
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	Mix
Express Scripts	5/11/17	5	Independent Board Chair	Against
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Mix
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	Against
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Mix
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Mix
PayPal Holdings	5/24/17	6	Report on Sustainability	Mix
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	Mix
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	Mix

2017 AFL-CIO Key Votes Survey Baird

8 out of 9 = 88.8% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Baron

3 out of 8 = 37.5% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	Against
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	Against
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey BlackRock

9 out of 29 = 31% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	Against
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	Against
Eli Lilly	5/1/17	6	Lobbying Disclosure	Against
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	Against
Express Scripts	5/11/17	5	Independent Board Chair	Against
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	Against
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	Against
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	Against

2017 AFL-CIO Key Votes Survey Blackstone

5 out of 8 = 62.5% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	For
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey BMO Funds

8 out of 13 = 61.5% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey BNY Mellon Funds

9 out of 24 = 37.5% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	Against
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	Against
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	Against
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Boston Partners

9 out of 18 = 50% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	Against
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	Against
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	Against

2017 AFL-CIO Key Votes Survey Boston Trust/Walden Asset Management

9 out of 10 = 90% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	
Bank of America	4/26/17	8	Report on Gender Pay Equity	
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Abstain
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey

Boyar Value

5 out of 7 = 71.4% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Bridge Builder Mutual Funds

8 out of 25 = 32% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Mix
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	Against
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	Against
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	Mix
Express Scripts	5/11/17	5	Independent Board Chair	Against
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	Against
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	Against
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	Against

2017 AFL-CIO Key Votes Survey Bridgeway Funds

14 out of 14 = 100% Top Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	For
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	For
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey

Brown Advisory Mutual Funds

7 out of 10 = 70% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	For
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey

Calamos Funds

0 out of 20 = 0% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	Against
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	Against
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	Against
Express Scripts	5/11/17	5	Independent Board Chair	Against
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	Against
Johnson and Johnson	4/27/17	6	Independent Board Chair	Against
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	Against
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	Against
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Calvert Investments

28 out of 28 = 100% Top Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	For
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	For
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	For
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	For
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey

Campbell Newman Asset Management

0 out of 6 = 0% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	
Bank of America	4/26/17	8	Report on Gender Pay Equity	
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	Against
Johnson and Johnson	4/27/17	6	Independent Board Chair	
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Capital Group

2 out of 8 = 25% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	Against
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey CCA Funds

19 out of 24 = 79.1% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	For
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Chartwell Investment Partners

6 out of 6 = 100% Top Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Chicago Equity Partners

9 out of 20 = 45% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	For
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	Against
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	Against
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	Against
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey

Chicago Equity Partners - Taft-Hartley Client Votes

13 out of 13 = 100%

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	For
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Claymore Funds

20 out of 23 = 86.9% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey Clearwater Funds

9 out of 12 = 75% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Cohen & Steers

4 out of 10 = 40% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	Against
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Columbia Funds

17 out of 28 = 60.7% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Abstain
Bank of America	4/26/17	8	Report on Gender Pay Equity	Abstain
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	Against
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Abstain
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Abstain
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	Abstain
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Abstain
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey Comerica Bank

29 out of 29 = 100% Top Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	For
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	For
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	For
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	For
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey Commerce Funds

3 out of 9 = 33.3% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	For
Bank of America	4/26/17	8	Report on Gender Pay Equity	
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	Against
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Cornerstone Funds

6 out of 14 = 42.8% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	For
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey

Davis

2 out of 8 = 25% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	Against
Exxon Mobil	5/31/17	10	Lobbying Disclosure	
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey

Dean Capital Management

0 out of 6 = 0% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	
Bank of America	4/26/17	8	Report on Gender Pay Equity	
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	Against
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	Against
Johnson and Johnson	4/27/17	6	Independent Board Chair	Against
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Destinations

5 out of 7 = 71.4% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	
Bank of America	4/26/17	8	Report on Gender Pay Equity	
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Deutsche Bank

18 out of 27 = 66.6% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	For
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	Against
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	Against
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	Against
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	For
Netflix	6/6/17	10	Majority Vote Director Elections	Against
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	For
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey Dimensional Funds Advisors

12 out of 28 = 42.8% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	For
Eli Lilly	5/1/17	6	Lobbying Disclosure	Against
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	Against
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	Against
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	Against
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	Against
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	Against

2017 AFL-CIO Key Votes Survey Direxion

15 out of 19 = 78.9% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Dodge & Cox Funds

