

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

3M Company

Meeting Date: 05/09/2017

Country: USA

Primary Security ID: 88579Y101

Record Date: 03/14/2017

Meeting Type: Annual

Primary CUSIP: 88579Y101

Shares Voted: 359

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Sondra L. Barbour <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Thomas "Tony" K. Brown	For
1c	Elect Director Vance D. Coffman	For
1d	Elect Director David B. Dillon	For
1e	Elect Director Michael L. Eskew	For
1f	Elect Director Herbert L. Henkel	For
1g	Elect Director Muhtar Kent	For
1h	Elect Director Edward M. Liddy	For
1i	Elect Director Gregory R. Page	For
1j	Elect Director Inge G. Thulin	For
1k	Elect Director Patricia A. Woertz	For
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

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Institution Account(s): AFL-CIO Reserve Fund

3M Company

Proposal Number	Proposal Text	Vote Instruction
5	Adopt Holy Land Principles <i>Voter Rationale: This shareholder proposal requests the Company adopt the Holy Land Principles (HLP) that are directed towards its operations in Israel and the Palestinian Territories. The HLP is a code of conduct for U.S. companies operating in those two locations and its eight principles attempt to ensure non-discriminatory practices. Recruitment of underrepresented employee groups and developing training programs for minority workers are among the principles contained in the HLP. Ensuring fair and equal treatment of workers strengthens the Company's ability to operate in a contentious environment. Therefore, a vote is cast in favor.</i>	For

Abbott Laboratories

Meeting Date: 04/28/2017 **Country:** USA **Primary Security ID:** 002824100
Record Date: 03/01/2017 **Meeting Type:** Annual

Primary CUSIP: 002824100

Shares Voted: 1,022

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Robert J. Alpern <i>Voter Rationale: <p>In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</p></i>	For
1.2	Elect Director Roxanne S. Austin	For
1.3	Elect Director Sally E. Blount	For
1.4	Elect Director Edward M. Liddy	For
1.5	Elect Director Nancy McKinstry	For
1.6	Elect Director Phebe N. Novakovic	For
1.7	Elect Director William A. Osborn	For
1.8	Elect Director Samuel C. Scott, III	For
1.9	Elect Director Daniel J. Starks	For
1.10	Elect Director Glenn F. Tilton	For
1.11	Elect Director Miles D. White	For
2	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: <p>This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</p></i>	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Abbott Laboratories

Proposal Number	Proposal Text	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: <p>This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</p></i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: <p>This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</p></i>	One Year
5	Approve Omnibus Stock Plan <i>Voter Rationale: <p>A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 12.72% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</p></i>	Against
6	Amend Nonqualified Employee Stock Purchase Plan <i>Voter Rationale: <p>This proposal adds shares to an employee stock ownership plan, which gives an equity stake in the company to all fulltime and many part-time workers, thus encouraging quality work. That is in the best interests of shareholders. A vote is cast in favor.</p></i>	For
7	Require Independent Board Chairman <i>Voter Rationale: <p>This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</p></i>	For

AbbVie Inc.

Meeting Date: 05/05/2017

Country: USA

Primary Security ID: 00287Y109

Record Date: 03/08/2017

Meeting Type: Annual

Primary CUSIP: 00287Y109

Shares Voted: 964

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

AbbVie Inc.

Proposal Number	Proposal Text	Vote Instruction
1.3	Elect Director Melody B. Meyer	For
1.4	Elect Director Frederick H. Waddell	For
2	Ratify Ernst & Young LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	Declassify the Board of Directors	For
	<i>Voter Rationale: This proposal declassifies the board, which means that all directors would be elected annually instead of different classes being elected for staggered terms. This enhances the accountability of directors. A vote is cast in favor.</i>	
5	Report on Lobbying Payments and Policy	For
	<i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the company and provide useful information to shareholders. A vote is cast in favor.</i>	
6	Require Independent Board Chairman	For
	<i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</i>	

Accenture plc

Meeting Date: 02/10/2017

Country: Ireland

Primary Security ID: G1151C101

Record Date: 12/12/2016

Meeting Type: Annual

Primary CUSIP: G1151C101

Shares Voted: 367

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Accenture plc

Proposal Number	Proposal Text	Vote Instruction
1c	Elect Director Herbert Hainer	For
1d	Elect Director William L. Kimsey	For
1e	Elect Director Marjorie Magner	For
1f	Elect Director Nancy McKinstry	For
1g	Elect Director Pierre Nanterme	For
1h	Elect Director Gilles C. Pelisson	For
1i	Elect Director Paula A. Price	For
1j	Elect Director Arun Sarin	For
1k	Elect Director Frank K. Tang	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
5	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	For
	<i>Voter Rationale: This seeks to issue securities with preemptive rights (i.e., first refusal of pro-rata share). The number of shares involved are not excessive. A vote is cast in favor.</i>	
6	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For
	<i>Voter Rationale: This seeks to issue securities without preemptive rights (i.e., first refusal of pro-rata share). The shares involved are not excessive. A yes vote is cast.</i>	
7	Determine the Price Range at which Accenture Plc can Re-issue Shares that it Acquires as Treasury Stock	For
	<i>Voter Rationale: This is a procedural item. A vote is cast in favor.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Activision Blizzard, Inc.

Meeting Date: 06/01/2017

Country: USA

Primary Security ID: 00507V109

Record Date: 04/07/2017

Meeting Type: Annual

Primary CUSIP: 00507V109

Shares Voted: 412

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Robert Corti <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Hendrik Hartong, III	For
1.3	Elect Director Brian G. Kelly	For
1.4	Elect Director Robert A. Kotick	For
1.5	Elect Director Barry Meyer	For
1.6	Elect Director Robert Morgado	For
1.7	Elect Director Peter Nolan	For
1.8	Elect Director Casey Wasserman	For
1.9	Elect Director Elaine Wynn	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against

Acuity Brands, Inc.

Meeting Date: 01/06/2017

Country: USA

Primary Security ID: 00508Y102

Record Date: 11/11/2016

Meeting Type: Annual

Primary CUSIP: 00508Y102

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Acuity Brands, Inc.

Shares Voted: 26

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director W. Patrick Battle	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Gordon D. Harnett	For
1.3	Elect Director Robert F. McCullough	For
1.4	Elect Director Dominic J. Pileggi	For
2	Ratify Ernst & Young LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	Declassify the Board of Directors	For
	<i>Voter Rationale: This proposal declassifies the board, which means that all directors would be elected annually instead of different classes being elected for staggered terms. This enhances the accountability of directors. A vote is cast in favor.</i>	
5	Approve Dividend Increase	Against
	<i>Voter Rationale: This shareholder proposal requests the Board to approve a dividend increase that corresponds to the company's success and that will not jeopardize future capital investment returns or acquisition opportunities. Per the proponent - the four-year average compound growth rate for NEO compensation exceeded 20% and the CAGR for dividends is 0.2%; the company's payout ratio declined from 21.4% in FY 2011 to 10.2% in FY 2015; and the officers of the company have done a great job in creating value and deserve to be compensated accordingly but, shareholders are entitled to participate in the company's success without having to sell their stock. The total shareholder return for the company during the past five years was 43.75% versus 12.79 for its peer group and its CEO's total compensation last year was \$15.9 million and that compares to the peer group median of \$6.0 million. The company's quarterly dividend of \$0.13 has remained unchanged since 2008 however, it has returned \$535.0 million to shareholders from 2007 through 2016 in the form of dividends and buybacks - a large percentage of that amount is due to share buybacks authorized in 2007 and 2010. There have been no buybacks since its most recent buyback authorization in 2011. One equity analyst said the company has been in a rapid growth mode in recent years due to acquisitions. The company's board appears to competent in allocating capital to obtain greater shareholder value and a change in that allocation as recommended by the proponent is not in the best interest of shareholders. Therefore, a vote is cast against the proposal.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Adobe Systems Incorporated

Meeting Date: 04/12/2017

Country: USA

Primary Security ID: 00724F101

Record Date: 02/14/2017

Meeting Type: Annual

Primary CUSIP: 00724F101

Shares Voted: 295

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Amy Banse <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Edward Barnholt	For
1c	Elect Director Robert Burgess	For
1d	Elect Director Frank Calderoni	For
1e	Elect Director James Daley	For
1f	Elect Director Laura Desmond	For
1g	Elect Director Charles Geschke	For
1h	Elect Director Shantanu Narayen	For
1i	Elect Director Daniel Rosensweig	For
1j	Elect Director John Warnock	For
2	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 13.25% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
3	Ratify KPMG LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
4	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
5	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Advance Auto Parts, Inc.

Meeting Date: 05/17/2017

Country: USA

Primary Security ID: 00751Y106

Record Date: 03/20/2017

Meeting Type: Annual

Primary CUSIP: 00751Y106

Shares Voted: 44

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director John F. Bergstrom <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director John C. Brouillard	For
1.3	Elect Director Brad W. Buss	For
1.4	Elect Director Fiona P. Dias	For
1.5	Elect Director John F. Ferraro	For
1.6	Elect Director Thomas R. Greco	For
1.7	Elect Director Adriana Karaboutis	For
1.8	Elect Director Eugene I. Lee, Jr.	For
1.9	Elect Director William S. Oglesby	For
1.10	Elect Director Reuben E. Slone	For
1.11	Elect Director Jeffrey C. Smith	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Amend Executive Incentive Bonus Plan <i>Voter Rationale: This proposal asks shareholders to approve or amend the Company's annual incentive bonus plan for senior executive officers. Section 162(m) of the Internal Revenue Code requires that shareholders reapprove the plan every five years. A vote is cast against this proposal because the plan does not disclose specific performance goals upon which awards are based.</i>	Against
5	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

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Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Advance Auto Parts, Inc.

Proposal Number	Proposal Text	Vote Instruction
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
<i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so . A vote is cast for the proposal.</i>		

Aetna Inc.

Meeting Date: 05/19/2017 **Country:** USA **Primary Security ID:** 00817Y108
Record Date: 03/17/2017 **Meeting Type:** Annual

Primary CUSIP: 00817Y108

Shares Voted: 208

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Fernando Aguirre	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1b	Elect Director Mark T. Bertolini	For
1c	Elect Director Frank M. Clark	For
1d	Elect Director Betsy Z. Cohen	For
1e	Elect Director Molly J. Coye	For
1f	Elect Director Roger N. Farah	For
1g	Elect Director Jeffrey E. Garten	For
1h	Elect Director Ellen M. Hancock	For
1i	Elect Director Richard J. Harrington	For
1j	Elect Director Edward J. Ludwig	For
1k	Elect Director Joseph P. Newhouse	For
1l	Elect Director Olympia J. Snowe	For
2	Ratify KPMG LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Aetna Inc.

Proposal Number	Proposal Text	Vote Instruction
3	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 6.09% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
4	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
5	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
6A	Report on Lobbying Payments and Policy <i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	For
6B	Report on Gender Pay Gap <i>Voter Rationale: This shareholder proposal asks the board to provide a report to reduce the gender pay gap at the company. It appears the company has initiatives to create a more gender balanced organization and is committed to compensating its employees fairly regardless of gender. The report requested by the proponent would help validate that claim, a vote is cast in favor.</i>	For

Affiliated Managers Group, Inc.

Meeting Date: 06/13/2017

Country: USA

Primary Security ID: 008252108

Record Date: 04/17/2017

Meeting Type: Annual

Primary CUSIP: 008252108

Shares Voted: 34

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Affiliated Managers Group, Inc.

Proposal Number	Proposal Text	Vote Instruction
1c	Elect Director Glenn Earle	For
1d	Elect Director Niall Ferguson	For
1e	Elect Director Sean M. Healey	For
1f	Elect Director Tracy P. Palandjian	For
1g	Elect Director Patrick T. Ryan	For
1h	Elect Director Jide J. Zeitlin	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
3	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		
4	Provide Directors May Be Removed With or Without Cause	For
<i>Voter Rationale: This proposal makes various good housekeeping amendments to the company's articles. A vote is cast in favor.</i>		
5	Ratify PricewaterhouseCoopers LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		

Aflac Incorporated

Meeting Date: 05/01/2017

Country: USA

Primary Security ID: 001055102

Record Date: 02/22/2017

Meeting Type: Annual

Primary CUSIP: 001055102

Shares Voted: 242

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Aflac Incorporated

Proposal Number	Proposal Text	Vote Instruction
1b	Elect Director Paul S. Amos, II	For
1c	Elect Director W. Paul Bowers	For
1d	Elect Director Kriss Cloninger, III	For
1e	Elect Director Toshihiko Fukuzawa	For
1f	Elect Director Elizabeth J. Hudson	For
1g	Elect Director Douglas W. Johnson	For
1h	Elect Director Robert B. Johnson	For
1i	Elect Director Thomas J. Kenny	For
1j	Elect Director Charles B. Knapp	For
1k	Elect Director Karole F. Lloyd	For
1l	Elect Director Joseph L. Moskowitz	For
1m	Elect Director Barbara K. Rimer	For
1n	Elect Director Melvin T. Stith	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Ratify KPMG LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
5	Amend Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 7.35% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	
6	Amend Executive Incentive Bonus Plan	Against
	<i>Voter Rationale: This proposal asks shareholders to approve or amend the Company's annual incentive bonus plan for senior executive officers. Section 162(m) of the Internal Revenue Code requires that shareholders reapprove the plan every five years. A vote is cast against this proposal because the plan does not disclose specific performance goals upon which awards are based.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Agilent Technologies, Inc.

Meeting Date: 03/15/2017

Country: USA

Primary Security ID: 00846U101

Record Date: 01/17/2017

Meeting Type: Annual

Primary CUSIP: 00846U101

Shares Voted: 192

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Heidi Kunz <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Sue H. Rataj	For
1.3	Elect Director George A. Scangos	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

Air Products and Chemicals, Inc.

Meeting Date: 01/26/2017

Country: USA

Primary Security ID: 009158106

Record Date: 11/30/2016

Meeting Type: Annual

Primary CUSIP: 009158106

Shares Voted: 128

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Susan K. Carter	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Air Products and Chemicals, Inc.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Charles I. Cogut	For
1c	Elect Director Seifollah (Seifi) Ghasemi	For
1d	Elect Director Chadwick C. Deaton	For
1e	Elect Director David H. Y. Ho	For
1f	Elect Director Margaret G. McGlynn	For
1g	Elect Director Edward L. Monser	For
1h	Elect Director Matthew H. Paul	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has outperformed its peer companies and for compensation it has undercompensated its executive officers. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures are excessive - golden parachutes and gross ups are provided and are not in the best interests of shareholders. Therefore, a vote is cast against this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Ratify KPMG LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	

Akamai Technologies, Inc.

Meeting Date: 05/17/2017

Country: USA

Primary Security ID: 00971T101

Record Date: 03/22/2017

Meeting Type: Annual

Primary CUSIP: 00971T101

Shares Voted: 103

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Monte Ford	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Akamai Technologies, Inc.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Frederic Salerno	For
1.3	Elect Director Bernardus Verwaayen	For
2	Amend Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 11.16% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Ratify PricewaterhouseCoopers LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	

Alaska Air Group, Inc.

Meeting Date: 05/04/2017

Country: USA

Primary Security ID: 011659109

Record Date: 03/10/2017

Meeting Type: Annual

Primary CUSIP: 011659109

Shares Voted: 73

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Alaska Air Group, Inc.

Proposal Number	Proposal Text	Vote Instruction
1b	Elect Director Marion C. Blakey	For
1c	Elect Director Phyllis J. Campbell	For
1d	Elect Director Dhiren R. Fonseca	For
1e	Elect Director Jessie J. Knight, Jr.	For
1f	Elect Director Dennis F. Madsen	For
1g	Elect Director Helvi K. Sandvik	For
1h	Elect Director J. Kenneth Thompson	For
1i	Elect Director Bradley D. Tilden	For
1j	Elect Director Eric K. Yeaman	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: <p>This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</p></i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: <p>This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</p></i>	
4	Increase Authorized Common Stock	Against
	<i>Voter Rationale: <p>The company seeks to increase the number of common shares authorized. The amount requested is in excess of 50% of the amount currently available. Therefore, a vote against is cast.</p></i>	
5	Ratify KPMG LLP as Auditors	For
	<i>Voter Rationale: <p>The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</p></i>	
6	Amend Proxy Access Right	For
	<i>Voter Rationale: <p>Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</p></i>	

Albemarle Corporation

Meeting Date: 05/12/2017

Country: USA

Primary Security ID: 012653101

Record Date: 03/13/2017

Meeting Type: Annual

Primary CUSIP: 012653101

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Albemarle Corporation

Shares Voted: 67

Proposal Number	Proposal Text	Vote Instruction
1	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
2	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
3.1	Elect Director Jim W. Nokes <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
3.2	Elect Director William H. Hernandez	For
3.3	Elect Director Luther C. Kissam, IV	For
3.4	Elect Director Douglas L. Maine	For
3.5	Elect Director J. Kent Masters	For
3.6	Elect Director James J. O'Brien	For
3.7	Elect Director Barry W. Perry	For
3.8	Elect Director Gerald A. Steiner	For
3.9	Elect Director Harriett Tee Taggart	For
3.10	Elect Director Alejandro Wolff	For
4	Approve Omnibus Stock Plan <i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 6.44% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	Against
5	Adopt Majority Voting for Uncontested Election of Directors <i>Voter Rationale: This management proposal seeks to amend its corporate documents to provide nominees for the Board must receive the vote of a majority of shares cast at an annual meeting of shareholders in order to be elected. Requiring a majority vote for election/re-election would give real teeth to the vote no campaigns that are now just symbolic protest votes waged against incumbent directors who shareholders feel are not responsive. A vote is cast in favor.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Albemarle Corporation

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

Alexandria Real Estate Equities, Inc.

Meeting Date: 05/09/2017 Country: USA Primary Security ID: 015271109
Record Date: 03/31/2017 Meeting Type: Annual

Primary CUSIP: 015271109

Shares Voted: 53

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Joel S. Marcus	Withhold
<i>Voter Rationale: A vote is cast against all nominees because the company maintains a charter which prohibits or restricts shareholders' ability to amend the bylaws.</i>		
1.2	Elect Director Steven R. Hash	Withhold
1.3	Elect Director John L. Atkins, III	Withhold
1.4	Elect Director James P. Cain	Withhold
1.5	Elect Director Maria C. Freire	Withhold
1.6	Elect Director Richard H. Klein	Withhold
1.7	Elect Director James H. Richardson	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
3	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		
4	Increase Authorized Common Stock	Against
<i>Voter Rationale: The company seeks to increase the number of common shares authorized. The company cites no specific reason for the increase and the amount requested is in excess of 50% of the amount currently available. For those reasons, a vote against is cast.</i>		

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Alexandria Real Estate Equities, Inc.

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

Alexion Pharmaceuticals, Inc.

Meeting Date: 05/10/2017	Country: USA	Primary Security ID: 015351109
Record Date: 03/14/2017	Meeting Type: Annual	
Primary CUSIP: 015351109		
Shares Voted: 133		

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Felix J. Baker	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are nominees who serve on an excessive number of other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is withheld from such nominees. A vote is cast for all other nominees because there is a two-thirds majority of independent outsiders on the board.</i>		
1.2	Elect Director David R. Brennan	For
1.3	Elect Director M. Michele Burns	Against
1.4	Elect Director Christopher J. Coughlin	For
1.5	Elect Director Ludwig N. Hantson	For
1.6	Elect Director John T. Mollen	For
1.7	Elect Director R. Douglas Norby	For
1.8	Elect Director Alvin S. Parven	For
1.9	Elect Director Andreas Rummelt	For
1.10	Elect Director Ann M. Veneman	For
2	Approve Omnibus Stock Plan	Against
<i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 12.55% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>		

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Alexion Pharmaceuticals, Inc.

Proposal Number	Proposal Text	Vote Instruction
3	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
5	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
6	Provide For Confidential Running Vote Tallies On Executive Pay Matters <i>Voter Rationale: This proposal seeks approval of the Company adopting a policy that would restrict the Company and Board access to the running voting tallies on executive pay matters. Management would continue to have access to shareholder comments on the ballot. The proponent argues that confidential voting would prevent management from embellishing the vote for their own agenda. In most U.S. companies, the results of the vote tallies determine whether or not a Company goes forth with shareholder solicitation. By preventing access to the vote tally results however, could inadvertently lead to excessive solicitation, which can be very costly. Viewing of vote tallies is a routine practice. The proponent has not presented a compelling case for change. A vote is cast against this proposal.</i>	Against

Alimentation Couche-Tard Inc.