1 out of 6 = 16.6% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	Against
Exxon Mobil	5/31/17	10	Lobbying Disclosure	
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Dreyfus Funds

11 out of 28 = 39.2% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	Against
Eli Lilly	5/1/17	6	Lobbying Disclosure	Against
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	Against
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	Against
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	Against

2017 AFL-CIO Key Votes Survey Duff & Phelps

2 out of 14 = 14.2% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	Against
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	Against
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	Against
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	Against
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey

Duff & Phelps - Taft-Hartley Client Votes

1 out of 1 = 100%

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	
Bank of America	4/26/17	8	Report on Gender Pay Equity	
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Dunham Funds

7 out of 8 = 87.5% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Eagle

3 out of 7 = 42.8% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	
Bank of America	4/26/17	8	Report on Gender Pay Equity	
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	Against
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Eaton Vance Management

15 out of 25 = 60% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	Against
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	Against
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	Against
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey

Eaton Vance Management - Taft-Hartley Client Votes

9 out of 9 = 100%

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	
Bank of America	4/26/17	8	Report on Gender Pay Equity	
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Epiphany Funds

9 out of 10 = 90% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	For
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Equity Investment Corporation

4 out of 8 = 50% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	
Bank of America	4/26/17	8	Report on Gender Pay Equity	
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey

Equity Investment Corporation - Taft-Hartley Client Votes

5 out of 6 = 83.3%

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	
Bank of America	4/26/17	8	Report on Gender Pay Equity	
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Exchange Traded Concepts

9 out of 20 = 45% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	For
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	Mix
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	Against
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	Mix
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey FactorShares

8 out of 10 = 80% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	For
Bank of America	4/26/17	8	Report on Gender Pay Equity	
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Federated Investors

10 out of 27 = 37% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	Against
Eli Lilly	5/1/17	6	Lobbying Disclosure	Against
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	Against
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	Against
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	Against

2017 AFL-CIO Key Votes Survey

Ferguson Wellman Capital Management

11 out of 20 = 55% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	For
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	Against
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	Against
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Fidelity Investments

6 out of 21 = 28.5% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Mix
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	Mix
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	Against
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	For
Eli Lilly	5/1/17	6	Lobbying Disclosure	Mix
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	Against
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Mix
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	Against
Johnson and Johnson	4/27/17	6	Independent Board Chair	Against
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Mix
PayPal Holdings	5/24/17	6	Report on Sustainability	Against
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	Mix
Tesla	6/6/17	5	Declassify Board	Against
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Mix
T-Mobile	6/13/17	5	Proxy Access	Against
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	Mix

2017 AFL-CIO Key Votes Survey First Investors

5 out of 13 = 38.4% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	Mix
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	Against
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	For
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Flexshares

8 out of 21 = 38% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Mix
Bank of America	4/26/17	8	Report on Gender Pay Equity	Mix
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	Against
Caterpillar	6/14/17	10	Amend Clawback Policy	Mix
Charles Schwab	5/16/17	7	Proxy Access	Against
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	Against
Eli Lilly	5/1/17	6	Lobbying Disclosure	Mix
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	Against
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	Mix
Johnson and Johnson	4/27/17	6	Independent Board Chair	Against
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Mix
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Mix
T-Mobile	6/13/17	5	Proxy Access	Against
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Mix
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey

Franklin Templeton Investments

5 out of 17 = 29.4% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Mix
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	Mix
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Mix
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	Mix
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Mix
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	Against
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	Against
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Gabelli Funds

2 out of 22 = 9% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Abstain
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Abstain
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	Against
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	Abstain
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	Against
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	Against
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	Against
Home Depot	5/18/17	5	Report on Employee Diversity	Abstain
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	Abstain
Johnson and Johnson	4/27/17	6	Independent Board Chair	Against
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Abstain
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Abstain
PayPal Holdings	5/24/17	6	Report on Sustainability	Abstain
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Abstain
T-Mobile	6/13/17	5	Proxy Access	Abstain
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey GE Mutual Funds

10 out of 26 = 38.4% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	Against
Caterpillar	6/14/17	10	Amend Clawback Policy	Abstain
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	Against
Eli Lilly	5/1/17	6	Lobbying Disclosure	Against
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	Against
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Abstain
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	Against
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Abstain
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey Glenmede

13 out of 15 = 86.6% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey

GMO

9 out of 9 = 100% Top Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	
Bank of America	4/26/17	8	Report on Gender Pay Equity	
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey

Goldman Sachs Asset Management

9 out of 25 = 36% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	Against
Caterpillar	6/14/17	10	Amend Clawback Policy	Mix
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	Against
Eli Lilly	5/1/17	6	Lobbying Disclosure	Against
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	Against
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	Against
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	Against
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	Mix
Skechers U.S.A.	5/23/17	6	Board Diversity	Against
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Mix
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey Gotham Funds

10 out of 23 = 43.4% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	For
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	Against
Eli Lilly	5/1/17	6	Lobbying Disclosure	Against
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	Against
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	Against
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Mix
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey Great Lakes Advisors

21 out of 21 = 100% Top Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	For
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	For
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Great-West Funds

14 out of 21 = 66.6% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	Mix
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	For
Eli Lilly	5/1/17	6	Lobbying Disclosure	Mix
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Mix
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Mix
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	Mix
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Mix
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Green Century Funds

11 out of 11 = 100% Top Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	
Bank of America	4/26/17	8	Report on Gender Pay Equity	
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	For
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey GuideMark Funds

8 out of 27 = 29.6% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	Against
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	Against
Eli Lilly	5/1/17	6	Lobbying Disclosure	Against
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	Against
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	Against
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	Against
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	Against
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey GuideStone Funds

4 out of 10 = 40% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Mix
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	Mix
Caterpillar	6/14/17	10	Amend Clawback Policy	Mix
Charles Schwab	5/16/17	7	Proxy Access	Mix
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	Mix
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	Mix
Express Scripts	5/11/17	5	Independent Board Chair	Mix
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Mix
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Mix
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	Mix
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Mix
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	Mix
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Mix
PayPal Holdings	5/24/17	6	Report on Sustainability	Mix
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	Against
Tesla	6/6/17	5	Declassify Board	Against
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Mix
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Mix
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Harbor Funds

4 out of 13 = 30.7% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	Against
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	Against
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	Against
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	Against
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Hartford Investor Mutual Funds

6 out of 22 = 27.2% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	Against
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	Against
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	Against

2017 AFL-CIO Key Votes Survey

Hennessy Funds

1 out of 14 = 7.1% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	Against
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	Against
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	Against
Home Depot	5/18/17	5	Report on Employee Diversity	
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	Against
Johnson and Johnson	4/27/17	6	Independent Board Chair	Against
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	Against
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Mix
XPO Logistics	5/10/17	4	Report on Sustainability	Against

2017 AFL-CIO Key Votes Survey Highland Capital Management

16 out of 17 = 94.1% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	For
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	For
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Hodges

0 out of 7 = 0% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	Against
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	Against
Johnson and Johnson	4/27/17	6	Independent Board Chair	Against
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Homestead Funds

4 out of 10 = 40% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	Against
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Hotchkis & Wiley Funds

2 out of 6 = 33.3% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey IBEW-NECA Equity Index Fund

22 out of 22 = 100% Top Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	For
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	For
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	For
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Icon Funds

7 out of 12 = 58.3% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	For
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey INTECH

21 out of 26 = 80.7% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey

INTECH - Taft-Hartley Client Votes

23 out of 23 = 100%

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	For
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	For
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Integrity Asset Management

3 out of 7 = 42.8% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey ISS

24 out of 29 = 82.7% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	For
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey IVY Funds

5 out of 17 = 29.4% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	Against
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	Against
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	Against
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	Against

2017 AFL-CIO Key Votes Survey Jackson National

9 out of 21 = 42.8% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	Mix
Eli Lilly	5/1/17	6	Lobbying Disclosure	Mix
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	Against
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Mix
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	Mix
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	Mix
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Mix
XPO Logistics	5/10/17	4	Report on Sustainability	Mix

2017 AFL-CIO Key Votes Survey

James Advantage

6 out of 7 = 85.7% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	
Bank of America	4/26/17	8	Report on Gender Pay Equity	
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey

Janus Henderson

12 out of 19 = 63.1% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	Against
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Mix
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	Against
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	Against
Tesla	6/6/17	5	Declassify Board	Mix
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Mix
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Mix
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey John Hancock Funds

14 out of 20 = 70% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	For
Eli Lilly	5/1/17	6	Lobbying Disclosure	Mix
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Mix
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	Against
Home Depot	5/18/17	5	Report on Employee Diversity	Mix
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Mix
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Mix
PayPal Holdings	5/24/17	6	Report on Sustainability	Mix
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Mix
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Mix
XPO Logistics	5/10/17	4	Report on Sustainability	Mix