Meeting Date: 09/19/2017

Country: Canada

Primary Security ID: 01626P403

Record Date: 07/24/2017

Meeting Type: Annual

Primary CUSIP: 01626P403

Shares Voted: 135

Proposal Number	Proposal Text	Vote Instruction
1.1	Meeting for Class A Multiple Voting and Class B Subordinate Voting Shareholders Elect Director Alain Bouchard <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is not a two-thirds majority here and some incumbent nominees failed to attend 75% of their meetings without a valid excuse. A vote to withhold on those nominees who are not independent and those nominees with poor attendance record and for all other nominees.</i>	Withhold
1.2	Elect Director Nathalie Bourque	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Alimentation Couche-Tard Inc.

Proposal Number	Proposal Text	Vote Instruction
1.3	Elect Director Eric Boyko	For
1.4	Elect Director Jacques D'Amours	Withhold
1.5	Elect Director Jean Elie	For
1.6	Elect Director Richard Fortin	Withhold
1.7	Elect Director Brian Hannasch	Withhold
1.8	Elect Director Melanie Kau	For
1.9	Elect Director Monique F. Leroux	For
1.10	Elect Director Real Plourde	Withhold
1.11	Elect Director Daniel Rabinowicz	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Withhold
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason a vote is cast to withhold.</i>		
Shareholder Proposals		
3	SP 1: Adopt Policy as well as Objectives with Respect to the Representation of Women on the Board and in Management Positions	For
<i>Voter Rationale: This proposal asks shareholders to adopt a policy as well as objectives to increase female representation on its senior management team. The company does not provide any detailed information on specific objectives focused on increasing board diversity, nor has a gender diversity policy been adopted by the board therefore; a vote is cast in favor.</i>		
4	SP 2: Advisory Vote to Ratify The Five Highest Paid Executive Officers' Compensation	For
<i>Voter Rationale: This shareholder proposal asks the Board of Directors adopt a policy stipulating that executive compensation policy for their five highest paid executives be subject to an advisory vote by the shareholders. An advisory vote on executive compensation is a relatively inexpensive way for the company to establish a communication channel with its shareholders and achieve a higher governance standard. A vote is cast in favor of the proposal.</i>		
5	SP 3: Separate Disclosure of Voting Results by Class of Shares	For
<i>Voter Rationale: This shareholder proposal asks the company to disclose the voting results separately for each class of stock – those shares having one voting right and those entitled to multiple voting rights. According to the proponent, their experience in recent years demonstrates holders of the two types of shares may not share the same concerns and the disclosure promoted by this proposal would ensure that the voices of minority shareholders have been heard. The disclosure requested by the proponent would not be burdensome request for the company to implement. A vote is cast in favor.</i>		

Allegion plc

Meeting Date: 06/07/2017

Country: Ireland

Primary Security ID: G0176J109

Record Date: 04/10/2017

Meeting Type: Annual

Primary CUSIP: N/A

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Allegion plc

Shares Voted: 57

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Michael J. Chesser	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Carla Cico	For
1c	Elect Director Kirk S. Hachigian	For
1d	Elect Director David D. Petratis	For
1e	Elect Director Dean I. Schaffer	For
1f	Elect Director Martin E. Welch, III	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
3	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	

Allergan plc

Meeting Date: 05/04/2017

Country: Ireland

Primary Security ID: G01773108

Record Date: 03/08/2017

Meeting Type: Annual

Primary CUSIP: 942683103

Shares Voted: 223

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Allergan plc

Proposal Number	Proposal Text	Vote Instruction
1c	Elect Director James H. Bloem	For
1d	Elect Director Christopher W. Bodine	For
1e	Elect Director Adriane M. Brown	For
1f	Elect Director Christopher J. Coughlin	For
1g	Elect Director Catherine M. Klema	For
1h	Elect Director Peter J. McDonnell	For
1i	Elect Director Patrick J. O'Sullivan	For
1j	Elect Director Brenton L. Saunders	For
1k	Elect Director Ronald R. Taylor	For
1l	Elect Director Fred G. Weiss	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Ratify PricewaterhouseCoopers LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
5	Amend Executive Incentive Bonus Plan	Against
	<i>Voter Rationale: This proposal asks shareholders to approve or amend the Company's annual incentive bonus plan for senior executive officers. Section 162(m) of the Internal Revenue Code requires that shareholders reapprove the plan every five years. A vote is cast against this proposal because the plan does not disclose specific performance goals upon which awards are based.</i>	
6	Require Independent Board Chairman	For
	<i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</i>	

Alliance Data Systems Corporation

Meeting Date: 06/07/2017

Country: USA

Primary Security ID: 018581108

Record Date: 04/07/2017

Meeting Type: Annual

Primary CUSIP: 018581108

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Alliance Data Systems Corporation

Shares Voted: 33

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Bruce K. Anderson <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Roger H. Ballou	For
1.3	Elect Director Kelly J. Barlow	For
1.4	Elect Director D. Keith Cobb	For
1.5	Elect Director E. Linn Draper, Jr.	For
1.6	Elect Director Edward J. Heffernan	For
1.7	Elect Director Kenneth R. Jensen	For
1.8	Elect Director Robert A. Minicucci	For
1.9	Elect Director Timothy J. Theriault	For
1.10	Elect Director Laurie A. Tucker	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

Alliance One International, Inc.

Meeting Date: 08/10/2017

Country: USA

Primary Security ID: 018772301

Record Date: 06/16/2017

Meeting Type: Annual

Primary CUSIP: 018772301

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Alliance One International, Inc.

Shares Voted: 205

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director C. Richard Green, Jr. <i>Voter Rationale: This company has underperformed its peer group for the past five years. Given that performance, a vote is cast against all nominees to the board.</i>	Withhold
1.2	Elect Director Nigel G. Howard	Withhold
1.3	Elect Director J. Pieter Sikkel	Withhold
2	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal. This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Report on Benefits and Drawbacks in Mediation on Specific Instances on Alleged Human Rights Violations <i>Voter Rationale: This shareholder proposal requests that the board provide a report on the benefits and drawbacks of the Company's participation in mediation of alleged human rights violations involving the Company's operations if mediation is offered by a governmental National Contact Point for the Organization for Economic Cooperation and Development Guidelines for Multinational Enterprises (OECD). The OECD mediation process is designed to create an environment for cooperative problem solving whereby the parties responsible for arriving at their own solution. The company is a leaf tobacco merchant. The proponent believes the company needs to correct human rights violations in its operations as well as in its supply chain – such as the use of child labor. The report would help shareholders understand the benefits/drawbacks of entering into OECD mediation in the event that it is offered. Therefore; a vote is cast in favor of the proposal.</i>	For

Alliant Energy Corporation

Meeting Date: 05/23/2017

Country: USA

Primary Security ID: 018802108

Record Date: 03/29/2017

Meeting Type: Annual

Primary CUSIP: 018802108

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Alliant Energy Corporation

Shares Voted: 136

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Patrick E. Allen	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Patricia L. Kampling	For
1.3	Elect Director Singleton B. McAllister	For
1.4	Elect Director Susan D. Whiting	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Ratify Deloitte & Touche LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
5	Report on Lobbying Payments and Political Contributions	For
	<i>Voter Rationale: This proposal requests the company provide a report, updated semiannually, on its direct and indirect political contributions and trade association expenditures made with corporate funds. Some, but not all, of this information is available in public filings but they are scattered throughout different states and are not readily and easily available in total to shareholders. A vote is cast for this proposal because it would provide useful and more comprehensive information regarding the Company's political contributions.</i>	

Alphabet Inc.

Meeting Date: 06/07/2017

Country: USA

Primary Security ID: 02079K305

Record Date: 04/19/2017

Meeting Type: Annual

Primary CUSIP: 02079K305

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Alphabet Inc.

Shares Voted: 177

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Larry Page	Withhold
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are nominees who serve on an excessive number of other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is withheld from such nominees. A vote is cast for other outsider nominees and against insiders since there is not a two-thirds majority of independent outsiders on the board.</i>	
1.2	Elect Director Sergey Brin	Withhold
1.3	Elect Director Eric E. Schmidt	Withhold
1.4	Elect Director L. John Doerr	For
1.5	Elect Director Roger W. Ferguson, Jr.	For
1.6	Elect Director Diane B. Greene	Withhold
1.7	Elect Director John L. Hennessy	Withhold
1.8	Elect Director Ann Mather	Withhold
1.9	Elect Director Alan R. Mulally	For
1.10	Elect Director Paul S. Otellini	For
1.11	Elect Director K. Ram Shriram	Withhold
1.12	Elect Director Shirley M. Tilghman	For
2	Ratify Ernst & Young LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Amend Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 10.65% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	
4	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
5	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Alphabet Inc.

Proposal Number	Proposal Text	Vote Instruction
6	Approve Recapitalization Plan for all Stock to Have One-vote per Share <i>Voter Rationale: This proposal seeks approval for the Company to recapitalize to give each share the same voting right. That is in shareholders' best interest. A vote is cast in favor.</i>	For
7	Report on Lobbying Payments and Policy <i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	For
8	Report on Political Contributions <i>Voter Rationale: This proposal requests the company provide a report, updated semiannually, on its direct and indirect political contributions and trade association expenditures made with corporate funds. Some, but not all, of this information is available in public filings but they are scattered throughout different states and are not readily and easily available in total to shareholders. A vote is cast for this proposal because it would provide useful and more comprehensive information regarding the Company's political contributions.</i>	For
9	Report on Gender Pay Gap <i>Voter Rationale: This shareholder proposal asks the board to provide a report to reduce the gender pay gap at the company. It appears the company has initiatives to create a more gender balanced organization and is committed to compensating its employees fairly regardless of gender. The report requested by the proponent would help validate that claim, a vote is cast in favor.</i>	For
10	Report on Charitable Contributions <i>Voter Rationale: This shareholder proposal asks the Company to provide a report which discloses its policies and procedures for charitable contributions made with corporate assets, contributions made, the business rationale for each contribution, the personnel participating in the decision to contribute and the actual or estimated benefits to the Company as a result of the contribution. Unlike corporate political contributions, which are difficult to determine, the information sought here is already available to shareholders. However, a charitable gift, by definition is made as a goodwill gesture and not with the intent of receiving some measurable quid pro quo benefit in return. Therefore, a vote is cast against this proposal.</i>	Against
11	Adopt Holy Land Principles <i>Voter Rationale: This shareholder proposal requests the Company adopt the Holy Land Principles (HLP) that are directed towards its operations in Israel and the Palestinian Territories. The HLP is a code of conduct for U.S. companies operating in those two locations and its eight principles attempt to ensure non-discriminatory practices. Recruitment of underrepresented employee groups and developing training programs for minority workers are among the principles contained in the HLP. Ensuring fair and equal treatment of workers strengthens the Company's ability to operate in a contentious environment. Therefore, a vote is cast in favor.</i>	For
12	Report on Fake News <i>Voter Rationale: This shareholder proposal asks the Company to provide a report evaluating the public policy issues that come from fake news. This is an important issue for public policy and raises concerns for shareholders. A vote is cast in favor.</i>	For

Altria Group, Inc.

Meeting Date: 05/18/2017

Country: USA

Primary Security ID: 02209S103

Record Date: 03/27/2017

Meeting Type: Annual

Primary CUSIP: 02209S103

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Altria Group, Inc.

Shares Voted: 1,155

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Gerald L. Baliles	Against
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	
1.2	Elect Director Martin J. Barrington	Against
1.3	Elect Director John T. Casteen, III	Against
1.4	Elect Director Dinyar S. Devitre	For
1.5	Elect Director Thomas F. Farrell, II	Against
1.6	Elect Director Debra J. Kelly-Ennis	Against
1.7	Elect Director W. Leo Kiely, III	Against
1.8	Elect Director Kathryn B. McQuade	Against
1.9	Elect Director George Munoz	Against
1.10	Elect Director Nabil Y. Sakkab	For
1.11	Elect Director Virginia E. Shanks	Against
2	Ratify PricewaterhouseCoopers LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Cease Tobacco-Related Advertising	Abstain
	<i>Voter Rationale: The dissident has not supplied sufficient information to determine if this is in the best interest of the shareholders. A vote is cast to abstain.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Amazon.com, Inc.

Meeting Date: 05/23/2017

Country: USA

Primary Security ID: 023135106

Record Date: 03/29/2017

Meeting Type: Annual

Primary CUSIP: 023135106

Shares Voted: 236

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Jeffrey P. Bezos <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Tom A. Alberg	For
1c	Elect Director John Seely Brown	For
1d	Elect Director Jamie S. Gorelick	For
1e	Elect Director Daniel P. Huttenlocher	For
1f	Elect Director Judith A. McGrath	For
1g	Elect Director Jonathan J. Rubinstein	For
1h	Elect Director Thomas O. Ryder	For
1i	Elect Director Patricia Q. Stonesifer	For
1j	Elect Director Wendell P. Weeks	For
2	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Amend Omnibus Stock Plan <i>Voter Rationale: This proposal seeks approval of performance criteria for an existing stock compensation plan. Although the types of criteria are listed, the Company does not disclose enough about them to enable a shareholder to determine what type of award will be generated by what type of performance. That is not in the best interests of shareholders. Therefore, a vote is cast against.</i>	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Amazon.com, Inc.

Proposal Number	Proposal Text	Vote Instruction
6	<p>Report on Use of Criminal Background Checks in Hiring</p> <p><i>Voter Rationale: This shareholder proposal asks the Company to provide a report on the risk of racial discrimination that may come from criminal background checks used during the hiring process. The proponent, AFL-CIO Reserve Fund and co-filer Zeven Asset Management state that there is the potential for a violation of the Civil Rights Act of 1964 if the Company's hiring practices excludes those who have prior criminal records. The proponents believe that such a policy would prevent the Company from attracting and keeping qualified candidates. The proponents cite a letter written by the Lawyers' Committee for Civil Rights and Economic Justice to the Company that voiced concern over a new directive for stricter background checks. The Board maintains that they disallow any type of discrimination and that the background checks are planned to be fair and reasonable. The Board also notes that the Company has a Code of Conduct that addresses ethical treatment and discrimination. Providing a report that would help shareholders assess the risk for discrimination would be in the best interest of the shareholders. A vote is cast for this proposal.</i></p>	For
7	<p>Include Sustainability as a Performance Measure for Senior Executive Compensation</p> <p><i>Voter Rationale: This shareholder proposal requests that the Board Compensation Committee consider non-financial factors, including social and environmental concerns in determining compensation for top executives. A vote is cast for this proposal because social and environmental accountability are important business goals to reverse global trends of waste and degradation and the most effective way for the Company to achieve that is by tying executive compensation to it.</i></p>	For
8	<p>Provide Vote Counting to Exclude Abstentions</p> <p><i>Voter Rationale: This shareholder proposal seeks to have the Company exclude abstentions when calculating the support proposals receive. Under the current system, from a practical standpoint abstentions count as a vote against both management and shareholder proposals in calculating the percentage of support a proposal receives. Abstentions allow shareholders to use their vote to send a message of ambivalence or disapproval without outwardly supporting or opposing a proposal. A shareholder may also choose to abstain on an issue where a real or perceived conflict exists. Thus abstentions serve a valuable purpose. The proponent has not submitted any evidence of abuse of the system. For those reasons, a vote is cast against.</i></p>	Against

Ameren Corporation

Meeting Date: 04/27/2017

Country: USA

Primary Security ID: 023608102

Record Date: 02/27/2017

Meeting Type: Annual

Primary CUSIP: 023608102

Shares Voted: 144

Proposal Number	Proposal Text	Vote Instruction
1a	<p>Elect Director Warner L. Baxter</p> <p><i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i></p>	For
1b	Elect Director Catherine S. Brune	For
1c	Elect Director J. Edward Coleman	For
1d	Elect Director Ellen M. Fitzsimmons	For
1e	Elect Director Rafael Flores	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Ameren Corporation

Proposal Number	Proposal Text	Vote Instruction
1f	Elect Director Walter J. Galvin	For
1g	Elect Director Richard J. Harshman	For
1h	Elect Director Gayle P. W. Jackson	For
1i	Elect Director James C. Johnson	For
1j	Elect Director Steven H. Lipstein	For
1k	Elect Director Stephen R. Wilson	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Ratify PricewaterhouseCoopers LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
5	Report Analyzing Renewable Energy Adoption	For
	<i>Voter Rationale: This proposal requests that the Board report to shareholders on how the Company is responding to rising regulatory, competitive, and public pressure to significantly reduce carbon dioxide and other greenhouse gas emissions. This would provide shareholders with useful information on an important topic. A vote is cast in favor.</i>	
6	Assess Impact of a 2 Degree Scenario	For
	<i>Voter Rationale: This proposal requests that the Board report to shareholders on how the Company is responding to rising regulatory, competitive, and public pressure to significantly reduce carbon dioxide and other greenhouse gas emissions. This would provide shareholders with useful information on an important topic. A vote is cast in favor.</i>	
7	Report on Coal Combustion Residual and Water Impacts	For
	<i>Voter Rationale: This proposal requests that the Board report to shareholders on how the Company is responding to the risks posed by the environmental and health hazards of coal combustion waste. This would provide shareholders with useful information on an important topic. A vote is cast in favor.</i>	

American Airlines Group Inc.

Meeting Date: 06/14/2017

Country: USA

Primary Security ID: 02376R102

Record Date: 04/17/2017

Meeting Type: Annual

Primary CUSIP: 02376R102

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

American Airlines Group Inc.

Shares Voted: 300

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director James F. Albaugh	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are nominees who serve on an excessive number of other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is withheld from such nominees. A vote is cast for all other nominees because there is a two-thirds majority of independent outsiders on the board.</i>	
1b	Elect Director Jeffrey D. Benjamin	For
1c	Elect Director John T. Cahill	For
1d	Elect Director Michael J. Emblar	For
1e	Elect Director Matthew J. Hart	For
1f	Elect Director Alberto Ibarguen	For
1g	Elect Director Richard C. Kraemer	For
1h	Elect Director Susan D. Kronick	For
1i	Elect Director Martin H. Nesbitt	For
1j	Elect Director Denise M. O'Leary	For
1k	Elect Director W. Douglas Parker	For
1l	Elect Director Ray M. Robinson	Against
1m	Elect Director Richard P. Schifter	For
2	Ratify KPMG LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Require Independent Board Chairman	For
	<i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

American Electric Power Company, Inc.

Meeting Date: 04/25/2017

Country: USA

Primary Security ID: 025537101

Record Date: 02/28/2017

Meeting Type: Annual

Primary CUSIP: 025537101

Shares Voted: 292

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Nicholas K. Akins <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director David J. Anderson	For
1.3	Elect Director J. Barnie Beasley, Jr.	For
1.4	Elect Director Ralph D. Crosby, Jr.	For
1.5	Elect Director Linda A. Goodspeed	For
1.6	Elect Director Thomas E. Hoaglin	For
1.7	Elect Director Sandra Beach Lin	For
1.8	Elect Director Richard C. Notebaert	For
1.9	Elect Director Lionel L. Nowell, III	For
1.10	Elect Director Stephen S. Rasmussen	For
1.11	Elect Director Oliver G. Richard, III	For
1.12	Elect Director Sara Martinez Tucker	For
2	Amend Executive Incentive Bonus Plan <i>Voter Rationale: This proposal asks shareholders to approve or amend the Company's annual incentive bonus plan for senior executive officers. Section 162(m) of the Internal Revenue Code requires that shareholders reapprove the plan every five years. A vote is cast against this proposal because the plan does not disclose specific performance goals upon which awards are based.</i>	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

American Electric Power Company, Inc.

Proposal Number	Proposal Text	Vote Instruction
5	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		

American Express Company

Meeting Date: 05/01/2017 **Country:** USA **Primary Security ID:** 025816109
Record Date: 03/03/2017 **Meeting Type:** Annual

Primary CUSIP: 025816109

Shares Voted: 456

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Charlene Barshefsky	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1b	Elect Director John J. Brennan	For
1c	Elect Director Ursula M. Burns	For
<i>Voter Rationale: ALL_ABSTAIN</i>		
1d	Elect Director Kenneth I. Chenault	For
1e	Elect Director Peter Chernin	For
<i>Voter Rationale: ALL_ABSTAIN</i>		
1f	Elect Director Ralph de la Vega	For
1g	Elect Director Anne L. Lauvergeon	For
1h	Elect Director Michael O. Leavitt	For
1i	Elect Director Theodore J. Leonsis	For
1j	Elect Director Richard C. Levin	For
1k	Elect Director Samuel J. Palmisano	For
<i>Voter Rationale: ALL_ABSTAIN</i>		
1l	Elect Director Daniel L. Vasella	For
1m	Elect Director Robert D. Walter	For
<i>Voter Rationale: ALL_ABSTAIN</i>		

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

American Express Company

Proposal Number	Proposal Text	Vote Instruction
1n	Elect Director Ronald A. Williams <i>Voter Rationale: ALL_ABSTAIN</i>	For
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Provide Right to Act by Written Consent <i>Voter Rationale: This proposal allows shareholders to act by written consent. If the majority of shareholders wish to exercise their ownership rights by written consent, they should be allowed to do so. A vote is cast in favor.</i>	For
6	Report on Gender Pay Gap <i>Voter Rationale: This shareholder proposal asks the board to provide a report to reduce the gender pay gap at the company. The proponent stated that 57% of the company's employees are women, but women account for 30% of its leadership. In response the company said it does have initiatives to create a more gender balanced organization and its employees are compensated fairly regardless of gender. The report requested by the proponent would help validate that claim, a vote is cast in favor.</i>	For

American Financial Group, Inc.