2017 AFL-CIO Key Votes Survey JP Morgan Chase

8 out of 29 = 27.5% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	Against
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	Against
Eli Lilly	5/1/17	6	Lobbying Disclosure	Against
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	Against
Johnson and Johnson	4/27/17	6	Independent Board Chair	Against
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	Against
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	Against
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	Against
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey

JP Morgan Chase - Taft-Hartley Client Votes

5 out of 5 = 100%

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	For
Bank of America	4/26/17	8	Report on Gender Pay Equity	
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Lattice Strategies

12 out of 22 = 54.5% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	Against
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Lazard Asset Management

16 out of 21 = 76.1% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey

Legg Mason Global Asset Management

13 out of 18 = 72.2% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	Mix
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	Mix
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	Mix
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Mix
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Mix
PayPal Holdings	5/24/17	6	Report on Sustainability	Mix
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Mix
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Mix
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	Mix

2017 AFL-CIO Key Votes Survey Liberty All-Star Funds

9 out of 12 = 75% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Mix
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey LKCM

7 out of 8 = 87.5% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Mix
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Mix
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Loomis, Sayles & Company

9 out of 18 = 50% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	For
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey Lord Abbett & Co.

6 out of 21 = 28.5% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	Against
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	Against
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	Against

2017 AFL-CIO Key Votes Survey

Lord Abbett & Co. - Taft-Hartley Client Votes

9 out of 9 = 100%

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	For
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey M.D. Sass Associates

1 out of 1 = 100% Fewer Than Five Votes

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	
Bank of America	4/26/17	8	Report on Gender Pay Equity	
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey

Macquarie Investment Management

20 out of 24 = 83.3% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Mix
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Mix
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	Against
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey Madison Funds

1 out of 11 = 9% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	Against
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	Against
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	Against
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	Against
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Mainstay Funds

22 out of 27 = 81.4% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	Mix

2017 AFL-CIO Key Votes Survey Mairs & Power

0 out of 8 = 0% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	
Bank of America	4/26/17	8	Report on Gender Pay Equity	
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	Against
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	Against
Johnson and Johnson	4/27/17	6	Independent Board Chair	Against
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Manning & Napier

2 out of 7 = 28.5% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	
Bank of America	4/26/17	8	Report on Gender Pay Equity	
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey

Marisco

0 out of 9 = 0% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	Against
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	Against
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	Against
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	Against
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	Against
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey MassMutual

8 out of 21 = 38% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Mix
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Mix
Bank of America	4/26/17	8	Report on Gender Pay Equity	Mix
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	Mix
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	Mix
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	Against
Eli Lilly	5/1/17	6	Lobbying Disclosure	Against
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	Against
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	Mix
Johnson and Johnson	4/27/17	6	Independent Board Chair	Mix
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	Mix
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey McMorgan & Company

14 out of 14 = 100% Top Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	For
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Meeder Funds

15 out of 18 = 83.3% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	For
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey Mercer

7 out of 10 = 70% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Abstain
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Mix
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	Against
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Mix
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey

MFS Investment Management

10 out of 19 = 52.6% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	Against
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	Against
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey

Morgan Stanley

16 out of 26 = 61.5% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	Against
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	Against
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey

Mutual of America

19 out of 24 = 79.1% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Nationwide Mutual Funds

11 out of 21 = 52.3% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	Mix
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	Mix
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	Mix
Express Scripts	5/11/17	5	Independent Board Chair	Against
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Mix
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	Mix
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Mix
PayPal Holdings	5/24/17	6	Report on Sustainability	Against
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	Against

2017 AFL-CIO Key Votes Survey Natixis Funds

17 out of 20 = 85% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	For
Bank of America	4/26/17	8	Report on Gender Pay Equity	Mix
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Mix
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Mix
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	For
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey

Neuberger Berman Management

9 out of 20 = 45% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Mix
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Mix
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	Against
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey New Covenant Funds

11 out of 13 = 84.6% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	For
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Northern Funds

8 out of 23 = 34.7% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	Mix
Caterpillar	6/14/17	10	Amend Clawback Policy	Mix
Charles Schwab	5/16/17	7	Proxy Access	Mix
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	Against
Eli Lilly	5/1/17	6	Lobbying Disclosure	Against
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	Against
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	Mix
Johnson and Johnson	4/27/17	6	Independent Board Chair	Against
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Mix
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey Northern Trust Company