Meeting Date: 05/23/2017 **Country:** USA **Primary Security ID:** 025932104

Record Date: 03/27/2017 **Meeting Type:** Annual

Primary CUSIP: 025932104

Shares Voted: 2

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Carl H. Lindner, III <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	Withhold
1.2	Elect Director S. Craig Lindner	Withhold

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

American Financial Group, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.3	Elect Director Kenneth C. Ambrecht	For
1.4	Elect Director John B. Berding	Withhold
1.5	Elect Director Joseph E. (Jeff) Consolino	Withhold
1.6	Elect Director Virginia 'Gina' C. Drosos	For
1.7	Elect Director James E. Evans	Withhold
1.8	Elect Director Terry S. Jacobs	For
1.9	Elect Director Gregory G. Joseph	Withhold
1.10	Elect Director William W. Verity	For
1.11	Elect Director John I. Von Lehman	For
2	Ratify Ernst & Young LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	

American International Group, Inc.

Meeting Date: 06/28/2017 Country: USA Primary Security ID: 026874784

Record Date: 05/08/2017 Meeting Type: Annual

Primary CUSIP: 026874784

Shares Voted: 554

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

American International Group, Inc.

Proposal Number	Proposal Text	Vote Instruction
1c	Elect Director Peter R. Fisher	For
1d	Elect Director John H. Fitzpatrick	For
1e	Elect Director William G. Jurgensen	For
1f	Elect Director Christopher S. Lynch	For
1g	Elect Director Samuel J. Merksamer	For
1h	Elect Director Henry S. Miller	For
1i	Elect Director Linda A. Mills	For
1j	Elect Director Suzanne Nora Johnson	For
1k	Elect Director Ronald A. Rittenmeyer	For
1l	Elect Director Douglas M. Steenland	For
1m	Elect Director Theresa M. Stone	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Amend Securities Transfer Restrictions	For
	<i>Voter Rationale: The board seeks shareholder approval of an amendment to its certificate of incorporation to extend the term of the NOL protective amendment from 05-12-17 to 06-28-2020. This amendment relates to a restriction on the company ownership limit in order to protect the use of its Net Operating Losses. The ratification of the NOL Pill is supported (proposal four) therefore; a vote is cast in favor.</i>	
4	Ratify NOL Rights Plan (NOL Pill)	For
	<i>Voter Rationale: This proposal seeks shareholder approval of the Company's net operating loss poison pill ("NOL pill"). The purpose of the NOL pill is to protect shareholder value by preserving the Company's ability to use certain tax assets, such as NOLs, to offset future income and thereby reduce potential future federal income tax obligations. In general we oppose poison pills, which serve to entrench management. This NOL pill, however, is not designed to deter a hostile takeover; rather, it will protect the ability of the Company to use its NOLs and other tax attributes for the benefit of the Company and its shareholders. Because the Company could greatly benefit from these attributes, a vote is cast in favor.</i>	
5	Ratify PricewaterhouseCoopers LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

American Tower Corporation

Meeting Date: 05/31/2017

Country: USA

Primary Security ID: 03027X100

Record Date: 04/05/2017

Meeting Type: Annual

Primary CUSIP: 03027X100

Shares Voted: 254

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Gustavo Lara Cantu <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Raymond P. Dolan	For
1c	Elect Director Robert D. Hormats	For
1d	Elect Director Craig Macnab	For
1e	Elect Director JoAnn A. Reed	For
1f	Elect Director Pamela D.A. Reeve	For
1g	Elect Director David E. Sharbutt	For
1h	Elect Director James D. Taiclet, Jr.	For
1i	Elect Director Samme L. Thompson	For
2	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

American Water Works Company, Inc.

Meeting Date: 05/12/2017

Country: USA

Primary Security ID: 030420103

Record Date: 03/16/2017

Meeting Type: Annual

Primary CUSIP: 030420103

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

American Water Works Company, Inc.

Shares Voted: 106

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Julie A. Dobson	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Paul J. Evanson	For
1c	Elect Director Martha Clark Goss	For
1d	Elect Director Veronica M. Hagen	For
1e	Elect Director Julia L. Johnson	For
1f	Elect Director Karl F. Kurz	For
1g	Elect Director George MacKenzie	For
1h	Elect Director Susan N. Story	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Approve Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 4.91% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	
5	Approve Nonqualified Employee Stock Purchase Plan	For
	<i>Voter Rationale: This proposal establishes an employee stock ownership plan which will give an equity stake in the company to all fulltime and many part-time employees, thus encouraging quality work. This is in the best interest of shareholders. A vote is cast in favor.</i>	
6	Ratify PricewaterhouseCoopers LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Ameriprise Financial, Inc.

Meeting Date: 04/26/2017

Country: USA

Primary Security ID: 03076C106

Record Date: 02/28/2017

Meeting Type: Annual

Primary CUSIP: 03076C106

Shares Voted: 94

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director James M. Cracchiolo <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Dianne Neal Blixt	For
1c	Elect Director Amy DiGesio	For
1d	Elect Director Lon R. Greenberg	For
1e	Elect Director Siri S. Marshall	For
1f	Elect Director Jeffrey Noddle	For
1g	Elect Director H. Jay Sarles	For
1h	Elect Director Robert F. Sharpe, Jr.	For
1i	Elect Director Christopher J. Williams	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross-ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against

AmerisourceBergen Corporation

Meeting Date: 03/02/2017

Country: USA

Primary Security ID: 03073E105

Record Date: 01/03/2017

Meeting Type: Annual

Primary CUSIP: 03073E105

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

AmerisourceBergen Corporation

Shares Voted: 99

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Ornella Barra	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Steven H. Collis	For
1.3	Elect Director Douglas R. Conant	For
1.4	Elect Director D. Mark Durcan	For
1.5	Elect Director Richard W. Gochnauer	For
1.6	Elect Director Lon R. Greenberg	For
1.7	Elect Director Jane E. Henney	For
1.8	Elect Director Kathleen W. Hyle	For
1.9	Elect Director Michael J. Long	For
1.10	Elect Director Henry W. McGee	For
2	Ratify Ernst & Young LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Provide Directors May Be Removed With or Without Cause	For
	<i>Voter Rationale: This proposal makes various good housekeeping amendments to the Company's articles. A vote is cast in favor.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

AMETEK, Inc.

Meeting Date: 05/09/2017

Country: USA

Primary Security ID: 031100100

Record Date: 03/24/2017

Meeting Type: Annual

Primary CUSIP: 031100100

Shares Voted: 137

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Thomas A. Amato <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Anthony J. Conti	For
1.3	Elect Director Frank S. Hermance	For
1.4	Elect Director Gretchen W. McClain	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against

Amgen Inc.

Meeting Date: 05/19/2017

Country: USA

Primary Security ID: 031162100

Record Date: 03/20/2017

Meeting Type: Annual

Primary CUSIP: 031162100

Shares Voted: 441

Proposal Number	Proposal Text	Vote Instruction
1.	Elect Director David Baltimore	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Amgen Inc.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	
1.2	Elect Director Robert A. Bradway	Against
1.3	Elect Director Francois de Carbonnel	Against
1.4	Elect Director Robert A. Eckert	Against
1.5	Elect Director Greg C. Garland	Against
1.6	Elect Director Fred Hassan	Against
1.7	Elect Director Rebecca M. Henderson	Against
1.8	Elect Director Frank C. Herring	Against
1.9	Elect Director Charles M. Holley, Jr.	Against
1.10	Elect Director Tyler Jacks	Against
1.11	Elect Director Ellen J. Kullman	Against
1.12	Elect Director Ronald D. Sugar	Against
1.13	Elect Director R. Sanders Williams	Against
2	Ratify Ernst & Young LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Provide Vote Counting to Exclude Abstentions	Against
	<i>Voter Rationale: This shareholder proposal seeks to have the Company exclude abstentions when calculating the support proposals receive. Under the current system, from a practical standpoint abstentions count as a vote against both management and shareholder proposals in calculating the percentage of support a proposal receives. Abstentions allow shareholders to use their vote to send a message of ambivalence or disapproval without outwardly supporting or opposing a proposal. A shareholder may also choose to abstain on an issue where a real or perceived conflict exists. Thus abstentions serve a valuable purpose. The proponent has not submitted any evidence of abuse of the system. For those reasons, a vote is cast against.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Amphenol Corporation

Meeting Date: 05/18/2017

Country: USA

Primary Security ID: 032095101

Record Date: 03/20/2017

Meeting Type: Annual

Primary CUSIP: 032095101

Shares Voted: 183

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Ronald P. Badie <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	For
1.2	Elect Director Stanley L. Clark	For
1.3	Elect Director David P. Falck	For
1.4	Elect Director Edward G. Jepsen	For
1.5	Elect Director Martin H. Loeffler	Against
1.6	Elect Director John R. Lord	For
1.7	Elect Director R. Adam Norwitt	Against
1.8	Elect Director Diana G. Reardon	Against
2	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Approve Stock Option Plan <i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. Thus, a vote is cast against the proposal.</i>	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Anadarko Petroleum Corporation

Meeting Date: 05/10/2017

Country: USA

Primary Security ID: 032511107

Record Date: 03/14/2017

Meeting Type: Annual

Primary CUSIP: 032511107

Shares Voted: 332

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Anthony R. Chase <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director David E. Constable	For
1c	Elect Director H. Paulett Eberhart	For
1d	Elect Director Claire S. Farley	For
1e	Elect Director Peter J. Fluor	For
1f	Elect Director Richard L. George	For
1g	Elect Director Joseph W. Gorder	For
1h	Elect Director John R. Gordon	For
1i	Elect Director Sean Gourley	For
1j	Elect Director Mark C. McKinley	For
1k	Elect Director Eric D. Mullins	For
1l	Elect Director R. A. Walker	For
2	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Analog Devices, Inc.

Meeting Date: 03/08/2017

Country: USA

Primary Security ID: 032654105

Record Date: 01/09/2017

Meeting Type: Annual

Primary CUSIP: 032654105

Shares Voted: 183

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Ray Stata <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Vincent Roche	For
1c	Elect Director James A. Champy	For
1d	Elect Director Bruce R. Evans	For
1e	Elect Director Edward H. Frank	For
1f	Elect Director Mark M. Little	For
1g	Elect Director Neil Novich	For
1h	Elect Director Kenton J. Sicchitano	For
1i	Elect Director Lisa T. Su	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against

Anthem, Inc.

Meeting Date: 05/18/2017

Country: USA

Primary Security ID: 036752103

Record Date: 03/17/2017

Meeting Type: Annual

Primary CUSIP: 036752103

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Anthem, Inc.

Shares Voted: 156

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director R. Kerry Clark <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Robert L. Dixon, Jr.	For
2	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Amend Bylaws <i>Voter Rationale: This proposal amends the company's articles. The changes are in the best interest of shareholders. A vote is cast in favor.</i>	For
6	Approve Omnibus Stock Plan <i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 14.22% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	Against

Aon plc

Meeting Date: 06/23/2017

Country: United Kingdom

Primary Security ID: G0408V102

Record Date: 04/25/2017

Meeting Type: Annual

Primary CUSIP: 037389103

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Aon plc

Shares Voted: 156

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Lester B. Knight	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Gregory C. Case	For
1.3	Elect Director Jin-Yong Cai	For
1.4	Elect Director Fulvio Conti	For
1.5	Elect Director Cheryl A. Francis	For
1.6	Elect Director J. Michael Losh	For
1.7	Elect Director Robert S. Morrison	For
1.8	Elect Director Richard B. Myers	For
1.9	Elect Director Richard C. Notebaert	For
1.10	Elect Director Gloria Santona	For
1.11	Elect Director Carolyn Y. Woo	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Approve Remuneration Policy	For
	<i>Voter Rationale: This proposal seeks binding shareholder approval on the Company's remuneration policy for the next three years. The policy does not contain any provisions that are materially adverse to shareholder interests. A vote is cast in favor.</i>	
5	Advisory Vote to Ratify Directors' Remuneration Report	Against
	<i>Voter Rationale: See item 2.</i>	
6	Accept Financial Statements and Statutory Reports	For
	<i>Voter Rationale: The acceptance of financial statements and statutory reports is a routine, bookkeeping matter that does not materially affect shareholders. No objection has been made. A vote is cast in favor.</i>	
7	Ratify Ernst & Young LLP as Aon's Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders. Therefore, a vote is cast in favor.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Aon plc

Proposal Number	Proposal Text	Vote Instruction
8	Ratify Ernst & Young LLP as Aon's U.K. Statutory Auditor <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders. Therefore, a vote is cast in favor.</i>	For
9	Authorize Board to Fix Remuneration of Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
10	Authorise Shares for Market Purchase <i>Voter Rationale: The Company seeks authority to repurchase its own shares. The Company has not stated what be the purposes of its repurchases. That is not in the best interests of shareholders. A vote is cast to abstain.</i>	Abstain
11	Issue of Equity or Equity-Linked Securities with Pre-emptive Rights <i>Voter Rationale: This seeks to issue securities with preemptive rights (i.e., first refusal of pro-rata share). The number of shares involved is excessive. A vote against is cast.</i>	Against
12	Issue of Equity or Equity-Linked Securities without Pre-emptive Rights <i>Voter Rationale: This seeks to issue securities without preemptive rights (i.e., first refusal of pro-rata share). The shares involved are not excessive. A yes vote is cast.</i>	For
13	Approve Political Donations <i>Voter Rationale: This proposal seeks authority to make contributions to political organizations. The amounts are not excessive and are in accord with statutory provisions. A vote is cast in favor.</i>	For

Apache Corporation

Meeting Date: 05/11/2017	Country: USA	Primary Security ID: 037411105
Record Date: 03/13/2017	Meeting Type: Annual	
Primary CUSIP: 037411105		
Shares Voted: 225		

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Apache Corporation

Proposal Number	Proposal Text	Vote Instruction
5	Elect Director Amy H. Nelson	For
6	Elect Director Daniel W. Rabun	For
7	Elect Director Peter A. Ragauss	For
8	Ratify Ernst & Young LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
9	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
10	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	

Apartment Investment and Management Company

Meeting Date: 04/25/2017

Country: USA

Primary Security ID: 03748R101

Record Date: 02/24/2017

Meeting Type: Annual

Primary CUSIP: 03748R101

Shares Voted: 93

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Terry Considine	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Thomas L. Keltner	For
1.3	Elect Director J. Landis Martin	For
1.4	Elect Director Robert A. Miller	For
1.5	Elect Director Kathleen M. Nelson	For
1.6	Elect Director Michael A. Stein	For
1.7	Elect Director Nina A. Tran	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Apartment Investment and Management Company

Proposal Number	Proposal Text	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross-ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Apple Inc.

Meeting Date: 02/28/2017 **Country:** USA **Primary Security ID:** 037833100
Record Date: 12/30/2016 **Meeting Type:** Annual

Primary CUSIP: 037833100

Shares Voted: 3,164

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director James Bell <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Tim Cook	For
1.3	Elect Director Al Gore	For
1.4	Elect Director Bob Iger	For
1.5	Elect Director Andrea Jung	For
1.6	Elect Director Art Levinson	For
1.7	Elect Director Ron Sugar	For
1.8	Elect Director Sue Wagner	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Apple Inc.

Proposal Number	Proposal Text	Vote Instruction
2	<p>Ratify Ernst & Young LLP as Auditors</p> <p><i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i></p>	For
3	<p>Advisory Vote to Ratify Named Executive Officers' Compensation</p> <p><i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i></p>	For
4	<p>Advisory Vote on Say on Pay Frequency</p> <p><i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i></p>	One Year
5	<p>Disclose Charitable Contributions</p> <p><i>Voter Rationale: This shareholder proposal asks for a report that would provide the following information concerning the company's charitable contributions – the recipients; reason for the contribution; company officials involved in the contribution decision making; and the benefit to society. According to the proponent, better disclosure is necessary because some of the company's past donations have the potential harm to reduce shareholder value. From the company's response, it appears the data supplied on its website adequately addresses the informational requirements in the proponent's proposal. Therefore, a vote is cast against the proposal.</i></p>	Against
6	<p>Adopt Policy to Increase Diversity of Senior Management and Board of Directors</p> <p><i>Voter Rationale: This shareholder proposal requests the board of directors adopt an accelerated recruitment policy that requires the company to increase the diversity of senior management and its board-two bodies that presently fail to adequately represent people of color. According to the proponent, there is pervasive underrepresentation of minorities and women in senior positions in the tech industry. The proponent commends the company's commitment to diversity across its employee base, but few minorities and women make up the company's senior management and board of directors. Recently, company initiatives have been taken to foster diversity in executive/senior officer/manager positions and board membership composition. It appears the Company is making a serious effort to address the shareholders concerns therefore; it should have no objection to supporting the proponent's proposal. A vote is cast in favor.</i></p>	For
7	<p>Proxy Access Amendments</p> <p><i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i></p>	For
8	<p>Engage Outside Independent Experts for Compensation Reforms</p> <p><i>Voter Rationale: This shareholder proposal asks the company to engage multiple outside independent experts or resources from the general public to reform its executive compensation principles/practices. The proponent claims the company's one compensation consultant can't represent the general public sufficiently to provide fair/ethical advice on compensation and NEO compensation is not sufficiently differentiated – in 2015, five of six NEOs received the salary, stock award, and non-equity incentive plan compensation. Based on our review of the company's compensation practices in agenda item number three (Say on Pay Proposal) there does appear to be a mis-alignment between executive compensation and performance. Therefore, the proponent's request to involve multiple independent experts does not appear to be necessary. A vote is cast against the proposal.</i></p>	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Apple Inc.

Proposal Number	Proposal Text	Vote Instruction
9	Adopt Share Retention Policy For Senior Executives	For
<i>Voter Rationale: This proposal asks the Board to adopt a policy requiring that senior executives retain a significant percentage of shares (not lower than 75%) acquired through equity compensation programs. Requiring senior executives to hold a significant portion of shares obtained through compensation plans would focus the executives attention on the Company's long-term success and would help align their interest with those of shareholders. A vote is cast in favor.</i>		

Applied Materials, Inc.

Meeting Date: 03/09/2017 Country: USA Primary Security ID: 038222105
Record Date: 01/12/2017 Meeting Type: Annual

Primary CUSIP: 038222105

Shares Voted: 641

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Judy Bruner	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1b	Elect Director Xun (Eric) Chen	For
1c	Elect Director Aart J. de Geus	For
1d	Elect Director Gary E. Dickerson	For
1e	Elect Director Stephen R. Forrest	For
1f	Elect Director Thomas J. Iannotti	For
1g	Elect Director Alexander A. Karsner	For
1h	Elect Director Adrianna C. Ma	For
1i	Elect Director Dennis D. Powell	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Applied Materials, Inc.

Proposal Number	Proposal Text	Vote Instruction
4	Amend Omnibus Stock Plan <i>Voter Rationale: A stock plan for key executives is amended by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. Thus, a vote is cast against the amendment.</i>	Against
5	Amend Executive Incentive Bonus Plan <i>Voter Rationale: This proposal asks shareholders to approve or amend the Company's annual incentive bonus plan for senior executive officers. Section 162(m) of the Internal Revenue Code requires that shareholders reapprove the plan every five years. A vote is cast against this proposal because the plan does not disclose specific performance goals upon which awards are based.</i>	Against
6	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

Archer-Daniels-Midland Company

Meeting Date: 05/04/2017 **Country:** USA **Primary Security ID:** 039483102
Record Date: 03/13/2017 **Meeting Type:** Annual
Primary CUSIP: 039483102

Shares Voted: 341

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Alan L. Boeckmann <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are nominees who serve on an excessive number of other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is withheld from such nominees. A vote is cast for all other nominees because there is a two-thirds majority of independent outsiders on the board.</i>	For
1.2	Elect Director Terrell K. Crews	For
1.3	Elect Director Pierre Dufour	For
1.4	Elect Director Donald E. Felsing	For
1.5	Elect Director Suzan F. Harrison	For
1.6	Elect Director Juan R. Luciano	For
1.7	Elect Director Patrick J. Moore	For
1.8	Elect Director Francisco J. Sanchez	For
1.9	Elect Director Debra A. Sandler	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Archer-Daniels-Midland Company

Proposal Number	Proposal Text	Vote Instruction
1.10	Elect Director Daniel T. Shih	For
1.11	Elect Director Kelvin R. Westbrook	Against
2	Ratify Ernst & Young LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	

Arconic Inc.