8 out of 29 = 27.5% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	Against
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	Against
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	Against
Eli Lilly	5/1/17	6	Lobbying Disclosure	Against
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	Against
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	Against
Johnson and Johnson	4/27/17	6	Independent Board Chair	Against
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	Against
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey

Northern Trust Company - Taft-Hartley Client Votes

25 out of 25 = 100%

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	For
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	For
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	For
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey Northwestern Mutual

13 out of 19 = 68.4% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Mix
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	For
Eli Lilly	5/1/17	6	Lobbying Disclosure	Mix
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	Mix
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Mix
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	Mix
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Mix
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Mix
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Nuveen Investments

23 out of 28 = 82.1% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	For
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	Mix
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey Oak Associates Funds

7 out of 11 = 63.6% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	Against
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey OakBrook Investments

17 out of 22 = 77.2% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey OakBrook Investments - Taft-Hartley Client Votes

18 out of 18 = 100%

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	For
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	For
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	For
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Old Westbury

13 out of 17 = 76.4% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	Against
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	Against

2017 AFL-CIO Key Votes Survey Olstein

7 out of 7 = 100% Top Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	
Bank of America	4/26/17	8	Report on Gender Pay Equity	
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Oppenheimer Funds

23 out of 28 = 82.1% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Abstain
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Abstain
Bank of America	4/26/17	8	Report on Gender Pay Equity	Abstain
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	For
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Abstain
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	Abstain
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey O'Shaughnessy Funds

5 out of 10 = 50% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	Against
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	Against
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Mix
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Pacific Funds

11 out of 19 = 57.8% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	Against
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	Mix
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Mix
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Mix
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	Mix
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Mix
XPO Logistics	5/10/17	4	Report on Sustainability	Against

2017 AFL-CIO Key Votes Survey

PAX World Investments

14 out of 14 = 100% Top Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	For
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	For
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey

Pillar Pacific Capital Management

14 out of 15 = 93.3% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	For
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	For
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey PIMCO Investments

7 out of 19 = 36.8% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	Against
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	Against
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	Against
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	Against
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Pioneer Investments

5 out of 14 = 35.7% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Abstain
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Abstain
Bank of America	4/26/17	8	Report on Gender Pay Equity	Abstain
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	Abstain
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Abstain
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Abstain
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	Abstain
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Abstain
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey PNC Capital Advisors

10 out of 20 = 50% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	Against
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	Against
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Powershares (Invesco)

14 out of 29 = 48.2% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	For
Eli Lilly	5/1/17	6	Lobbying Disclosure	Against
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	Against
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	Against
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey Praxis Mutual Funds

19 out of 19 = 100% Top Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	For
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	For
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	For
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey PRIMECAP Odyssey Funds

2 out of 13 = 15.3% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	Against
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	Against
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	Against
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	Against
Tesla	6/6/17	5	Declassify Board	Against
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Principal Funds

19 out of 24 = 79.1% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	Mix
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	For
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	Mix
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	Mix
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Mix
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Mix
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey ProFunds/ProShares

24 out of 29 = 82.7% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	For
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey ProxyVote Plus

29 out of 29 = 100% Top Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	For
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	For
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	For
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	For
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey Prudential Investments

9 out of 22 = 40.9% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Mix
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	Mix
Charles Schwab	5/16/17	7	Proxy Access	Against
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	Against
Eli Lilly	5/1/17	6	Lobbying Disclosure	Against
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	Mix
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Mix
Netflix	6/6/17	10	Majority Vote Director Elections	Mix
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	Against
SL Green Realty	6/1/17	6	Target CEO Compensation	Mix
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	Against
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey Putnam Investments

4 out of 20 = 20% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	Against
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	Against
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	Against
Express Scripts	5/11/17	5	Independent Board Chair	Against
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	Against
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Quaker Funds

8 out of 14 = 57.1% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Mix
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Quantshares

13 out of 14 = 92.8% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey

R. M. Davis

18 out of 23 = 78.2% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey

RBC Global Asset Management

22 out of 25 = 88% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey

Renaissance Investment Management

5 out of 13 = 38.4% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	Against
Exxon Mobil	5/31/17	10	Lobbying Disclosure	
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	Against
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey

Renaissance Investment Management - Taft-Hartley Client Votes

4 out of 4 = 100%

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	
Bank of America	4/26/17	8	Report on Gender Pay Equity	
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Reynolds Funds

0 out of 18 = 0% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	Against
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	Against
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	Against
Johnson and Johnson	4/27/17	6	Independent Board Chair	Against
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	Against
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	Against
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	Against
Tesla	6/6/17	5	Declassify Board	Against
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey RhumbLine Advisers

24 out of 29 = 82.7% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	For
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey RhumbLine Advisers - Taft-Hartley Client Votes

29 out of 29 = 100%

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	For
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	For
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	For
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	For
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey Ridgworth Funds

3 out of 11 = 27.2% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	Against
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	Against

2017 AFL-CIO Key Votes Survey Rothschild Asset Management

19 out of 22 = 86.3% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey

Rothschild Asset Management - Taft-Hartley Client Votes

8 out of 8 = 100%

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	For
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Russell Investments

16 out of 28 = 57.1% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	For
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	Against
Eli Lilly	5/1/17	6	Lobbying Disclosure	Against
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey Rydex (Guggenheim)

24 out of 29 = 82.7% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	For
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey Salient (Forward)

2 out of 6 = 33.3% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	
Bank of America	4/26/17	8	Report on Gender Pay Equity	
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Schroders

12 out of 16 = 75% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Schwab Funds

11 out of 28 = 39.2% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	For
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	Against
Eli Lilly	5/1/17	6	Lobbying Disclosure	Against
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	Against
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	Against
Johnson and Johnson	4/27/17	6	Independent Board Chair	Against
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	Against
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	Against
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey Scout

4 out of 6 = 66.6% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Segal Marco Advisors

29 out of 29 = 100% Top Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	For
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	For
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	For
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	For
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey Segall Bryant & Hamill

11 out of 13 = 84.6% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey

Segall Bryant & Hamill - Taft-Hartley Client Votes

5 out of 5 = 100%

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	For
Bank of America	4/26/17	8	Report on Gender Pay Equity	
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey

SEI Investments

18 out of 29 = 62% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	For
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	Against
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey

Sentinel Investments

4 out of 7 = 57.1% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	
Bank of America	4/26/17	8	Report on Gender Pay Equity	
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	Against
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey

Shareholder Association for Research & Education

22 out of 22 = 100% Top Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	For
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	For
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Sierra Investment Partners

6 out of 6 = 100% Top Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	For
Bank of America	4/26/17	8	Report on Gender Pay Equity	
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Sit Mutual Funds

5 out of 7 = 71.4% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Smead Capital Management

0 out of 7 = 0% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	Against
Exxon Mobil	5/31/17	10	Lobbying Disclosure	
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	Against
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	Against
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey

Stacey Braun Associates

11 out of 11 = 100% Top Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	For
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey State Farm

6 out of 6 = 100% Top Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	For
Bank of America	4/26/17	8	Report on Gender Pay Equity	
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey State Street Global Advisors

13 out of 27 = 48.1% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	Against
Caterpillar	6/14/17	10	Amend Clawback Policy	Abstain
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	Against
Eli Lilly	5/1/17	6	Lobbying Disclosure	Mix
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	Against
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	Abstain
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	Mix
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Abstain
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey Sterling Capital Funds

5 out of 9 = 55.5% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	For
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	Against
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Steward Mutual Funds

8 out of 21 = 38% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	Against
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	Against
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	Against
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	Against
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	For
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	Against
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey SunAmerica Mutual Funds

13 out of 24 = 54.1% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Abstain
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Abstain
Bank of America	4/26/17	8	Report on Gender Pay Equity	Abstain
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	Abstain
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Abstain
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	Abstain
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Abstain
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Abstain
PayPal Holdings	5/24/17	6	Report on Sustainability	Abstain
SL Green Realty	6/1/17	6	Target CEO Compensation	Abstain
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Abstain
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey

Systematic Financial Management

6 out of 11 = 54.5% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	
Bank of America	4/26/17	8	Report on Gender Pay Equity	
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	Against
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey

Systematic Financial Management - Taft-Hartley Client Votes

8 out of 8 = 100%

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	
Bank of America	4/26/17	8	Report on Gender Pay Equity	
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	For
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	For
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey T Rowe Price

13 out of 28 = 46.4% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	For
Eli Lilly	5/1/17	6	Lobbying Disclosure	Against
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	Mix
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	Against
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey TCW

4 out of 12 = 33.3% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	For
Bank of America	4/26/17	8	Report on Gender Pay Equity	
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	Against
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	Against
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	Against
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	Against
IBM	4/25/17	7	Proxy Access	Mix
Johnson and Johnson	4/27/17	6	Independent Board Chair	
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey TD Mutual Funds

6 out of 7 = 85.7% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	
Bank of America	4/26/17	8	Report on Gender Pay Equity	
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Thornburg Investment Management

0 out of 8 = 0% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Abstain
Bank of America	4/26/17	8	Report on Gender Pay Equity	
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	Abstain
Exxon Mobil	5/31/17	10	Lobbying Disclosure	
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Abstain
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Abstain
Netflix	6/6/17	10	Majority Vote Director Elections	Against
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	Mix
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	Against
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Thrivent Mutual Funds

11 out of 25 = 44% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	Against
Eli Lilly	5/1/17	6	Lobbying Disclosure	Mix
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	Abstain
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Abstain
PayPal Holdings	5/24/17	6	Report on Sustainability	Against
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	Abstain
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Abstain
T-Mobile	6/13/17	5	Proxy Access	Mix
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Mix
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey TIAA-CREF

16 out of 29 = 55.1% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Abstain
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	Against
Eli Lilly	5/1/17	6	Lobbying Disclosure	Against
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	Against
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	Against
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	Abstain
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey Tocqueville

4 out of 8 = 50% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	Against
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey

Touchstone Investments

5 out of 9 = 55.5% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	Against
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	Against
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Transamerica Investments

4 out of 17 = 23.5% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	Against
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	Against
Eli Lilly	5/1/17	6	Lobbying Disclosure	Against
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	Mix
Express Scripts	5/11/17	5	Independent Board Chair	Mix
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Mix
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	Mix
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	Mix
Johnson and Johnson	4/27/17	6	Independent Board Chair	Mix
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Mix
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	Mix
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	Against
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	Against
Tesla	6/6/17	5	Declassify Board	Mix
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Mix
T-Mobile	6/13/17	5	Proxy Access	Against
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Mix
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey

UBS Global Asset Management

9 out of 17 = 52.9% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	Mix
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Mix
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	Mix
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Mix
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	Against
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Mix
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Ultimus Fund Solutions

7 out of 11 = 63.6% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Mix
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	Mix
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Mix
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	Mix
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Mix
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey

US Bancorp Fund Services

7 out of 11 = 63.6% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Mix
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Mix
Bank of America	4/26/17	8	Report on Gender Pay Equity	Mix
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	Mix
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	Mix
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Mix
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	Mix
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	Mix
Johnson and Johnson	4/27/17	6	Independent Board Chair	Mix
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Mix
Netflix	6/6/17	10	Majority Vote Director Elections	Mix
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	Against
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Mix
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Mix
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Mix
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey US Capital Advisors

2 out of 6 = 33.3% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	Against
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	Mix
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey USAA Mutual Funds

21 out of 28 = 75% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	Against
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	Mix
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	Against

2017 AFL-CIO Key Votes Survey VALIC Mutual Funds

15 out of 26 = 57.6% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Abstain
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Abstain
Bank of America	4/26/17	8	Report on Gender Pay Equity	Abstain
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	For
Eli Lilly	5/1/17	6	Lobbying Disclosure	Abstain
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Abstain
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	Abstain
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Abstain
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Abstain
PayPal Holdings	5/24/17	6	Report on Sustainability	Mix
SL Green Realty	6/1/17	6	Target CEO Compensation	Abstain
Skechers U.S.A.	5/23/17	6	Board Diversity	Abstain
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Mix
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	Abstain

2017 AFL-CIO Key Votes Survey Value Line

7 out of 10 = 70% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	For
Bank of America	4/26/17	8	Report on Gender Pay Equity	For
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	Against
Exxon Mobil	5/31/17	10	Lobbying Disclosure	
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey Vaneck

8 out of 14 = 57.1% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	For
Bank of America	4/26/17	8	Report on Gender Pay Equity	
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Vanguard Group

10 out of 29 = 34.4% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	Against
Eli Lilly	5/1/17	6	Lobbying Disclosure	Against
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	Against
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	Against
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	Against
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	Against

2017 AFL-CIO Key Votes Survey Victory Funds

19 out of 24 = 79.1% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey

Virtus

19 out of 23 = 82.6% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	Mix
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey Voya Family of Funds