Meeting Date: 05/25/2017 **Country:** USA **Primary Security ID:** 03965L100
Record Date: 03/01/2017 **Meeting Type:** Proxy Contest
Primary CUSIP: 03965L100

Shares Voted: 780

Proposal Number	Proposal Text	Vote Instruction
	Management Proxy (White Proxy Card)	
1.1	Elect Director Amy E. Alving	Do Not Vote
1.2	Elect Director David P. Hess	Do Not Vote
1.3	Elect Director James 'Jim' F. Albaugh	Do Not Vote
1.4	Elect Director Ulrich "Rick" Schmidt	Do Not Vote
1.5	Elect Director Janet C. Wolfenbarger	Do Not Vote

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Arconic Inc.

Proposal Number	Proposal Text	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Do Not Vote
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal. This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Do Not Vote
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	Do Not Vote
5	Eliminate Supermajority Vote Requirement for Amendments to the Articles of Incorporation Regarding Anti-Greenmail <i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	Do Not Vote
6	Eliminate Supermajority Vote Requirement for Amendments to the Articles of Incorporation Regarding Removal of Directors <i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	Do Not Vote
7	Eliminate Supermajority Vote Requirement for Removal of Directors <i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	Do Not Vote
8	Declassify the Board of Directors <i>Voter Rationale: This proposal declassifies the board, which means that all directors would be elected annually instead of different classes being elected for staggered terms. This enhances the accountability of directors. A vote is cast in favor.</i>	Do Not Vote
9	Eliminate Supermajority Vote Requirement <i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	Do Not Vote

Dissident Proxy (Blue Proxy Card)

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Arconic Inc.

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Christopher L. Ayers <i>Voter Rationale: The proponent, Elliott Management has launched a proxy contest against the Company. The proponent, who holds 13.2 percent of the Company's outstanding shares has nominated four nominees to the Board. The Company is a global firm that is engaged in metals engineering for the aerospace and automotive industries. The Company, which is part of a separation from the predecessor company Alcoa Inc., was formerly led by CEO Klaus Kleinfeld. The dissident argues that the CEO leadership under Kleinfeld produced poor stock performance returns, excessive spending, and an inadequate corporate governance structure, namely a staggered board, supermajority vote requirement to remove directors or amend charter, and a low (6x) CEO share retention policy. The dissident notes the positive effect the public announcement of the proxy contest has had on the Company's return. Management counters by saying that the proponent's nominees lack the skill-level and business knowledge that the incumbent directors have. The dissident points out the tenure of the current board (several new directors), which the dissident concludes indicates the Board's need for change. Given the above reasons, a vote is cast on the dissident ballot for nominees Christopher Ayers (who has executive experience with the predecessor company), Elmer Doty (who has CEO experience in the aerospace industry), and incumbent director Ulrich Schmidt.</i>	For
1.2	Elect Director Elmer L. Doty	For
1.3	Elect Director Bernd F. Kessler	Withhold
1.4	Elect Director Patrice E. Merrin	Withhold
1.5	Elect Director Ulrich "Rick" Schmidt	For
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Eliminate Supermajority Vote Requirement for Amendments to the Articles of Incorporation Regarding Anti-Greenmail <i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	For
6	Eliminate Supermajority Vote Requirement for Amendments to the Articles of Incorporation Regarding Removal of Directors <i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	For
7	Eliminate Supermajority Vote Requirement for Removal of Directors <i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Arconic Inc.

Proposal Number	Proposal Text	Vote Instruction
8	Declassify the Board of Directors <i>Voter Rationale: This proposal declassifies the board, which means that all directors would be elected annually instead of different classes being elected for staggered terms. This enhances the accountability of directors. A vote is cast in favor.</i>	For
9	Eliminate Supermajority Vote Requirement <i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	For

Arconic Inc.

Meeting Date: 11/30/2017 **Country:** USA **Primary Security ID:** 03965L100
Record Date: 10/05/2017 **Meeting Type:** Special

Primary CUSIP: 03965L100

Shares Voted: 234

Proposal Number	Proposal Text	Vote Instruction
1	Change State of Incorporation from Pennsylvania to Delaware <i>Voter Rationale: This seeks to reincorporate the company to Delaware. Delaware's corporate laws are notoriously pro-management at the expense of shareholders. That is not in the best interests of shareholders. A vote is cast against.</i>	Against
2	Eliminate Supermajority Vote Requirement <i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	For
3	Declassify the Board of Directors <i>Voter Rationale: This proposal declassifies the board, which means that all directors would be elected annually instead of different classes being elected for staggered terms. This enhances the accountability of directors. A vote is cast in favor.</i>	For

Ares Capital Corporation

Meeting Date: 05/22/2017 **Country:** USA **Primary Security ID:** 04010L103
Record Date: 03/09/2017 **Meeting Type:** Annual

Primary CUSIP: 04010L103

Shares Voted: 147

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Michael J. Arougheti <i>Voter Rationale: A vote is cast to withhold on all nominees because the directors retains the exclusive authority to amend the bylaws which is material diminution of shareholders' rights and adverse to shareholder interests.</i>	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Ares Capital Corporation

Proposal Number	Proposal Text	Vote Instruction
1b	Elect Director Ann Torre Bates	Against
1c	Elect Director Steven B. McKeever	Against
2	Ratify KPMG LLP as Auditors	Against

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

Ares Capital Corporation

Meeting Date: 05/22/2017 **Country:** USA **Primary Security ID:** 04010L103
Record Date: 03/09/2017 **Meeting Type:** Special

Primary CUSIP: 04010L103

Shares Voted: 147

Proposal Number	Proposal Text	Vote Instruction
1	Approve Issuance of Shares Below Net Asset Value (NAV)	For

Voter Rationale: This proposal seeks shareholder approval to authorize the Company, with approval of its board, to sell or otherwise issue up to 25% of the Company's common stock at a net price below the Company's then current net asset value ("NAV"). Management believes that this is the most efficient means of raising capital given the Company's Regulated Investment Company status, which requires it to redistribute 90% of their profits to shareholders. Shareholder interests are protected by various provisions, primarily: although the price for the securities may be less than net asset value it must not be less than the current market value of the common stock at the date of issuance; any individual issuance of securities must be approved by a majority of the directors who are not interested persons of the Company. Based on these factors a vote in favor is cast.

Arthur J. Gallagher & Co.

Meeting Date: 05/16/2017 **Country:** USA **Primary Security ID:** 363576109
Record Date: 03/20/2017 **Meeting Type:** Annual

Primary CUSIP: 363576109

Shares Voted: 106

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Sherry S. Barrat	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Arthur J. Gallagher & Co.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees. <</i>	
1b	Elect Director William L. Bax	For
1c	Elect Director D. John Coldman	For
1d	Elect Director Frank E. English, Jr.	For
1e	Elect Director J. Patrick Gallagher, Jr.	For
1f	Elect Director Elbert O. Hand	For
1g	Elect Director David S. Johnson	For
1h	Elect Director Kay W. McCurdy	For
1i	Elect Director Ralph J. Nicoletti	For
1j	Elect Director Norman L. Rosenthal	For
2	Approve Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 15.72% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	
3	Ratify Ernst & Young LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
5	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	

Assurant, Inc.

Meeting Date: 05/11/2017

Country: USA

Primary Security ID: 04621X108

Record Date: 03/17/2017

Meeting Type: Annual

Primary CUSIP: 04621X108

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Assurant, Inc.

Shares Voted: 34

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Elaine D. Rosen <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	Against
1b	Elect Director Howard L. Carver	Against
1c	Elect Director Juan N. Cento	Against
1d	Elect Director Alan B. Colberg	Against
1e	Elect Director Elyse Douglas	For
1f	Elect Director Lawrence V. Jackson	Against
1g	Elect Director Charles J. Koch	Against
1h	Elect Director Jean-Paul L. Montupet	For
1i	Elect Director Paul J. Reilly	For
1j	Elect Director Robert W. Stein	For
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Approve Omnibus Stock Plan <i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 5.45% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Assurant, Inc.

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

AT&T Inc.

Meeting Date: 04/28/2017	Country: USA	Primary Security ID: 00206R102
Record Date: 02/28/2017	Meeting Type: Annual	
Primary CUSIP: 00206R102		
Shares Voted: 3,644		

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Randall L. Stephenson	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1.2	Elect Director Samuel A. Di Piazza, Jr.	For
1.3	Elect Director Richard W. Fisher	For
1.4	Elect Director Scott T. Ford	For
1.5	Elect Director Glenn H. Hutchins	For
1.6	Elect Director William E. Kennard	For
1.7	Elect Director Michael B. McCallister	For
1.8	Elect Director Beth E. Mooney	For
1.9	Elect Director Joyce M. Roche	For
1.10	Elect Director Matthew K. Rose	For
1.11	Elect Director Cynthia B. Taylor	For
1.12	Elect Director Laura D'Andrea Tyson	For
1.13	Elect Director Geoffrey Y. Yang	For
2	Ratify Ernst & Young LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

AT&T Inc.

Proposal Number	Proposal Text	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Report on Indirect Political Contributions <i>Voter Rationale: This proposal requests the company provide a report, updated semiannually, on its direct and indirect political contributions and trade association expenditures made with corporate funds. Some, but not all, of this information is available in public filings but they are scattered throughout different states and are not readily and easily available in total to shareholders. A vote is cast for this proposal because it would provide useful and more comprehensive information regarding the Company's political contributions.</i>	For
6	Report on Lobbying Payments and Policy <i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	For
7	Amend Proxy Access Right <i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	For
8	Provide Right to Act by Written Consent <i>Voter Rationale: This proposal allows shareholders to act by written consent. If the majority of shareholders wish to exercise their ownership rights by written consent, they should be allowed to do so. A vote is cast in favor.</i>	For

Autodesk, Inc.

Meeting Date: 06/14/2017

Country: USA

Primary Security ID: 052769106

Record Date: 04/20/2017

Meeting Type: Annual

Primary CUSIP: 052769106

Shares Voted: 117

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Carl Bass <i>Voter Rationale: A vote is cast to withhold on all nominees because the company did not maintain internal controls over financial reporting for the last two years.</i>	Against
1b	Elect Director Crawford W. Beveridge	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Autodesk, Inc.

Proposal Number	Proposal Text	Vote Instruction
1c	Elect Director Jeff Clarke	Against
1d	Elect Director Scott Ferguson	Against
1e	Elect Director Thomas Georgens	Against
1f	Elect Director Richard (Rick) S. Hill	Against
1g	Elect Director Mary T. McDowell	Against
1h	Elect Director Lorrie M. Norrington	Against
1i	Elect Director Betsy Rafael	Against
1j	Elect Director Stacy J. Smith	Against
2	Ratify Ernst & Young LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Amend Qualified Employee Stock Purchase Plan	For
	<i>Voter Rationale: This proposal adds shares to an employee stock ownership plan, which gives an equity stake in the company to all fulltime and many part-time workers, thus encouraging quality work. That is in the best interests of shareholders. A vote is cast in favor.</i>	
6	Amend Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 15.29% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	

Automatic Data Processing, Inc.

Meeting Date: 11/07/2017

Country: USA

Primary Security ID: 053015103

Record Date: 09/08/2017

Meeting Type: Proxy Contest

Primary CUSIP: 053015103

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Automatic Data Processing, Inc.

Shares Voted: 267

Proposal Number	Proposal Text	Vote Instruction
	Management Proxy (White Proxy Card)	
1.1	Elect Director Peter Bisson	Do Not Vote
1.2	Elect Director Richard T. Clark	Do Not Vote
1.3	Elect Director Eric C. Fast	Do Not Vote
1.4	Elect Director Linda R. Gooden	Do Not Vote
1.5	Elect Director Michael P. Gregoire	Do Not Vote
1.6	Elect Director R. Glenn Hubbard	Do Not Vote
1.7	Elect Director John P. Jones	Do Not Vote
1.8	Elect Director William J. Ready	Do Not Vote
1.9	Elect Director Carlos A. Rodriguez	Do Not Vote
1.10	Elect Director Sandra S. Wijnberg	Do Not Vote
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Do Not Vote
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	Do Not Vote
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Ratify Deloitte & Touche LLP as Auditors	Do Not Vote
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
5	Repeal Amendments to the Company's By-Laws Adopted Without Stockholder Approval After August 2, 2016	Do Not Vote
	Dissident Proxy (Gold Proxy Card)	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Automatic Data Processing, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.1	<p>Elect Director William A. Ackman</p> <hr/> <p><i>Voter Rationale: The election of three out of ten members of the company's board is being contested by Pershing Square Capital Management, 2% owner (8.3% ownership including options). Pershing's contenders are: W. Ackman, founder/CEO of Pershing; V. Hagen; and V. Unruh. All three candidates have public board and executive leadership experience. They would replace board nominees: Chairman, J. Jones (12 years tenure); G. Hubbard (13); E. Fast (10). The company is in the human capital management solutions business (payroll services, benefits administration etc.) and is organized into two segments - Employer Services (ESO) and Professional Employer Organization (PEO). ESO provides services to large companies and accounts for 72% and 87% of the company's revenue and EBIT respectively. Total shareholder return through the unaffected date 07-26-17, was 56.9% for the company versus 62.3% for its peer group and 59.3% for the S&P Tech Index. Since 11-08-11 (start date of CEO) the company has underperformed its peer but, beat its index. Also, during the ten year time period that covers the tenure of the board nominees listed above, the company's TSR was strong in comparison to the peer and index. Pershing points out the company operates in a dynamic industry that is growing at an above average clip however, the ESO segment is losing market share among large employers (companies with 1,000 or more employees) and it suffers from weak margins. Upstart competitors are making inroads, and the company's closest competitor, Paychex reported an operational EBIT margin of 41.7% as of 05-31-17 versus 20.5% for the company ending 06-30-17. Pershing's blueprint to correct those two pressure points are: purchase its competitor Ceridian which has the top tier payroll product for large companies; sideline legacy systems -those that have lost market share or no longer current; reduce locations and management layers; and improve returns on technology research expenditures. This is not a troubled company in need of rescue with a substantial overhaul of the board. But the issues brought to light by Pershing need to be addressed by the board and Mr. Ackman's extensive public board experience make him the right person to sit on the company's board to convince other members of the need for corrective action. Therefore, a vote is cast on the dissident's agenda for Mr. Ackman.</i></p>	For
1.2	Elect Director Veronica M. Hagen	Withhold
1.3	Elect Director V. Paul Unruh	Withhold
1.4	Management Nominee Peter Bisson	For
1.5	Management Nominee Richard T. Clark	For
1.6	Management Nominee Linda R. Gooden	For
1.7	Management Nominee Michael P. Gregoire	For
1.8	Management Nominee William J. Ready	For
1.9	Management Nominee Carlos A. Rodriguez	For
1.10	Management Nominee Sandra S. Wijnberg	For
2	<p>Repeal Amendments to the Company's By-Laws Adopted Without Stockholder Approval After August 2, 2016</p> <hr/> <p><i>Voter Rationale: This proposal asks shareholders to repeal board approved bylaw amendments since 08-02-17 that were not approved by shareholders. A vote is cast in favor of this proposal because it will prevent bylaw amendment being adopted by the board to prevent the dissident group from having their nominees sit on the company's board.</i></p>	For
3	<p>Ratify Deloitte & Touche LLP as Auditors</p> <hr/> <p><i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i></p>	Against
4	<p>Advisory Vote on Say on Pay Frequency</p> <hr/> <p><i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i></p>	One Year

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Automatic Data Processing, Inc.

Proposal Number	Proposal Text	Vote Instruction
5	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		

AutoNation, Inc.

Meeting Date: 04/19/2017 **Country:** USA **Primary Security ID:** 05329W102
Record Date: 02/21/2017 **Meeting Type:** Annual

Primary CUSIP: 05329W102

Shares Voted: 39

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Mike Jackson	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are nominees who serve on an excessive number of other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is withheld from such nominees. A vote is cast for all other nominees because there is a two-thirds majority of independent outsiders on the board.</i>		
1.2	Elect Director Rick L. Burdick	For
1.3	Elect Director Tomago Collins	For
1.4	Elect Director David B. Edelson	For
1.5	Elect Director Karen C. Francis	For
1.6	Elect Director Robert R. Grusky	For
1.7	Elect Director Kaveh Khosrowshahi	For
1.8	Elect Director Michael Larson	Against
1.9	Elect Director G. Mike Mikan	For
1.10	Elect Director Alison H. Rosenthal	For
2	Ratify KPMG LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

AutoNation, Inc.

Proposal Number	Proposal Text	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Approve Omnibus Stock Plan <i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 11.28% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	Against

AutoZone, Inc.

Meeting Date: 12/20/2017

Country: USA

Primary Security ID: 053332102

Record Date: 10/23/2017

Meeting Type: Annual

Primary CUSIP: 053332102

Shares Voted: 17

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Douglas H. Brooks <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Linda A. Goodspeed	For
1.3	Elect Director Earl G. Graves, Jr.	For
1.4	Elect Director Enderson Guimaraes	For
1.5	Elect Director J. R. Hyde, III	For
1.6	Elect Director D. Bryan Jordan	For
1.7	Elect Director W. Andrew McKenna	For
1.8	Elect Director George R. Mrkonjic, Jr.	For
1.9	Elect Director Luis P. Nieto	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

AutoZone, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.10	Elect Director William C. Rhodes, III	For
2	Ratify Ernst & Young LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
4	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		

AvalonBay Communities, Inc.

Meeting Date: 05/18/2017 **Country:** USA **Primary Security ID:** 053484101
Record Date: 03/06/2017 **Meeting Type:** Annual
Primary CUSIP: 053484101

Shares Voted: 81

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Glyn F. Aeppel	Against
<i>Voter Rationale: A vote is cast against all nominees to the board (except new members) because the company's governing documents prohibit or restrict shareholders ability to amend the company bylaws.</i>		
1b	Elect Director Terry S. Brown	Against
1c	Elect Director Alan B. Buckelew	Against
1d	Elect Director Ronald L. Havner, Jr.	Against
1e	Elect Director Richard J. Lieb	For
1f	Elect Director Timothy J. Naughton	Against
1g	Elect Director Peter S. Rummell	Against
1h	Elect Director H. Jay Sarles	Against
1i	Elect Director Susan Swanezy	For
1j	Elect Director W. Edward Walter	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

AvalonBay Communities, Inc.