9 out of 29 = 31% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	Against
Eli Lilly	5/1/17	6	Lobbying Disclosure	Against
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	Against
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	Against
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	Against
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	Against
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	Against

2017 AFL-CIO Key Votes Survey

Voya Investment Management

18 out of 23 = 78.2% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey

Waddell & Reed Financial Advisors

3 out of 8 = 37.5% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	Against
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Wasatch Funds

1 out of 8 = 12.5% Bottom Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	Against
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	Against
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	Against
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Wells Fargo Funds Management

22 out of 29 = 75.8% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	For
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Against
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey

William Blair Investment Management

21 out of 26 = 80.7% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	Not Held
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	Not Held
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	Not Held
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	For

2017 AFL-CIO Key Votes Survey Wilmington Funds

21 out of 26 = 80.7% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	For
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	For
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	For
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	For
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	For
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey Wilshire

14 out of 23 = 60.8% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	For
Amazon.com	5/23/17	6	Report on Criminal Background Checks	For
Bank of America	4/26/17	8	Report on Gender Pay Equity	Mix
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	For
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	Mix
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey

Winslow Capital Management

5 out of 6 = 83.3% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	
Caterpillar	6/14/17	10	Amend Clawback Policy	
Charles Schwab	5/16/17	7	Proxy Access	
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	
Express Scripts	5/11/17	5	Independent Board Chair	
Exxon Mobil	5/31/17	10	Lobbying Disclosure	
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	
Home Depot	5/18/17	5	Report on Employee Diversity	For
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	
IBM	4/25/17	7	Proxy Access	
Johnson and Johnson	4/27/17	6	Independent Board Chair	
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	For
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	
Netflix	6/6/17	10	Majority Vote Director Elections	
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	
Skechers U.S.A.	5/23/17	6	Board Diversity	
Tesla	6/6/17	5	Declassify Board	
The Travelers Companies	5/18/17	8	Report on Employee Diversity	
T-Mobile	6/13/17	5	Proxy Access	
Wal-Mart Stores	6/2/17	5	Independent Board Chair	
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	

2017 AFL-CIO Key Votes Survey

WisdomTree Funds

14 out of 27 = 51.8% Middle Tier

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

Company	Meeting	Item #	Proposal Subject	Vote Cast
Aetna	5/19/17	6B	Report on Gender Pay Equity	Against
Amazon.com	5/23/17	6	Report on Criminal Background Checks	Against
Bank of America	4/26/17	8	Report on Gender Pay Equity	Against
Bed Bath and Beyond	7/1/16	6	Vote on Golden Parachutes	For
Caterpillar	6/14/17	10	Amend Clawback Policy	Against
Charles Schwab	5/16/17	7	Proxy Access	For
Community Health Systems	5/16/17	5	Limit Accelerated Vesting	
Eli Lilly	5/1/17	6	Lobbying Disclosure	For
Equity Residential	6/15/17	5	Amend Bylaws by Majority Vote	For
Express Scripts	5/11/17	5	Independent Board Chair	Against
Exxon Mobil	5/31/17	10	Lobbying Disclosure	Against
Gaming and Leisure Properties	6/15/17	5	Majority Vote Director Elections	For
Home Depot	5/18/17	5	Report on Employee Diversity	Against
Hospitality Properties Trust	6/15/17	5	Opt Out of MD's Unsolicited Takeover Act	For
IBM	4/25/17	7	Proxy Access	For
Johnson and Johnson	4/27/17	6	Independent Board Chair	For
JPMorgan Chase	5/16/17	6	Government Service Golden Parachutes	Against
Mondelez International	5/17/17	6	Report on Impact of Plant Closures	Against
Netflix	6/6/17	10	Majority Vote Director Elections	For
Newmont Mining	4/20/17	5	Human Rights Risk Assessment Process	Against
PayPal Holdings	5/24/17	6	Report on Sustainability	For
SL Green Realty	6/1/17	6	Target CEO Compensation	Against
Skechers U.S.A.	5/23/17	6	Board Diversity	For
Tesla	6/6/17	5	Declassify Board	For
The Travelers Companies	5/18/17	8	Report on Employee Diversity	Against
T-Mobile	6/13/17	5	Proxy Access	For
Wal-Mart Stores	6/2/17	5	Independent Board Chair	Against
Wells Fargo	4/25/17	5	Report on Retail Banking Sales Practices	For
XPO Logistics	5/10/17	4	Report on Sustainability	