Proposal Number	Proposal Text	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 6.37% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
4	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
5	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Avery Dennison Corporation

Meeting Date: 04/27/2017

Country: USA

Primary Security ID: 053611109

Record Date: 02/27/2017

Meeting Type: Annual

Primary CUSIP: 053611109

Shares Voted: 53

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Bradley A. Alford <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Anthony K. Anderson	For
1c	Elect Director Peter K. Barker	For
1d	Elect Director Mitchell R. Butier	For
1e	Elect Director Ken C. Hicks	For
1f	Elect Director Andres A. Lopez	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Avery Dennison Corporation

Proposal Number	Proposal Text	Vote Instruction
1g	Elect Director David E.I. Pyott	For
1h	Elect Director Dean A. Scarborough	For
1i	Elect Director Patrick T. Siewert	For
1j	Elect Director Julia A. Stewart	For
1k	Elect Director Martha N. Sullivan	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Approve Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 8.07% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	
5	Ratify PricewaterhouseCoopers LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	

Baker Hughes Incorporated

Meeting Date: 04/27/2017

Country: USA

Primary Security ID: 057224107

Record Date: 03/03/2017

Meeting Type: Annual

Primary CUSIP: 057224107

Shares Voted: 251

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Gregory D. Brenneman	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Baker Hughes Incorporated

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: <p>In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</p></i>	
1b	Elect Director Clarence P. Cazalot, Jr.	For
1c	Elect Director Martin S. Craighead	For
1d	Elect Director William H. Easter, III	For
1e	Elect Director Lynn L. Elsenhans	For
1f	Elect Director Anthony G. Fernandes	For
1g	Elect Director Claire W. Gargalli	For
1h	Elect Director Pierre H. Jungels	For
1i	Elect Director James A. Lash	For
1j	Elect Director J. Larry Nichols	For
1k	Elect Director James W. Stewart	For
1l	Elect Director Charles L. Watson	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: <p>This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</p></i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: <p>This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</p></i>	
4	Ratify Deloitte & Touche LLP as Auditors	For
	<i>Voter Rationale: <p>The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</p></i>	
5	Provide Vote Counting to Exclude Abstentions	Against
	<i>Voter Rationale: This shareholder proposal seeks to have the Company exclude abstentions when calculating the support proposals receive. Under the current system, from a practical standpoint abstentions count as a vote against both management and shareholder proposals in calculating the percentage of support a proposal receives. Abstentions allow shareholders to use their vote to send a message of ambivalence or disapproval without outwardly supporting or opposing a proposal. A shareholder may also choose to abstain on an issue where a real or perceived conflict exists. Thus abstentions serve a valuable purpose. The proponent has not submitted any evidence of abuse of the system. For those reasons, a vote is cast against.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Baker Hughes Incorporated

Meeting Date: 06/30/2017

Country: USA

Primary Security ID: 057224107

Record Date: 05/25/2017

Meeting Type: Special

Primary CUSIP: 057224107

Shares Voted: 253

Proposal Number	Proposal Text	Vote Instruction
1	<p>Approve Merger Agreement</p> <p><i>Voter Rationale: This proposal seeks shareholder approval of the Company combining with General Electric Company's oil and gas business in a newly created independent publicly traded entity. The Company is an oil field services company and General Electric is a multinational conglomerate. The combined company will be renamed Baker Hughes, a GE Company and is expected to be listed on the NYSE. Also, company shareholders will own 37.5% of the combined company, and GE will own the remaining 62.5%. The Board recommends shareholder approval because: the challenges facing the company – oil/gas price volatility, decreased demand for oil/gas due to a weakening global demand, and the competitive oilfield service market; synergies - \$1.2 billion annually in cost synergies and \$400.0 million in EBITA from annual revenue synergies; the belief that the combined company will generate significant free cash flow allowing the return of cash to the combined investor base through dividends and share repurchases; and the form of consideration – the certainty of cash and the equity allows for the opportunity to participate in the upside potential of the combined company. Per the terms of the combination, each share of company stock will receive a one-time cash dividend of \$17.50 and one share of the combined company. The value of the consideration to be received by company shareholders cannot be known with certainty prior to completion of the transaction, as a component of the consideration will be in the form of stock in a company that is not yet publicly traded. An opinion has been issued by Goldman Sachs that the terms are fair to the Company's shareholders. The company's share price increased 8.4% on 10-28-16 after the media reported the two companies were exploring a transaction the day before however, it dropped 6.3% on the date of announcement 10-31-16. Since announcement the company's share price his climbed above its price on the unaffected date Oct. 27th. For those reasons, a vote is cast in favor of the proposal.</i></p>	For
2	<p>Adjourn Meeting</p> <p><i>Voter Rationale: This proposal seeks to adjourn the meeting to obtain additional proxies if necessary, in order to support the merger. Since we support the merger, a vote is cast in favor.</i></p>	For
3	<p>Advisory Vote on Golden Parachutes</p> <p><i>Voter Rationale: This advisory vote proposal seeks shareholder approval of the merger-related "golden parachute" executive compensation arrangements which may be paid in connection with the proposed merger. The outcome of this advisory vote will have no effect on whether the merger is consummated. The arrangements are not in the best interests of shareholders because they provide: a total payment in excess of 2.99 times salary and bonus; a gross up for excise taxes; for accelerated vesting of unvested equity awards in an amount that is excessive. Therefore, a vote is cast against.</i></p>	Against
4	<p>Approve Omnibus Stock Plan</p> <p><i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 6.05% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i></p>	Against
5	<p>Approve Material Terms of the Executive Officer Performance Goals</p> <p><i>Voter Rationale: This proposal asks shareholders to re-approve the Company's annual incentive bonus plan for senior executive officers. Section 162(m) of the Internal Revenue Code requires that shareholders re-approve the plan every five years. A vote is cast against this proposal because the performance objectives are not specific enough to determine what a participant must accomplish in order to receive an award.</i></p>	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Ball Corporation

Meeting Date: 04/26/2017

Country: USA

Primary Security ID: 058498106

Record Date: 03/01/2017

Meeting Type: Annual

Primary CUSIP: 058498106

Shares Voted: 104

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director John A. Hayes <i>Voter Rationale: A vote is cast against all nominees given that the board has prohibited shareholders from submitting binding proposals to amend the bylaws and failed to opt-out of a provision in Indiana Business law that results in the indefinite classification of the board. A vote is cast to withhold on all nominees except for those nominees who are new to the board.</i>	Withhold
1.2	Elect Director George M. Smart	Withhold
1.3	Elect Director Theodore M. Solso	Withhold
1.4	Elect Director Stuart A. Taylor, II	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reasons: Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 13.88% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
4	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross-ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
5	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Bank of America Corporation

Meeting Date: 04/26/2017

Country: USA

Primary Security ID: 060505104

Record Date: 03/02/2017

Meeting Type: Annual

Primary CUSIP: 060505104

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Bank of America Corporation

Shares Voted: 5,996

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Sharon L. Allen	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Susan S. Bies	For
1c	Elect Director Jack O. Bovender, Jr.	For
1d	Elect Director Frank P. Bramble, Sr.	For
1e	Elect Director Pierre J.P. de Weck	For
1f	Elect Director Arnold W. Donald	For
1g	Elect Director Linda P. Hudson	For
1h	Elect Director Monica C. Lozano	For
1i	Elect Director Thomas J. May	For
1j	Elect Director Brian T. Moynihan	For
1k	Elect Director Lionel L. Nowell, III	For
1l	Elect Director Michael D. White	For
1m	Elect Director Thomas D. Woods	For
1n	Elect Director R. David Yost	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Ratify PricewaterhouseCoopers LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Bank of America Corporation

Proposal Number	Proposal Text	Vote Instruction
5	Amend the General Clawback Policy <i>Voter Rationale: This proposal asks the board to adopt a policy to review all bonuses and awards to senior executives when a restatement of the company's financial results occurs and to recoup any incentive-based compensation if specified performance targets were not actually achieved. A vote is cast for this proposal because incentive pay should be paid and retained only if the company legitimately achieves performance benchmarks that are set in advance.</i>	For
6	Non-core banking operations <i>Voter Rationale: This shareholder proposal asks the board for a study to determine if the divestiture of all non-core banking business segments would improve shareholder value and whether the company should divide into a number of independent firms. The proponent defines non-core banking operations as operations conducted by affiliates of the company and not the affiliate the corporation identifies as Bank of America. The proponent's supporting statement emphasizes the decline in the company's share price from 2007, its troubles at Countrywide Financial and mortgage fraud. It did not offer any specific ideas as to what non-core businesses should be sold or how the division of the company into a number of independent firms would improve shareholder value. In response, the board said it does an annual review of its strategic plan and that review includes an evaluation as to which business activities and assets support its growth objectives; since 2010 the company has divested over \$74.0 billion in non-core operations and assets. From the board's response, it appears it is active in jettisoning non-core business operations that are not a good fit with its strategic plan and the company is making improvements in its financial performance – a year over year increase in revenue, earnings and book value from 2015 to 2106. A vote is cast against the proposal.</i>	Against
7	Require Independent Board Chairman <i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</i>	For
8	Report on Gender Pay Gap <i>Voter Rationale: The proponent requests the board to prepare a report on the company's policies and goals to reduce the gender pay gap. According to the proponent, a gender pay gap of 6.4% exists in the financial industry, the highest of any industry examined. The company claims it has been open in its efforts to close the gender pay gap and it includes its compensation plan for shareholder examination in the Business Standards Report and their ESG Addendum – board stated this report contains more information than requested in the proposal. Additionally, the company stated it uses an inspection process carried out by an independent consulting firm for gender pay equity – the results of that consulting firm's investigations are not included in any company materials. Passage of this proposal would send the message to the board that more transparency is needed so that shareholders can learn the degree of severity of the gender pay gap at the company and whether the goals set to correct the problem are rigorous. A vote is cast in favor.</i>	For

BASF SE

Meeting Date: 05/12/2017

Country: Germany

Primary Security ID: D06216317

Record Date: 03/31/2017

Meeting Type: Annual

Primary CUSIP: D06216101

Shares Voted: 5

Proposal Number	Proposal Text	Vote Instruction
1	Meeting for ADR Holders Receive Financial Statements and Statutory Reports for Fiscal 2016 (Non-Voting)	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

BASF SE

Proposal Number	Proposal Text	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 3.00 per Share <i>Voter Rationale: This proposal seeks approval of the Company's allocation of income. This is normally a routine, bookkeeping matter and in the best interests of shareholders. No objection has been made. A vote is cast in favor of the proposal.</i>	For
3	Approve Discharge of Supervisory Board for Fiscal 2016 <i>Voter Rationale: This proposal seeks approval of discharging the Supervisory Board and Management Board of the Company from liability claims in respect of their actions during the year under review. This resolution could deter shareholders from bringing claims for damages caused by negligence or misconduct of directors and senior management. Therefore, a vote is cast against the proposal.</i>	Against
4	Approve Discharge of Management Board for Fiscal 2016 <i>Voter Rationale: See item 3.</i>	Against
5	Ratify KPMG AG as Auditors for Fiscal 2017 <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive (if any) for "other" services is so minimal that it does not pose a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
6	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares <i>Voter Rationale: The Company seeks authority to repurchase its own shares. The Company has not stated what be the purposes of its repurchases. That is not in the best interests of shareholders. A vote is cast to abstain.</i>	Abstain
7	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 10 Billion; Approve Creation of EUR 117.6 Million Pool of Capital to Guarantee Conversion Rights <i>Voter Rationale: This seeks to issue securities without preemptive rights (i.e., first refusal of pro-rata share). This concept is expensive, cumbersome and, in view of modern trading practices, unnecessary. The shares involved are not excessive. A yes vote is cast.</i>	For
8	Approve Remuneration of Supervisory Board <i>Voter Rationale: This proposal seeks approval changing the remuneration schedule for members of the Company's supervisory board. The main element of the proposed change is the introduction of a pure fixed remuneration and the deletion of any variable compensation elements in the remuneration of supervisory board members. Pursuant to the proposed changes, the remuneration of the Supervisory Board will no longer include a long-term variable element. However, fixed remuneration for Supervisory Board members will increase significantly to reflect the removal of the variable element. The proposed changes do not compare favorably with the existing remuneration as the pure fixed remuneration is considered to be excessive in the absence of performance standard. Therefore, a vote is cast against the proposal.</i>	Against

Baxter International Inc.

Meeting Date: 05/02/2017

Country: USA

Primary Security ID: 071813109

Record Date: 03/09/2017

Meeting Type: Annual

Primary CUSIP: 071813109

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Baxter International Inc.

Shares Voted: 290

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Jose (Joe) E. Almeida	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Thomas F. Chen	For
1c	Elect Director John D. Forsyth	For
1d	Elect Director Munib Islam	For
1e	Elect Director Michael F. Mahoney	For
1f	Elect Director Carole J. Shapazian	For
1g	Elect Director Thomas T. Stallkamp	For
1h	Elect Director Albert P.L. Stroucken	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Ratify PricewaterhouseCoopers LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
5	Amend Proxy Access Right	For
	<i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	

BB&T Corporation

Meeting Date: 04/25/2017

Country: USA

Primary Security ID: 054937107

Record Date: 02/15/2017

Meeting Type: Annual

Primary CUSIP: 054937107

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

BB&T Corporation

Shares Voted: 481

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Jennifer S. Banner	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director K. David Boyer, Jr.	For
1.3	Elect Director Anna R. Cablik	For
1.4	Elect Director James A. Faulkner	For
1.5	Elect Director I. Patricia Henry	For
1.6	Elect Director Eric C. Kendrick	For
1.7	Elect Director Kelly S. King	For
1.8	Elect Director Louis B. Lynn	For
1.9	Elect Director Charles A. Patton	For
1.10	Elect Director Nido R. Qubein	For
1.11	Elect Director William J. Reuter	For
1.12	Elect Director Tollie W. Rich, Jr.	For
1.13	Elect Director Christine Sears	For
1.14	Elect Director Thomas E. Skains	For
1.15	Elect Director Thomas N. Thompson	For
1.16	Elect Director Stephen T. Williams	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

BB&T Corporation

Proposal Number	Proposal Text	Vote Instruction
5	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 5.95% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
6	Reduce Supermajority Vote Requirement <i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	For

Becton, Dickinson and Company

Meeting Date: 01/24/2017 **Country:** USA **Primary Security ID:** 075887109
Record Date: 12/02/2016 **Meeting Type:** Annual

Primary CUSIP: 075887109

Shares Voted: 126

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Becton, Dickinson and Company

Proposal Number	Proposal Text	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Require Independent Board Chairman <i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</i>	For

Bed Bath & Beyond Inc.

Meeting Date: 06/29/2017

Country: USA

Primary Security ID: 075896100

Record Date: 05/05/2017

Meeting Type: Annual

Primary CUSIP: 075896100

Shares Voted: 90

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Warren Eisenberg <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Leonard Feinstein	For
1c	Elect Director Steven H. Temares	For
1d	Elect Director Dean S. Adler	For
1e	Elect Director Stanley F. Barshay	For
1f	Elect Director Klaus Eppler	For
1g	Elect Director Patrick R. Gaston	For
1h	Elect Director Jordan Heller	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Bed Bath & Beyond Inc.

Proposal Number	Proposal Text	Vote Instruction
1i	Elect Director Victoria A. Morrison	For
1j	Elect Director Virginia P. Ruesterholz	For
2	Ratify KPMG LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Amend Omnibus Stock Plan	Against
	<i>Voter Rationale: This proposal seeks approval of performance criteria for an existing stock compensation plan. Although the types of criteria are listed, the Company does not disclose enough about them to enable a shareholder to determine what type of award will be generated by what type of performance. That is not in the best interests of shareholders. Therefore, a vote is cast against.</i>	

Berkshire Hathaway Inc.

Meeting Date: 05/06/2017

Country: USA

Primary Security ID: 084670702

Record Date: 03/08/2017

Meeting Type: Annual

Primary CUSIP: 084670702

Shares Voted: 1,127

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Warren E. Buffett	Withhold
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is no such majority here. A vote is cast for outsiders and against insiders.</i>	
1.2	Elect Director Charles T. Munger	Withhold
1.3	Elect Director Howard G. Buffett	Withhold
1.4	Elect Director Stephen B. Burke	For
1.5	Elect Director Susan L. Decker	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Berkshire Hathaway Inc.

Proposal Number	Proposal Text	Vote Instruction
1.6	Elect Director William H. Gates, III	Withhold
1.7	Elect Director David S. Gottesman	For
1.8	Elect Director Charlotte Guyman	For
1.9	Elect Director Thomas S. Murphy	For
1.10	Elect Director Ronald L. Olson	Withhold
1.11	Elect Director Walter Scott, Jr.	For
1.12	Elect Director Meryl B. Witmer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Report on Political Contributions	For
	<i>Voter Rationale: This proposal requests the company provide a report, updated semiannually, on its direct and indirect political contributions and trade association expenditures made with corporate funds. Some, but not all, of this information is available in public filings but they are scattered throughout different states and are not readily and easily available in total to shareholders. A vote is cast for this proposal because it would provide useful and more comprehensive information regarding the Company's political contributions.</i>	
5	Assess and Report on Exposure to Climate Change Risks	For
	<i>Voter Rationale: This proposal requests that the Board report to shareholders on how the Company is responding to rising regulatory, competitive, and public pressure to significantly reduce carbon dioxide and other greenhouse gas emissions. This would provide shareholders with useful information on an important topic. A vote is cast in favor.</i>	
6	Require Divestment from Fossil Fuels	Against
	<i>Voter Rationale: A vote is cast against this proposal because it does not appear warranted at this time.</i>	

Best Buy Co., Inc.

Meeting Date: 06/13/2017

Country: USA

Primary Security ID: 086516101

Record Date: 04/17/2017

Meeting Type: Annual

Primary CUSIP: 086516101

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Best Buy Co., Inc.

Shares Voted: 161

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Lisa M. Caputo	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director J. Patrick Doyle	For
1c	Elect Director Russell P. Fradin	For
1d	Elect Director Kathy J. Higgins Victor	For
1e	Elect Director Hubert Joly	For
1f	Elect Director David W. Kenny	For
1g	Elect Director Karen A. McLoughlin	For
1h	Elect Director Thomas L. "Tommy" Millner	For
1i	Elect Director Claudia F. Munce	For
1j	Elect Director Gerard R. Vittecoq	For
2	Ratify Deloitte & Touche, LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Amend Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 12.73% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Biogen Inc.

Meeting Date: 06/07/2017

Country: USA

Primary Security ID: 09062X103

Record Date: 04/10/2017

Meeting Type: Annual

Primary CUSIP: 09062X103

Shares Voted: 129

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Alexander J. Denner <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Caroline D. Dorsa	For
1c	Elect Director Nancy L. Leaming	For
1d	Elect Director Richard C. Mulligan	For
1e	Elect Director Robert W. Pangia	For
1f	Elect Director Stelios Papadopoulos	For
1g	Elect Director Brian S. Posner	For
1h	Elect Director Eric K. Rowinsky	For
1i	Elect Director Lynn Schenk	For
1j	Elect Director Stephen A. Sherwin	For
1k	Elect Director Michel Vounatsos	For
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Biogen Inc.

Proposal Number	Proposal Text	Vote Instruction
5	Approve Omnibus Stock Plan <i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 7.51% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	Against

BlackRock, Inc.

Meeting Date: 05/25/2017

Country: USA

Primary Security ID: 09247X101

Record Date: 03/30/2017

Meeting Type: Annual

Primary CUSIP: 09247X101

Shares Voted: 72

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Abdlatif Yousef Al-Hamad <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Mathis Cabiallavetta	For
1c	Elect Director Pamela Daley	For
1d	Elect Director William S. Demchak	For
1e	Elect Director Jessica P. Einhorn	For
1f	Elect Director Laurence D. Fink	For
1g	Elect Director Fabrizio Freda	For
1h	Elect Director Murry S. Gerber	For
1i	Elect Director James Grosfeld	For
1j	Elect Director Robert S. Kapito	For
1k	Elect Director Deryck Maughan	For
1l	Elect Director Cheryl D. Mills	For
1m	Elect Director Gordon M. Nixon	For
1n	Elect Director Charles H. Robbins	For
1o	Elect Director Ivan G. Seidenberg	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

BlackRock, Inc.

Proposal Number	Proposal Text	Vote Instruction
1p	Elect Director Marco Antonio Slim Domit	For
1q	Elect Director John S. Varley	For
1r	Elect Director Susan L. Wagner	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Ratify Deloitte & Touche LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
5	Report on Proxy Voting and Executive Compensation	For
	<i>Voter Rationale: This shareholder proposal asks the company for a report that evaluates options for bringing its voting practices in line with its stated principle of linking executive compensation and performance. The options the proponent refers to are: including a broader range of research sources and adopting best practices of independent rating agencies/other asset managers. According to the proponent the company's Say on Pay proxy votes during the time period from July 1, 2015 through June 30, 2016 were cast in favor of 99% of the CEO pay packages and that compares to an average approval rating of 89% among 200 investment managers. In response, the company said its starting position is to support management of the company they analyzing and if they have concerns, they will engage that company and encourage change rather than vote against their Say on Pay proposal. A vote will be cast against if management of the company they are analyzing does not engage or its explanations are unacceptable. Most companies consider a poor Say on Pay vote outcome a black mark on them and take immediate steps to correct the offending poor compensation practices. However, the company's approach could encourage the delay or stretching out of the time period of remedial action on executive compensation at the company they're analyzing, which could further erode shareholder value. Therefore, a vote is cast for the proposal.</i>	
6	Report on Lobbying Payments and Policy	For
	<i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	

BorgWarner Inc.

Meeting Date: 04/26/2017

Country: USA

Primary Security ID: 099724106

Record Date: 03/01/2017

Meeting Type: Annual

Primary CUSIP: 099724106

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

BorgWarner Inc.

Shares Voted: 119

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Jan Carlson <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Dennis C. Cuneo	For
1c	Elect Director Michael S. Hanley	For
1d	Elect Director Roger A. Krone	For
1e	Elect Director John R. McKernan, Jr.	For
1f	Elect Director Alexis P. Michas	For
1g	Elect Director Vicki L. Sato	For
1h	Elect Director Richard O. Schaum	For
1i	Elect Director Thomas T. Stallkamp	For
1j	Elect Director James R. Verrier	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
5	Provide Right to Act by Written Consent <i>Voter Rationale: This proposal allows shareholders to act by written consent. If the majority of shareholders wish to exercise their ownership rights by written consent, they should be allowed to do so. A vote is cast in favor.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Boston Properties, Inc.

Meeting Date: 05/23/2017

Country: USA

Primary Security ID: 101121101

Record Date: 03/29/2017

Meeting Type: Annual

Primary CUSIP: 101121101

Shares Voted: 92

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Bruce W. Duncan <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Karen E. Dykstra	For
1.3	Elect Director Carol B. Einiger	For
1.4	Elect Director Jacob A. Frenkel	For
1.5	Elect Director Joel I. Klein	For
1.6	Elect Director Douglas T. Linde	For
1.7	Elect Director Matthew J. Lustig	For
1.8	Elect Director Alan J. Patricof	For
1.9	Elect Director Owen D. Thomas	For
1.10	Elect Director Martin Turchin	For
1.11	Elect Director David A. Twardock	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Boston Scientific Corporation

Meeting Date: 05/09/2017

Country: USA

Primary Security ID: 101137107

Record Date: 03/15/2017

Meeting Type: Annual

Primary CUSIP: 101137107

Shares Voted: 808

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Nelda J. Connors <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Charles J. Dockendorff	For
1c	Elect Director Yoshiaki Fujimori	For
1d	Elect Director Donna A. James	For
1e	Elect Director Edward J. Ludwig	For
1f	Elect Director Stephen P. MacMillan	For
1g	Elect Director Michael F. Mahoney	For
1h	Elect Director David J. Roux	For
1i	Elect Director John E. Sununu	For
1j	Elect Director Ellen M. Zane	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Bristol-Myers Squibb Company

Meeting Date: 05/02/2017

Country: USA

Primary Security ID: 110122108

Record Date: 03/14/2017

Meeting Type: Annual

Primary CUSIP: 110122108

Shares Voted: 992

Proposal Number	Proposal Text	Vote Instruction
1A	Elect Director Peter J. Arduini	Against
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is no such majority here. A vote is cast for outsiders and against insiders.</i>	
1B	Elect Director Robert J. Bertolini	Against
1C	Elect Director Giovanni Caforio	For
1D	Elect Director Matthew W. Emmens	For
1E	Elect Director Laurie H. Glimcher	Against
1F	Elect Director Michael Grobstein	Against
1G	Elect Director Alan J. Lacy	Against
1H	Elect Director Dinesh C. Paliwal	For
1I	Elect Director Theodore R. Samuels	Against
1J	Elect Director Gerald L. Storch	Against
1K	Elect Director Vicki L. Sato	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Amend Omnibus Stock Plan	Against
	<i>Voter Rationale: This proposal seeks approval of performance criteria for an existing stock compensation plan. Although the types of criteria are listed, the Company does not disclose enough about them to enable a shareholder to determine what type of award will be generated by what type of performance. That is not in the best interests of shareholders. Therefore, a vote is cast against.</i>	
5	Amend Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock plan for key executives is amended by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. Thus, a vote is cast against the amendment.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Bristol-Myers Squibb Company

Proposal Number	Proposal Text	Vote Instruction
6	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
7	Reduce Ownership Threshold for Shareholders to Call Special Meeting <i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>	For

Broadcom Limited

Meeting Date: 04/05/2017 **Country:** Singapore **Primary Security ID:** Y09827109
Record Date: 02/08/2017 **Meeting Type:** Annual
Primary CUSIP: Y04865104

Shares Voted: 236

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Hock E. Tan <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director James V. Diller	For
1c	Elect Director Lewis C. Eggebrecht	For
1d	Elect Director Kenneth Y. Hao	For
1e	Elect Director Eddy W. Hartenstein	For
1f	Elect Director Check Kian Low	For
1g	Elect Director Donald Macleod	For
1h	Elect Director Peter J. Marks	For
1i	Elect Director Henry Samuelli	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Broadcom Limited

Proposal Number	Proposal Text	Vote Instruction
3	Approve Issuance of Shares with or without Preemptive Rights <i>Voter Rationale: This seeks to issue securities with/without preemptive rights (i.e., first refusal of pro-rata share). The preemption provision protects a shareholders percentage of current equity. The number of shares involved is not excessive. A vote is cast in favor.</i>	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
5	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Brown-Forman Corporation

Meeting Date: 07/27/2017

Country: USA

Primary Security ID: 115637100

Record Date: 06/19/2017

Meeting Type: Annual

Primary CUSIP: 115637100

Shares Voted: 105

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Patrick Bousquet- Chavanne <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	For
1.2	Elect Director Campbell P. Brown	Against
1.3	Elect Director Geo. Garvin Brown, IV	Against
1.4	Elect Director Stuart R. Brown	Against
1.5	Elect Director Bruce L. Byrnes	For
1.6	Elect Director John D. Cook	For
1.7	Elect Director Marshall B. Farrer	Against
1.8	Elect Director Laura L. Frazier	Against
1.9	Elect Director Kathleen M. Gutmann	For
1.10	Elect Director Augusta Brown Holland	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Brown-Forman Corporation

Proposal Number	Proposal Text	Vote Instruction
1.11	Elect Director Michael J. Roney	For
1.12	Elect Director Michael A. Todman	For
1.13	Elect Director Paul C. Varga	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Brunswick Corporation

Meeting Date: 05/03/2017 Country: USA Primary Security ID: 117043109
Record Date: 03/02/2017 Meeting Type: Annual

Primary CUSIP: 117043109

Shares Voted: 2

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Nancy E. Cooper <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Ralph C. Stayer	For
1c	Elect Director Jane L. Warner	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Brunswick Corporation

Proposal Number	Proposal Text	Vote Instruction
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4 Ratify Deloitte & Touche LLP as Auditors

Against

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

C. R. Bard, Inc.

Meeting Date: 04/19/2017

Country: USA

Primary Security ID: 067383109

Record Date: 02/27/2017

Meeting Type: Annual

Primary CUSIP: 067383109

Shares Voted: 44

Proposal Number	Proposal Text	Vote Instruction
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1.1 Elect Director David M. Barrett

Against

Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. The total number of boards upon which they serve is also another factor to consider in evaluating nominees for the board. Here, there are either nominees with fulltime jobs serving on more than three other boards or retired nominees serving on more than five other boards. Therefore, a vote is cast against those nominees who sit on too many boards, and are not independent (a vote will be cast for those nominees who are independent).

1.2 Elect Director Robert M. Davis

Against

1.3 Elect Director Herbert L. Henkel

Against

1.4 Elect Director John C. Kelly

For

1.5 Elect Director David F. Melcher

For

1.6 Elect Director Gail K. Naughton

For

1.7 Elect Director Timothy M. Ring

Against

1.8 Elect Director Tommy G. Thompson

Against

1.9 Elect Director John H. Weiland

Against

1.10 Elect Director Anthony Welters

For

1.11 Elect Director Tony L. White

Against

2 Ratify KPMG LLP as Auditors

Against

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

C. R. Bard, Inc.

Proposal Number	Proposal Text	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

C. R. Bard, Inc.

Meeting Date: 08/08/2017

Country: USA

Primary Security ID: 067383109

Record Date: 06/22/2017

Meeting Type: Special

Primary CUSIP: 067383109

Shares Voted: 43

Proposal Number	Proposal Text	Vote Instruction
1	Approve Merger Agreement <i>Voter Rationale: This proposal seeks shareholder approval of the Company being acquired by Becton, Dickenson, and Company (BDC) in a cash and stock transaction valued at \$23.0 billion. The Company is in the health care equipment business and BDC is in the medical technology sector - it will own 85% of the combined company. The Board recommends shareholder approval because: the combined company would be able to offer end to end medication management solutions and deal with costly and frequent healthcare associated infections; and the cash consideration provides certainty of value to company shareholders and the stock portion allows shareholders to participate in the future success of the combined company. Per the terms of the merger, each share of company stock will receive \$222.93 in cash and 0.5077 BDC shares (per share consideration value, \$317.00) which represents a premium of 25.3% based on the closing prices of the shares on the last day of trading before the transaction was announced. An opinion has been issued by Goldman Sachs & Sachs Co. Ltd. that the terms are fair to the Company's shareholders. For those reasons, a vote is cast in favor of the proposal.</i>	For
2	Advisory Vote on Golden Parachutes <i>Voter Rationale: This advisory vote proposal seeks shareholder approval of the merger-related "golden parachute" executive compensation arrangements which may be paid in connection with the proposed merger. The outcome of this advisory vote will have no effect on whether the merger is consummated. The arrangements are not in the best interests of shareholders because they provide: a total payment in excess of 2.99 times salary and bonus; a gross up for excise taxes; that a recipient can receive cash payments and accelerated vesting of unvested equity awards even if he or she does not lose his job; for accelerated vesting of unvested equity awards in an amount that is excessive. Therefore, a vote is cast against.</i>	Against
3	Adjourn Meeting <i>Voter Rationale: This proposal seeks to adjourn the meeting to obtain additional proxies if necessary, in order to support the merger. Since we support the merger, a vote is cast in favor.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

C.H. Robinson Worldwide, Inc.

Meeting Date: 05/11/2017

Country: USA

Primary Security ID: 12541W209

Record Date: 03/15/2017

Meeting Type: Annual

Primary CUSIP: 12541W209

Shares Voted: 84

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Scott P. Anderson <i>Voter Rationale: This company has underperformed its broad market index and its peer group for the past five years. Given that performance, a vote is cast to withhold authority for all nominees to the board.</i>	Against
1.2	Elect Director Robert Ezrilov	Against
1.3	Elect Director Wayne M. Fortun	Against
1.4	Elect Director Mary J. Steele Guilfoile	Against
1.5	Elect Director Jodee A. Kozlak	Against
1.6	Elect Director Brian P. Short	Against
1.7	Elect Director James B. Stake	Against
1.8	Elect Director John P. Wiehoff	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
5	***Withdrawn Resolution*** Report on Greenhouse Gas Emissions Disclosure	

CA, Inc.

Meeting Date: 08/09/2017

Country: USA

Primary Security ID: 12673P105

Record Date: 06/12/2017

Meeting Type: Annual

Primary CUSIP: 12673P105

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

CA, Inc.

Shares Voted: 187

Proposal Number	Proposal Text	Vote Instruction
1A	Elect Director Jens Alder	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1B	Elect Director Raymond J. Bromark	For
1C	Elect Director Michael P. Gregoire	For
1D	Elect Director Rohit Kapoor	For
1E	Elect Director Jeffrey G. Katz	For
1F	Elect Director Kay Koplovitz	For
1G	Elect Director Christopher B. Lofgren	For
1H	Elect Director Richard Sulpizio	For
1I	Elect Director Laura S. Unger	For
1J	Elect Director Arthur F. Weinbach	For
1K	Elect Director Renato (Ron) Zambonini	For
2	Ratify KPMG LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Amendment to Increase Number of Shares Issuable Under the 2012 Non-Employee Stock Plan	For
	<i>Voter Rationale: This proposal adds shares to an existing stock plan for outside directors which pays some or all of the directors' compensation in stock. This aligns the interests of directors and shareholders. A vote is cast in favor.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Cabot Oil & Gas Corporation

Meeting Date: 05/03/2017

Country: USA

Primary Security ID: 127097103

Record Date: 03/13/2017

Meeting Type: Annual

Primary CUSIP: 127097103

Shares Voted: 276

Proposal Number	Proposal Text	Vote Instruction
1A	Elect Director Dorothy M. Ables <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1B	Elect Director Rhys J. Best	For
1C	Elect Director Robert S. Boswell	For
1D	Elect Director Dan O. Dinges	For
1E	Elect Director Robert Kelley	For
1F	Elect Director W. Matt Ralls	For
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Campbell Soup Company

Meeting Date: 11/15/2017

Country: USA

Primary Security ID: 134429109

Record Date: 09/18/2017

Meeting Type: Annual

Primary CUSIP: 134429109

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Campbell Soup Company

Shares Voted: 115

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Fabiola R. Arredondo <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Howard M. Averill	For
1.3	Elect Director Bennett Dorrance	For
1.4	Elect Director Randall W. Larrimore	For
1.5	Elect Director Marc B. Lautenbach	For
1.6	Elect Director Mary Alice D. Malone	For
1.7	Elect Director Sara Mathew	For
1.8	Elect Director Keith R. McLoughlin	For
1.9	Elect Director Denise M. Morrison	For
1.10	Elect Director Nick Shreiber	For
1.11	Elect Director Archbold D. van Beuren	For
1.12	Elect Director Les C. Vinney	For
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Capital One Financial Corporation

Meeting Date: 05/04/2017

Country: USA

Primary Security ID: 14040H105

Record Date: 03/13/2017

Meeting Type: Annual

Primary CUSIP: 14040H105

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Capital One Financial Corporation

Shares Voted: 286

Proposal Number	Proposal Text	Vote Instruction
1A	Elect Director Richard D. Fairbank	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1B	Elect Director Ann Fritz Hackett	For
1C	Elect Director Lewis Hay, III	For
1D	Elect Director Benjamin P. Jenkins, III	For
1E	Elect Director Peter Thomas Killalea	For
1F	Elect Director Pierre E. Leroy	For
1G	Elect Director Peter E. Raskind	For
1H	Elect Director Mayo A. Shattuck, III	For
1I	Elect Director Bradford H. Warner	For
1J	Elect Director Catherine G. West	For
2	Ratify Ernst & Young LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Amend Nonqualified Employee Stock Purchase Plan	For
	<i>Voter Rationale: This proposal adds shares to an employee stock ownership plan, which gives an equity stake in the company to all fulltime and many part-time workers, thus encouraging quality work. That is in the best interests of shareholders. A vote is cast in favor.</i>	
6	Provide Right to Act by Written Consent	For
	<i>Voter Rationale: This proposal allows shareholders to act by written consent. If the majority of shareholders wish to exercise their ownership rights by written consent, they should be allowed to do so. A vote is cast in favor.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Cardinal Health, Inc.

Meeting Date: 11/08/2017

Country: USA

Primary Security ID: 14149Y108

Record Date: 09/11/2017

Meeting Type: Annual

Primary CUSIP: 14149Y108

Shares Voted: 189

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director David J. Anderson <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Colleen F. Arnold	For
1.3	Elect Director George S. Barrett	For
1.4	Elect Director Carrie S. Cox	For
1.5	Elect Director Calvin Darden	For
1.6	Elect Director Bruce L. Downey	For
1.7	Elect Director Patricia A. Hemingway Hall	For
1.8	Elect Director Clayton M. Jones	For
1.9	Elect Director Gregory B. Kenny	For
1.10	Elect Director Nancy Killefer	For
1.11	Elect Director David P. King	For
2	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Cardinal Health, Inc.

Proposal Number	Proposal Text	Vote Instruction
5	Require Independent Board Chairman <i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. The company has been embroiled over the years in problematic compliance and distribution practices relating to opioid drugs. A non-executive board chairman would be a good check on management's strategy and execution efforts to deal with the ongoing controversy. A vote is cast in favor.</i>	For
6	Provide For Confidential Running Vote Tallies On Executive Pay Matters <i>Voter Rationale: This proposal seeks approval of the Company adopting a policy that would restrict the Company and Board access to the running voting tallies on executive pay matters. Management would continue to have access to shareholder comments on the ballot. The proponent argues that confidential voting would prevent management from embellishing the vote for their own agenda. In most U.S. companies, the results of the vote tallies determine whether or not a Company goes forth with shareholder solicitation. By preventing access to the vote tally results however, could inadvertently lead to excessive solicitation, which can be very costly. Viewing of vote tallies is a routine practice. The proponent has not presented a compelling case for change. A vote is cast against this proposal.</i>	Against

CarMax, Inc.

Meeting Date: 06/26/2017

Country: USA

Primary Security ID: 143130102

Record Date: 04/21/2017

Meeting Type: Annual

Primary CUSIP: 143130102

Shares Voted: 111

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Ronald E. Blaylock <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Sona Chawla	For
1.3	Elect Director Alan B. Colberg	For
1.4	Elect Director Thomas J. Folliard	For
1.5	Elect Director Jeffrey E. Garten	For
1.6	Elect Director Shira Goodman	For
1.7	Elect Director W. Robert Grafton	For
1.8	Elect Director Edgar H. Grubb	For
1.9	Elect Director William D. Nash	For
1.10	Elect Director Marcella Shinder	For
1.11	Elect Director John T. Standley	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

CarMax, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.12	Elect Director Mitchell D. Steenrod	For
1.13	Elect Director William R. Tiefel	For
2	Ratify KPMG LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Amend Executive Incentive Bonus Plan	Against
	<i>Voter Rationale: This proposal asks shareholders to approve or amend the company's annual incentive bonus plan for senior executive officers. Section 162(m) of the Internal Revenue Code requires that shareholders reapprove the plan every five years. A vote is cast against this proposal because the plan does not disclose specific performance goals upon which awards are based.</i>	
6	Report on Political Contributions	For
	<i>Voter Rationale: This proposal requests the company provide a report, updated semiannually, on its direct and indirect political contributions and trade association expenditures made with corporate funds. Some, but not all, of this information is available in public filings but they are scattered throughout different states and are not readily and easily available in total to shareholders. A vote is cast for this proposal because it would provide useful and more comprehensive information regarding the company's political contributions.</i>	

Carnival Corporation

Meeting Date: 04/05/2017

Country: Panama

Primary Security ID: 143658300

Record Date: 02/06/2017

Meeting Type: Annual

Primary CUSIP: 143658300

Shares Voted: 249

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Carnival Corporation

Proposal Number	Proposal Text	Vote Instruction
2	Re-elect Jonathon Band as a Director of Carnival Corporation and as a Director of Carnival plc.	For
3	Elect Helen Deeble as a Director of Carnival Corporation and as a Director of Carnival plc.	For
4	Re-elect Arnold W. Donald as a Director of Carnival Corporation and as a Director of Carnival plc.	For
5	Re-elect Richard J. Glasier as a Director of Carnival Corporation and as a Director of Carnival plc.	For
6	Re-elect Debra Kelly-Ennis as a Director of Carnival Corporation and as a Director of Carnival plc.	For
7	Re-elect John Parker as a Director of Carnival Corporation and as a Director of Carnival plc.	For
8	Re-elect Stuart Subotnick as a Director of Carnival Corporation and as a Director of Carnival plc.	For
9	Re-elect Laura Weil as a Director of Carnival Corporation and as a Director of Carnival plc.	For
10	Re-elect Randall J. Weisenburger as a Director of Carnival Corporation and as a Director of Carnival plc.	For
11	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal seeks shareholder advice on the Company's remuneration policy. The policy does not contain any provisions that are materially adverse to shareholder interests. A vote is cast in favor.</i>		
12	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		
13	Approve Directors' Remuneration Report (in accordance with legal requirements applicable to UK companies)	For
<i>Voter Rationale: See item 11.</i>		
14	Approve Remuneration Policy set out in Section B of Part II of the Carnival plc Directors' Remuneration Report (in accordance with legal requirements applicable to UK companies).	For
<i>Voter Rationale: This proposal seeks approval of the directors' remuneration. The amount is not excessive. A vote is cast in favor.</i>		

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Carnival Corporation

Proposal Number	Proposal Text	Vote Instruction
15	Reappoint the UK firm of PricewaterhouseCoopers LLP as independent auditors for Carnival plc and ratify the U.S. firm of PricewaterhouseCoopers LLP as the independent registered certified public accounting firm for Carnival Corporation. <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
16	Authorize the Audit Committee of Carnival plc to agree the remuneration of the independent auditors of Carnival plc. <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders. Therefore, a vote is cast in favor.</i>	For
17	Receive the UK Accounts and Reports of the Directors and Auditors of Carnival plc for the year ended November 30, 2016 (in accordance with legal requirements applicable to UK companies). <i>Voter Rationale: The acceptance of financial statements and statutory reports is a routine, bookkeeping matter that does not materially affect shareholders. No objection has been made. A vote is cast in favor.</i>	For
18	Authorize Issue of Equity with Pre-emptive Rights <i>Voter Rationale: This seeks to issue securities with preemptive rights (i.e., first refusal of pro-rata share). The number of shares involved is excessive. A vote against is cast.</i>	Against
19	Authorize Issue of Equity without Pre-emptive Rights <i>Voter Rationale: This seeks to issue securities without preemptive rights (i.e., first refusal of pro-rata share). This concept is expensive, cumbersome and, in view of modern trading practices, unnecessary. The shares involved are not excessive. A yes vote is cast.</i>	For
20	Authorize Share Repurchase Program <i>Voter Rationale: The Company seeks authority to repurchase its own shares. The Company has not stated what be the purposes of its repurchases. That is not in the best interests of shareholders. A vote is cast to abstain.</i>	Abstain

Caterpillar Inc.

Meeting Date: 06/14/2017

Country: USA

Primary Security ID: 149123101

Record Date: 04/17/2017

Meeting Type: Annual

Primary CUSIP: 149123101

Shares Voted: 349

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director David L. Calhoun	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Caterpillar Inc.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Daniel M. Dickinson	For
1.3	Elect Director Juan Gallardo	For
1.4	Elect Director Jesse J. Greene, Jr.	For
1.5	Elect Director Jon M. Huntsman, Jr.	For
1.6	Elect Director Dennis A. Muilenburg	For
1.7	Elect Director William A. Osborn	For
1.8	Elect Director Debra L. Reed	For
1.9	Elect Director Edward B. Rust, Jr.	For
1.10	Elect Director Susan C. Schwab	For
1.11	Elect Director Jim Umpleby	For
1.12	Elect Director Miles D. White	For
1.13	Elect Director Rayford Wilkins, Jr.	For
2	Ratify PricewaterhouseCoopers as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Amend Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 14.22% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Caterpillar Inc.

Proposal Number	Proposal Text	Vote Instruction
6	Report on Lobbying Payments and Policy <i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	For
7	Reduce Ownership Threshold for Shareholders to Call Special Meeting <i>Voter Rationale: The board seeks shareholder approval to reduce the ownership threshold required to call a special meeting from 25 percent to 15 percent of outstanding shares. That would be in the best interests of shareholders. A vote is cast in favor.</i>	For
8	Report on Lobbying Priorities <i>Voter Rationale: This proposal requests that the board of directors adopt a policy prohibiting the use of corporate funds for any political election or campaign. A complete prohibition on any corporate political spending is not a reasonable approach to addressing concerns about a Company's political contributions. Therefore, a vote is cast against this proposal since it is not in the best interests of the Company's shareholders.</i>	Against
9	Include Sustainability as a Performance Measure for Senior Executive Compensation <i>Voter Rationale: This shareholder proposal requests that the Board Compensation Committee consider non-financial factors, including social and environmental concerns in determining compensation for top executives. A vote is cast for this proposal because social and environmental accountability are important business goals to reverse global trends of waste and degradation and the most effective way for the Company to achieve that is by tying executive compensation to it.</i>	For
10	Amend Compensation Clawback Policy <i>Voter Rationale: This proposal asks the board to adopt a policy to review all bonuses and awards to senior executives when a restatement of the company's financial results occurs and to recoup any incentive-based compensation if specified performance targets were not actually achieved. A vote is cast for this proposal because incentive pay should be paid and retained only if the company legitimately achieves performance benchmarks that are set in advance.</i>	For
11	Require Independent Board Chairman <i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</i>	For

CBOE Holdings, Inc.

Meeting Date: 05/18/2017

Country: USA

Primary Security ID: 12503M108

Record Date: 03/21/2017

Meeting Type: Annual

Primary CUSIP: 12503M108

Shares Voted: 54

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Edward T. Tilly	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

CBOE Holdings, Inc.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director James R. Boris	For
1.3	Elect Director Frank E. English, Jr.	For
1.4	Elect Director William M. Farrow, III	For
1.5	Elect Director Edward J. Fitzpatrick	For
1.6	Elect Director Janet P. Froetscher	For
1.7	Elect Director Jill R. Goodman	For
1.8	Elect Director Christopher T. Mitchell	For
1.9	Elect Director Roderick A. Palmore	For
1.10	Elect Director Joseph P. Ratterman	For
1.11	Elect Director Michael L. Richter	For
1.12	Elect Director Samuel K. Skinner	For
1.13	Elect Director Carole E. Stone	For
1.14	Elect Director Eugene S. Sunshine	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Ratify Deloitte & Touche LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	

CBRE Group, Inc.

Meeting Date: 05/19/2017

Country: USA

Primary Security ID: 12504L109

Record Date: 03/20/2017

Meeting Type: Annual

Primary CUSIP: 12504L109

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

CBRE Group, Inc.

Shares Voted: 178

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Brandon B. Boze	Against
	<i>Voter Rationale: A vote is cast to withhold from all nominees (except Beth Cobert) for failure to respond to a majority-supported shareholder proposal to lower the ownership threshold required to call a special meeting to 10 percent.</i>	
1b	Elect Director Beth F. Cobert	For
1c	Elect Director Curtis F. Feeny	Against
1d	Elect Director Bradford M. Freeman	Against
1e	Elect Director Christopher T. Jenny	Against
1f	Elect Director Gerardo I. Lopez	Against
1g	Elect Director Frederic V. Malek	Against
1h	Elect Director Paula R. Reynolds	Against
1i	Elect Director Robert E. Sulentic	Against
1j	Elect Director Laura D. Tyson	Against
1k	Elect Director Ray Wirta	Against
2	Ratify KPMG LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Approve Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 5.43% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

CBS Corporation

Meeting Date: 05/19/2017

Country: USA

Primary Security ID: 124857103

Record Date: 03/24/2017

Meeting Type: Annual

Primary CUSIP: 124857103

Shares Voted: 221

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director David R. Andelman	Against
	<i>Voter Rationale: A vote is cast to withhold on all nominees due to persistent poor stewardship of the company's executive compensation programs and practices and the board's lack of responsiveness since 2010.</i>	
1b	Elect Director Joseph A. Califano, Jr.	Against
1c	Elect Director William S. Cohen	Against
1d	Elect Director Gary L. Countryman	Against
1e	Elect Director Charles K. Gifford	Against
1f	Elect Director Leonard Goldberg	Against
1g	Elect Director Bruce S. Gordon	Against
1h	Elect Director Linda M. Griego	Against
1i	Elect Director Arnold Kopelson	Against
1j	Elect Director Martha L. Minow	Against
1k	Elect Director Leslie Moonves	Against
1l	Elect Director Doug Morris	Against
1m	Elect Director Shari Redstone	Against
2	Ratify PricewaterhouseCoopers LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Celgene Corporation

Meeting Date: 06/14/2017

Country: USA

Primary Security ID: 151020104

Record Date: 04/20/2017

Meeting Type: Annual

Primary CUSIP: 151020104

Shares Voted: 463

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Robert J. Hugin <i>Voter Rationale: A vote is cast to withhold on all nominees for failing to fully implement the shareholders' ability to call a special meeting.</i>	Withhold
1.2	Elect Director Mark J. Alles	Withhold
1.3	Elect Director Richard W. Barker	Withhold
1.4	Elect Director Michael W. Bonney	Withhold
1.5	Elect Director Michael D. Casey	Withhold
1.6	Elect Director Carrie S. Cox	Withhold
1.7	Elect Director Michael A. Friedman	Withhold
1.8	Elect Director Julia A. Haller	Withhold
1.9	Elect Director Gilla S. Kaplan	Withhold
1.10	Elect Director James J. Loughlin	Withhold
1.11	Elect Director Ernest Mario	Withhold
2	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 16.28% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
4	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
5	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Celgene Corporation

Proposal Number	Proposal Text	Vote Instruction
6	Provide For Confidential Running Vote Tallies On Executive Pay Matters <i>Voter Rationale: This proposal seeks approval of the company adopting a policy that would restrict the company and Board access to the running voting tallies on executive pay matters. Management would continue to have access to shareholder comments on the ballot. The proponent argues that confidential voting would prevent management from embellishing the vote for their own agenda. In most U.S. companies, the results of the vote tallies determine whether or not a company goes forth with shareholder solicitation. By preventing access to the vote tally results however, could inadvertently lead to excessive solicitation, which can be very costly. Viewing of vote tallies is a routine practice. The proponent has not presented a compelling case for change. A vote is cast against this proposal.</i>	Against

Centene Corporation

Meeting Date: 04/25/2017 **Country:** USA **Primary Security ID:** 15135B101
Record Date: 02/24/2017 **Meeting Type:** Annual

Primary CUSIP: 15135B101

Shares Voted: 101

Proposal Number	Proposal Text	Vote Instruction
1A	Elect Director Michael F. Neidorff <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1B	Elect Director Robert K. Ditmore	For
1C	Elect Director Richard A. Gephardt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 7.89% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Centene Corporation

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

CenterPoint Energy, Inc.

Meeting Date: 04/27/2017	Country: USA	Primary Security ID: 15189T107
Record Date: 03/01/2017	Meeting Type: Annual	
Primary CUSIP: 15189T107		
Shares Voted: 256		

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Milton Carroll	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1b	Elect Director Michael P. Johnson	For
1c	Elect Director Janiece M. Longoria	For
1d	Elect Director Scott J. McLean	For
1e	Elect Director Theodore F. Pound	For
1f	Elect Director Scott M. Prochazka	For
1g	Elect Director Susan O. Rheney	For
1h	Elect Director Phillip R. Smith	For
1i	Elect Director John W. Somerhalder, II	For
1j	Elect Director Peter S. Wareing	For
2	Ratify Deloitte & Touche LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

CenterPoint Energy, Inc.

Proposal Number	Proposal Text	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

CenturyLink, Inc.

Meeting Date: 03/16/2017 **Country:** USA **Primary Security ID:** 156700106
Record Date: 01/25/2017 **Meeting Type:** Special
Primary CUSIP: 156700106

Shares Voted: 324

Proposal Number	Proposal Text	Vote Instruction
1	Issue Shares in Connection with Merger <i>Voter Rationale: This proposal seeks shareholder approval of the Company acquiring Level 3 Communications, Inc. in a cash and stock transaction valued at \$25.2 billion. Both entities provide global communication services and company shareholders will own 51% of the combined company. The combined company will be the second largest domestic communications provider serving global enterprise customers. The Board recommends shareholder approval because: the two companies complementary domestic and international networks will provide cost efficiencies by focusing capital investment on increasing and extending the reach of the combined company's high-bandwidth fiber network – this will improve their ability to compete with AT&T and Verizon Communications; the combined company will benefit from Level 3's \$10.0 billion of net operating losses; and the generation of \$975 million of annual cash synergies. Per the terms of the merger, each share of Level 3 stock will receive \$26.50 in cash and 1.4286 shares of company stock (per share consideration value, \$69.92), which represents a premium of 49.0% to the unaffected date of 10-26-16. An opinion has been issued by BofA Merrill Lynch, Morgan Stanley, and Evercore that the terms are fair to the Company's shareholders. For those reasons, a vote is cast in favor of the proposal.</i>	For
2	Adjourn Meeting <i>Voter Rationale: This proposal seeks to adjourn the meeting to obtain additional proxies if necessary, in order to support the merger. Since we support the merger, a vote is cast in favor.</i>	For

CenturyLink, Inc.

Meeting Date: 05/24/2017 **Country:** USA **Primary Security ID:** 156700106
Record Date: 04/07/2017 **Meeting Type:** Annual
Primary CUSIP: 156700106

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

CenturyLink, Inc.

Shares Voted: 325

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Martha H. Bejar <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Virginia Boulet	For
1.3	Elect Director Peter C. Brown	For
1.4	Elect Director W. Bruce Hanks	For
1.5	Elect Director Mary L. Landrieu	For
1.6	Elect Director Harvey P. Perry	For
1.7	Elect Director Glen F. Post, III	For
1.8	Elect Director Michael J. Roberts	For
1.9	Elect Director Laurie A. Siegel	For
2	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3a	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3b	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4a	Adopt Share Retention Policy For Senior Executives <i>Voter Rationale: This proposal asks the Board to adopt a policy requiring that senior executives retain a significant percentage of shares (not lower than 75%) acquired through equity compensation programs. Requiring senior executives to hold a significant portion of shares obtained through compensation plans would focus the executives attention on the Company's long-term success and would help align their interest with those of shareholders. A vote is cast in favor.</i>	For
4b	Report on Lobbying Payments and Policy <i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

CenturyLink, Inc.

Proposal Number	Proposal Text	Vote Instruction
4c	Report on Lobbying Payments and Policy <i>Voter Rationale: <p>This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	For

Cerner Corporation

Meeting Date: 05/24/2017 Country: USA Primary Security ID: 156782104
Record Date: 03/29/2017 Meeting Type: Annual

Primary CUSIP: 156782104

Shares Voted: 175

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Julie L. Gerberding <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Neal L. Patterson	For
1c	Elect Director William D. Zollars	For
2	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

CF Industries Holdings, Inc.

Meeting Date: 05/12/2017

Country: USA

Primary Security ID: 125269100

Record Date: 03/21/2017

Meeting Type: Annual

Primary CUSIP: 125269100

Shares Voted: 138

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Robert C. Arzbaecher <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director William Davisson	For
1c	Elect Director Stephen A. Furbacher	For
1d	Elect Director Stephen J. Hagge	For
1e	Elect Director John D. Johnson	For
1f	Elect Director Robert G. Kuhbach	For
1g	Elect Director Anne P. Noonan	For
1h	Elect Director Edward A. Schmitt	For
1i	Elect Director Theresa E. Wagler	For
1j	Elect Director W. Anthony Will	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Charter Communications, Inc.

Meeting Date: 04/25/2017

Country: USA

Primary Security ID: 16119P108

Record Date: 02/27/2017

Meeting Type: Annual

Primary CUSIP: 16119P108

Shares Voted: 128

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director W. Lance Conn <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. The total number of boards upon which they serve is also another factor to consider in evaluating nominees for the board. Here, there are either nominees with fulltime jobs serving on more than three other boards or retired nominees serving on more than five other boards. Therefore, a vote is cast against those nominees who sit on too many boards, and are not independent (a vote will be cast for those nominees who are independent).</i>	For
1b	Elect Director Kim C. Goodman	For
1c	Elect Director Craig A. Jacobson	For
1d	Elect Director Gregory B. Maffei	Against
1e	Elect Director John C. Malone	Against
1f	Elect Director John D. Markley, Jr.	For
1g	Elect Director David C. Merritt	For
1h	Elect Director Steven A. Miron	Against
1i	Elect Director Balan Nair	Against
1j	Elect Director Michael Newhouse	Against
1k	Elect Director Mauricio Ramos	For
1l	Elect Director Thomas M. Rutledge	Against
1m	Elect Director Eric L. Zinterhofer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Charter Communications, Inc.

Proposal Number	Proposal Text	Vote Instruction
4	Ratify KPMG LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
5	Adopt Proxy Access Right <i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	For

Chesapeake Energy Corporation

Meeting Date: 05/19/2017	Country: USA	Primary Security ID: 165167107
Record Date: 03/20/2017	Meeting Type: Annual	
Primary CUSIP: 165167107		

Shares Voted: 442

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Gloria R. Boyland <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	Against
1b	Elect Director Luke R. Corbett	For
1c	Elect Director Archie W. Dunham	For
1d	Elect Director Robert D. Lawler	Against
1e	Elect Director R. Brad Martin	For
1f	Elect Director Merrill A. ('Pete') Miller, Jr.	Against
1g	Elect Director Thomas L. Ryan	For
2	Increase Authorized Common Stock <i>Voter Rationale: The company seeks to increase the number of common shares authorized. The amount sought is not more than 50% of the original authorized amount. A vote is cast in favor.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Chesapeake Energy Corporation

Proposal Number	Proposal Text	Vote Instruction
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

Chevron Corporation

Meeting Date: 05/31/2017 **Country:** USA **Primary Security ID:** 166764100
Record Date: 04/03/2017 **Meeting Type:** Annual
Primary CUSIP: 166764100

Shares Voted: 1,127

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Wanda M. Austin <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	Against
1b	Elect Director Linnet F. Deily	Against
1c	Elect Director Robert E. Denham	Against
1d	Elect Director Alice P. Gast	Against
1e	Elect Director Enrique Hernandez, Jr.	Against
1f	Elect Director Jon M. Huntsman, Jr.	Against
1g	Elect Director Charles W. Moorman, IV	Against
1h	Elect Director Dambisa F. Moyo	Against
1i	Elect Director Ronald D. Sugar	Against
1j	Elect Director Inge G. Thulin	Against
1k	Elect Director John S. Watson	Against
1l	Elect Director Michael K. Wirth	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Chevron Corporation

Proposal Number	Proposal Text	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Report on Lobbying Payments and Policy <i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	For
6	Report on Risks of Doing Business in Conflict-Affected Areas <i>Voter Rationale: This shareholder proposal asks the Company to provide a report which addresses the policies and procedures taken to assess and minimize the risks of working in international conflict areas. It is the proponent's belief that the Company should avoid doing business in areas of belligerent occupation. The Board believes that the implementation of its current policies have already addressed these concerns. The Company does, however admit in its 10-K that political instability may have a negative effect on the business operations. Shareholders could benefit from such a report. A vote is cast in favor.</i>	For
7	Annually Assess Portfolio Impacts of Policies to Meet 2-degree Scenario *Withdrawn Resolution*	
8	Assess and Report on Transition to a Low Carbon Economy <i>Voter Rationale: This proposal requests that the Board report to shareholders on how the Company is responding to rising regulatory, competitive, and public pressure to significantly reduce carbon dioxide and other greenhouse gas emissions. This would provide shareholders with useful information on an important topic. A vote is cast in favor.</i>	For
9	Require Independent Board Chairman <i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</i>	For
10	Require Director Nominee with Environmental Experience <i>Voter Rationale: A vote is cast in favor because the company does not appear to have an independent board member with adequate environmental expertise, and its operations are subject to environmental risks.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Chevron Corporation

Proposal Number	Proposal Text	Vote Instruction
11	Amend Articles/Bylaws/Charter -- Call Special Meetings <i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>	For

Chipotle Mexican Grill, Inc.

Meeting Date: 05/25/2017 **Country:** USA **Primary Security ID:** 169656105
Record Date: 03/27/2017 **Meeting Type:** Annual

Primary CUSIP: 169656105

Shares Voted: 17

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Albert S. Baldocchi <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Paul T. Cappuccio	For
1.3	Elect Director Steve Eills	For
1.4	Elect Director Neil W. Flanzraich	For
1.5	Elect Director Robin Hickenlooper	For
1.6	Elect Director Kimbal Musk	For
1.7	Elect Director Ali Namvar	For
1.8	Elect Director Matthew H. Paull	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Chipotle Mexican Grill, Inc.

Proposal Number	Proposal Text	Vote Instruction
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
<i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so . A vote is cast for the proposal.</i>		

Chubb Limited

Meeting Date: 05/18/2017 **Country:** Switzerland **Primary Security ID:** H1467J104
Record Date: 03/27/2017 **Meeting Type:** Annual

Primary CUSIP: H0023R105

Shares Voted: 277

Proposal Number	Proposal Text	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For
<i>Voter Rationale: The acceptance of financial statements and statutory reports is a routine, bookkeeping matter that does not materially affect shareholders. No objection has been made. A vote is cast in favor.</i>		
2.1	Allocate Disposable Profit	For
<i>Voter Rationale: This proposal seeks approval of the company's allocation of dividends. The allocation of dividends is normally in the best interests of shareholders and no objection has been made. A vote is cast in favor.</i>		
2.2	Approve Dividend Distribution From Legal Reserves Through Capital Contributions Reserve Subaccount	For
<i>Voter Rationale: This proposal seeks approval of the company's allocation of dividends. The allocation of dividends is normally in the best interests of shareholders and no objection has been made. A vote is cast in favor.</i>		
3	Approve Discharge of Board and Senior Management	Against
<i>Voter Rationale: This proposal seeks approval of releasing the Company's board and senior management from liability with respect to their actions of the year under review. This resolution could deter shareholders from bringing claims for damages caused by negligence or misconduct of directors and senior management. Therefore, a vote is cast against the proposal.</i>		
4.1	Ratify PricewaterhouseCoopers AG (Zurich) as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
4.2	Ratify PricewaterhouseCoopers LLP (United States) as Independent Registered Accounting Firm as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Chubb Limited

Proposal Number	Proposal Text	Vote Instruction
4.3	Ratify BDO AG (Zurich) as Special Auditors <i>Voter Rationale: The appointment of auditors is a routine matter that does not materially affect shareholders. No objection has been made. A vote is cast in favor of the proposal.</i>	For
5.1	Elect Director Evan G. Greenberg <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
5.2	Elect Director Robert M. Hernandez	For
5.3	Elect Director Michael G. Atieh	For
5.4	Elect Director Sheila P. Burke	For
5.5	Elect Director James I. Cash	For
5.6	Elect Director Mary Cirillo	For
5.7	Elect Director Michael P. Connors	For
5.8	Elect Director John A. Edwardson	For
5.9	Elect Director Leo F. Mullin	For
5.10	Elect Director Kimberly A. Ross	For
5.11	Elect Director Robert W. Scully	For
5.12	Elect Director Eugene B. Shanks, Jr.	For
5.13	Elect Director Theodore E. Shasta	For
5.14	Elect Director David H. Sidwell	For
5.15	Elect Director Olivier Steimer	For
5.16	Elect Director James M. Zimmerman	For
6	Elect Evan G. Greenberg as Board Chairman <i>Voter Rationale: This proposal seeks approval of electing the CEO as the chair of the Company. The chair should be in a position to oversee and monitor the CEO and the Board. That can only happen without any conflict of interest if the chair is an independent outsider. Therefore, a vote is cast against the proposal.</i>	Against
7.1	Appoint Michael P. Connors as Member of the Compensation Committee <i>Voter Rationale: This proposal seeks to elect the members of the remuneration committee. It is in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. Here the nominees are all independent outsiders. Therefore, a vote is cast in favor.</i>	For
7.2	Appoint Mary Cirillo as Member of the Compensation Committee	For
7.3	Appoint Robert M. Hernandez as Member of the Compensation Committee	For
7.4	Appoint Robert W. Scully as Member of the Compensation Committee	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Chubb Limited

Proposal Number	Proposal Text	Vote Instruction
7.5	Appoint James M. Zimmerman as Member of the Compensation Committee	For
8	Designate Homburger AG as Independent Proxy	For
	<i>Voter Rationale: This proposal seeks approval for the election of an independent proxy. This is a routine, ministerial matter that does not materially affect shareholders. A vote in favor is cast.</i>	
9	Approve Qualified Employee Stock Purchase Plan	For
	<i>Voter Rationale: This proposal establishes an employee stock ownership plan which will give an equity stake in the company to all fulltime and many part-time employees, thus encouraging quality work. This is in the best interest of shareholders. A vote is cast in favor.</i>	
10.1	Approve the Increase in Maximum Aggregate Remuneration of Directors	Abstain
	<i>Voter Rationale: This proposal seeks approval of setting a ceiling on the directors' total remuneration. It is not possible to assess the remuneration because the Company failed to disclose the allocation of remuneration on an individual basis. For that reason, a vote is cast to abstain..</i>	
10.2	Approve Remuneration of Executive Management in the Amount of USD 41 Million for Fiscal 2018	Abstain
	<i>Voter Rationale: This proposal seeks approval of setting a ceiling on the executive committee's total remuneration. It is not possible to assess the remuneration because the Company failed to disclose the allocation of remuneration on an individual basis. For that reason, a vote is cast to abstain.</i>	
11	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
12	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
13	Transact Other Business (Voting)	Against
	<i>Voter Rationale: This proposal requests permission to act upon such other business as may properly come before the meeting. Such a blank check delegation of voting rights is not in the best interests of shareholders. A vote is cast against.</i>	

Church & Dwight Co., Inc.

Meeting Date: 05/04/2017

Country: USA

Primary Security ID: 171340102

Record Date: 03/07/2017

Meeting Type: Annual

Primary CUSIP: 171340102

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Church & Dwight Co., Inc.

Shares Voted: 153

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director James R. Craigie <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Robert D. LeBlanc	For
1c	Elect Director Janet S. Vergis	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Approve Executive Incentive Bonus Plan <i>Voter Rationale: This proposal asks shareholders to approve or amend the Company's annual incentive bonus plan for senior executive officers. Section 162(m) of the Internal Revenue Code requires that shareholders reapprove the plan every five years. A vote is cast against this proposal because the plan does not disclose specific performance goals upon which awards are based.</i>	Against
5	Increase Authorized Common Stock <i>Voter Rationale: The Company seeks to increase its authorized share capital in order to effectuate a stock split and/or issue of bonus shares. The amount requested is not in excess of what is necessary for the stock split and/or bonus share issuance. Therefore, a vote is cast in favor of the proposal.</i>	For
6	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against

Cigna Corporation

Meeting Date: 04/26/2017

Country: USA

Primary Security ID: 125509109

Record Date: 02/27/2017

Meeting Type: Annual

Primary CUSIP: 125509109

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Cigna Corporation

Shares Voted: 152

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director David M. Cordani <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Eric J. Foss	For
1.3	Elect Director Isaiah Harris, Jr.	For
1.4	Elect Director Jane E. Henney	For
1.5	Elect Director Roman Martinez, IV	For
1.6	Elect Director Donna F. Zarcone	For
1.7	Elect Director William D. Zollars	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 9.94% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
5	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
6	Adopt Proxy Access Right <i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Cimarex Energy Co.

Meeting Date: 05/11/2017

Country: USA

Primary Security ID: 171798101

Record Date: 03/15/2017

Meeting Type: Annual

Primary CUSIP: 171798101

Shares Voted: 56

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director David A. Hentschel <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	For
1.2	Elect Director Thomas E. Jordan	Against
1.3	Elect Director Floyd R. Price	For
1.4	Elect Director Frances M. Vallejo	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

Cincinnati Financial Corporation

Meeting Date: 05/06/2017

Country: USA

Primary Security ID: 172062101

Record Date: 03/07/2017

Meeting Type: Annual

Primary CUSIP: 172062101

Shares Voted: 89

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director William F. Bahl	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Cincinnati Financial Corporation

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	
1.2	Elect Director Gregory T. Bier	For
1.3	Elect Director Linda W. Clement-Holmes	For
1.4	Elect Director Dirk J. Debbink	For
1.5	Elect Director Steven J. Johnston	Against
1.6	Elect Director Kenneth C. Lichtendahl	For
1.7	Elect Director W. Rodney McMullen	For
1.8	Elect Director David P. Osborn	For
1.9	Elect Director Gretchen W. Price	For
1.10	Elect Director Thomas R. Schiff	Against
1.11	Elect Director Douglas S. Skidmore	Against
1.12	Elect Director Kenneth W. Stecher	Against
1.13	Elect Director John F. Steele, Jr.	Against
1.14	Elect Director Larry R. Webb	Against
2	Ratify Deloitte & Touche LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	

Cintas Corporation

Meeting Date: 10/17/2017

Country: USA

Primary Security ID: 172908105

Record Date: 08/18/2017

Meeting Type: Annual

Primary CUSIP: 172908105

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Cintas Corporation

Shares Voted: 52

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Gerald S. Adolph	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director John F. Barrett	For
1c	Elect Director Melanie W. Barstad	For
1d	Elect Director Robert E. Coletti	For
1e	Elect Director Richard T. Farmer	For
1f	Elect Director Scott D. Farmer	For
1g	Elect Director James J. Johnson	For
1h	Elect Director Joseph Scaminace	For
1i	Elect Director Ronald W. Tysoe	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Ratify Ernst & Young LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	

Cisco Systems, Inc.

Meeting Date: 12/11/2017

Country: USA

Primary Security ID: 17275R102

Record Date: 10/13/2017

Meeting Type: Annual

Primary CUSIP: 17275R102

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Cisco Systems, Inc.

Shares Voted: 3,010

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Carol A. Bartz	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are nominees who serve on an excessive number of other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is withheld from such nominees. A vote is cast for all other nominees because there is a two-thirds majority of independent outsiders on the board.</i>	
1b	Elect Director M. Michele Burns	Against
1c	Elect Director Michael D. Capellas	For
1d	Elect Director Amy L. Chang	For
1e	Elect Director John L. Hennessy	For
1f	Elect Director Kristina M. Johnson	For
1g	Elect Director Roderick C. McGearry	For
1h	Elect Director Charles H. Robbins	For
1i	Elect Director Arun Sarin	For
1j	Elect Director Brenton L. Saunders	For
1k	Elect Director Steven M. West	For
2	Amend Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock plan for key executives is amended by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. Thus, a vote is cast against the amendment.</i>	
3	Amend Executive Incentive Bonus Plan	Against
	<i>Voter Rationale: This proposal asks shareholders to approve or amend the Company's annual incentive bonus plan for senior executive officers. Section 162(m) of the Internal Revenue Code requires that shareholders reapprove the plan every five years. A vote is cast against this proposal because the plan does not disclose specific performance goals upon which awards are based.</i>	
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
5	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Cisco Systems, Inc.

Proposal Number	Proposal Text	Vote Instruction
6	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
7	Report on Lobbying Payments and Policy <i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	For

Citigroup Inc.

Meeting Date: 04/25/2017

Country: USA

Primary Security ID: 172967424

Record Date: 02/27/2017

Meeting Type: Annual

Primary CUSIP: 172967424

Shares Voted: 1,691

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Michael L. Corbat <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Ellen M. Costello	For
1c	Elect Director Duncan P. Hennes	For
1d	Elect Director Peter B. Henry	For
1e	Elect Director Franz B. Humer	For
1f	Elect Director Renee J. James	For
1g	Elect Director Eugene M. McQuade	For
1h	Elect Director Michael E. O'Neill	For
1i	Elect Director Gary M. Reiner	For
1j	Elect Director Anthony M. Santomero	For
1k	Elect Director Diana L. Taylor	For
1l	Elect Director William S. Thompson, Jr.	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Citigroup Inc.

Proposal Number	Proposal Text	Vote Instruction
1m	Elect Director James S. Turley	For
1n	Elect Director Deborah C. Wright	For
1o	Elect Director Ernesto Zedillo Ponce de Leon	For
2	Ratify KPMG LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Demonstrate No Gender Pay Gap	For
	<i>Voter Rationale: This shareholder proposal requests the board to provide a report on the company's policies and goals to reduce the gender pay gap. The proponent noted that the median income for women in the United States is 79% of their male counterparts but, did not provide data/evidence that a pay gap exists at the company. On the agenda of last year's annual meeting was a shareholder proposal (different proponent) for the board to provide a report showing the company does not have a pay gap however, it does not appear the board complied with that request. The board said it is taking steps for addressing gender pay inequality and stated it includes a description of its diversity and inclusion efforts in the annual diversity report. Passage of this proposal would add to the pressure for the company to supply shareholders with the information needed to determine if a pay gap exists and if it so, initiate a program to reduce the inequity. A vote is cast in favor.</i>	
6	Appoint a Stockholder Value Committee	For
	<i>Voter Rationale: This proposal requests the Company prepare a report that focuses on the whether separating non-core banking business units from the Company would enhance shareholder value. The proponent believes that the Board should consider splitting the company into business units that are focused on consumer lending and investment banking. That move according to the proponent, would reduce the risks of another financial meltdown. The conclusions offered by the report would give shareholders the ability to assess the risks and opportunities of the proponent's plan of action. A vote is cast in favor of the proposal.</i>	
7	Report on Lobbying Payments and Policy	For
	<i>Voter Rationale: This shareholder proposal seeks a report from the Company disclosing its policies and procedures for lobbying contributions and expenditures, both direct and indirect, made with corporate funds as well as payments to trade associations used for lobbying communications. The proposal also asks that the report be reviewed by the board or a relevant board committee. Publicly available data does not provide a complete picture of the Company's lobbying expenditures, as not all states require disclosure of lobbying expenditures, and board oversight of this spending is in the best interests of shareholders. A vote is cast in favor.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Citigroup Inc.

Proposal Number	Proposal Text	Vote Instruction
8	Claw-back of Payments under Restatements <i>Voter Rationale: The shareholder proponent J. Chevedden has submitted a non-binding resolution requesting Citigroup amend its clawback policy to provide that a substantial portion of annual total compensation to executive officers be deferred and forfeited should a legal violation result in a monetary penalty to the Company. The proposal requests that any forfeiture be reported to shareholders along with a report on the circumstances. In the absence of a legal violation, the deferred compensation would be paid to the executives 10 years later. Although the 10 year horizon is lengthy and the substantial portion of pay may be larger than is necessary, the proposal may encourage the board to strengthen its clawback mechanisms. It is important to note the proposal provides the board with discretion to determine the precise amount to be deferred and potentially forfeited. The Company has a clawback policy in place but does not appear to have utilized it. On July 14, 2014, the U.S. Department of Justice announced a \$7 billion settlement with the Company to resolve federal and state claims related to the Company's conduct in the packaging, securitization, marketing, sale and issuance of residential mortgage-backed securities; a settlement cost born by shareholders. Further bolstering support for this concept, William Dudley the President of the New York Federal Reserve called for a similar program, called a performance bond, to be funded by senior management. Dudley argued the bond would create a strong incentive for individuals to monitor their own actions as well as those of their colleagues. While the Company may wish to adjust the suggested time horizon and amount paid into the fund, approval of this proposal may encourage the board to enhance its clawback mechanisms. The intent of the proposal is to increase accountability of executives for legal violations by the firm. Such accountability is in shareholders' interest. A vote is cast in favor.</i>	For
9	Limit/Prohibit Accelerated Vesting of Awards <i>Voter Rationale: This proposal requests the Board of Directors prepare a report to shareholders regarding the vesting of equity-based awards for senior executives due to a voluntary resignation to enter government service (a "Government Service Golden Parachute"). The report shall identify the names of all Company senior executives who are eligible to receive a Government Service Golden Parachute, and the estimated dollar value amount of each senior executive's Government Service Golden Parachute. Shareholders have an interest in additional information about a program that provides windfall payments to executives without a clear benefit to shareholders and further risks bringing reputational harm on the Company. A vote is cast in favor.</i>	For

Citizens Financial Group, Inc.

Meeting Date: 04/27/2017	Country: USA	Primary Security ID: 174610105
Record Date: 03/03/2017	Meeting Type: Annual	
Primary CUSIP: 174610105		
Shares Voted: 304		

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Bruce Van Saun <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Mark Casady	For
1.3	Elect Director Christine M. Cumming	For
1.4	Elect Director Anthony Di Iorio	For
1.5	Elect Director William P. Hankowsky	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Citizens Financial Group, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.6	Elect Director Howard W. Hanna, III	For
1.7	Elect Director Leo I. "Lee" Higdon	For
1.8	Elect Director Charles J. "Bud" Koch	For
1.9	Elect Director Arthur F. Ryan	For
1.10	Elect Director Shivan S. Subramaniam	For
1.11	Elect Director Wendy A. Watson	For
1.12	Elect Director Marita Zuraitis	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
3	Ratify Deloitte & Touche LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

Citrix Systems, Inc.

Meeting Date: 06/22/2017	Country: USA	Primary Security ID: 177376100
Record Date: 04/24/2017	Meeting Type: Annual	
Primary CUSIP: 177376100		
Shares Voted: 93		

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Robert M. Calderoni	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1b	Elect Director Nanci E. Caldwell	For
1c	Elect Director Jesse A. Cohn	For
1d	Elect Director Robert D. Daleo	For
1e	Elect Director Murray J. Demo	For
1f	Elect Director Peter J. Sacripanti	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Citrix Systems, Inc.

Proposal Number	Proposal Text	Vote Instruction
1g	Elect Director Graham V. Smith	For
1h	Elect Director Godfrey R. Sullivan	For
1i	Elect Director Kirill Tatarinov	For
2	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 19.93% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
3	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
4	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
5	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

CME Group Inc.

Meeting Date: 05/24/2017	Country: USA	Primary Security ID: 12572Q105
Record Date: 03/29/2017	Meeting Type: Annual	
Primary CUSIP: 12572Q105		
Shares Voted: 202		

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Terrence A. Duffy <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are nominees who serve on an excessive number of other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is withheld from such nominees. A vote is cast for all other nominees because there is a two-thirds majority of independent outsiders on the board.</i>	For
1b	Elect Director Timothy S. Bitsberger	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

CME Group Inc.

Proposal Number	Proposal Text	Vote Instruction
1c	Elect Director Charles P. Carey	For
1d	Elect Director Dennis H. Chookaszian	Against
1e	Elect Director Ana Dutra	For
1f	Elect Director Martin J. Gepsman	For
1g	Elect Director Larry G. Gerdes	For
1h	Elect Director Daniel R. Glickman	For
1i	Elect Director Leo Melamed	For
1j	Elect Director Alex J. Pollock	For
1k	Elect Director John F. Sandner	For
1l	Elect Director Terry L. Savage	For
1m	Elect Director William R. Shepard	For
1n	Elect Director Dennis A. Suskind	For
2	Ratify Ernst & Young LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Amend Executive Incentive Bonus Plan	Against
	<i>Voter Rationale: This proposal asks shareholders to approve or amend the company's annual incentive bonus plan for senior executive officers. Section 162(m) of the Internal Revenue Code requires that shareholders reapprove the plan every five years. A vote is cast against this proposal because the plan does not disclose specific performance goals upon which awards are based.</i>	
6	Amend Omnibus Stock Plan	Against
	<i>Voter Rationale: This proposal seeks approval of performance criteria for an existing stock compensation plan. Although the types of criteria are listed, the company does not disclose enough about them to enable a shareholder to determine what type of award will be generated by what type of performance. That is not in the best interests of shareholders. Therefore, a vote is cast against.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

CMS Energy Corporation

Meeting Date: 05/05/2017

Country: USA

Primary Security ID: 125896100

Record Date: 03/07/2017

Meeting Type: Annual

Primary CUSIP: 125896100

Shares Voted: 166

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Jon E. Barfield	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Deborah H. Butler	For
1c	Elect Director Kurt L. Darrow	For
1d	Elect Director Stephen E. Ewing	For
1e	Elect Director William D. Harvey	For
1f	Elect Director Philip R. Lochner, Jr.	For
1g	Elect Director Patricia K. Poppe	For
1h	Elect Director John G. Russell	For
1i	Elect Director Myrna M. Soto	For
1j	Elect Director John G. Szniewajs	For
1k	Elect Director Laura H. Wright	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Report on Political Contributions	For
	<i>Voter Rationale: This proposal requests the company provide a report, updated semiannually, on its direct and indirect political contributions and trade association expenditures made with corporate funds. Some, but not all, of this information is available in public filings but they are scattered throughout different states and are not readily and easily available in total to shareholders. A vote is cast for this proposal because it would provide useful and more comprehensive information regarding the Company's political contributions.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

CMS Energy Corporation

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

Cognizant Technology Solutions Corporation

Meeting Date: 06/06/2017 Country: USA Primary Security ID: 192446102
Record Date: 04/10/2017 Meeting Type: Annual

Primary CUSIP: 192446102

Shares Voted: 362

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Zein Abdalla	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1b	Elect Director Betsy S. Atkins	For
1c	Elect Director Maureen Breakiron-Evans	For
1d	Elect Director Jonathan Chadwick	For
1e	Elect Director John M. Dineen	For
1f	Elect Director Francisco D'Souza	For
1g	Elect Director John N. Fox, Jr.	For
1h	Elect Director John E. Klein	For
1i	Elect Director Leo S. Mackay, Jr.	For
1j	Elect Director Michael Patsalos-Fox	For
1k	Elect Director Robert E. Weissman	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Cognizant Technology Solutions Corporation

Proposal Number	Proposal Text	Vote Instruction
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Approve Omnibus Stock Plan <i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 10.70% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	Against
5	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
6	Eliminate Supermajority Vote Requirement <i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	For
7	Provide Right to Act by Written Consent <i>Voter Rationale: This proposal allows shareholders to act by written consent. If the majority of shareholders wish to exercise their ownership rights by written consent, they should be allowed to do so. A vote is cast in favor.</i>	For

Colgate-Palmolive Company

Meeting Date: 05/12/2017

Country: USA

Primary Security ID: 194162103

Record Date: 03/13/2017

Meeting Type: Annual

Primary CUSIP: 194162103

Shares Voted: 527

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Colgate-Palmolive Company

Proposal Number	Proposal Text	Vote Instruction
1e	Elect Director Helene D. Gayle	For
1f	Elect Director Ellen M. Hancock	For
1g	Elect Director C. Martin Harris	For
1h	Elect Director Lorrie M. Norrington	For
1i	Elect Director Michael B. Polk	For
1j	Elect Director Stephen I. Sadove	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
	<i>Voter Rationale: The board seeks shareholder approval to reduce the ownership threshold required to call a special meeting from 25 percent to 15 percent of outstanding shares. That would be in the best interests of shareholders. A vote is cast in favor.</i>	

Comcast Corporation

Meeting Date: 06/08/2017

Country: USA

Primary Security ID: 20030N101

Record Date: 03/16/2017

Meeting Type: Annual

Primary CUSIP: 20030N101

Shares Voted: 2,828

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Comcast Corporation

Proposal Number	Proposal Text	Vote Instruction
1.2	Elect Director Madeline S. Bell	For
1.3	Elect Director Sheldon M. Bonovitz	For
1.4	Elect Director Edward D. Breen	For
1.5	Elect Director Gerald L. Hassell	For
1.6	Elect Director Jeffrey A. Honickman	For
1.7	Elect Director Asuka Nakahara	For
1.8	Elect Director David C. Novak	For
1.9	Elect Director Brian L. Roberts	For
1.10	Elect Director Johnathan A. Rodgers	For
2	Ratify Deloitte & Touche LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Report on Lobbying Payments and Policy	For
	<i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	
6	Approve Recapitalization Plan for all Stock to Have One-vote per Share	For
	<i>Voter Rationale: This proposal seeks approval for the Company to recapitalize to give each share the same voting right. That is in shareholders' best interest. A vote is cast in favor.</i>	

Comerica Incorporated

Meeting Date: 04/25/2017

Country: USA

Primary Security ID: 200340107

Record Date: 02/24/2017

Meeting Type: Annual

Primary CUSIP: 200340107

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Comerica Incorporated

Shares Voted: 102

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Ralph W. Babb, Jr. <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Michael E. Collins	For
1.3	Elect Director Roger A. Cregg	For
1.4	Elect Director T. Kevin DeNicola	For
1.5	Elect Director Jacqueline P. Kane	For
1.6	Elect Director Richard G. Lindner	For
1.7	Elect Director Alfred A. Piergallini	For
1.8	Elect Director Robert S. Taubman	For
1.9	Elect Director Reginald M. Turner, Jr.	For
1.10	Elect Director Nina G. Vaca	For
1.11	Elect Director Michael G. Van de Ven	For
2	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross-ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Community Health Systems, Inc.

Meeting Date: 05/16/2017

Country: USA

Primary Security ID: 203668108

Record Date: 03/20/2017

Meeting Type: Annual

Primary CUSIP: 203668108

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Community Health Systems, Inc.

Shares Voted: 390

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director John A. Clerico	Against
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. However, the Company has underperformed its peer group for the past five years. Given that performance, a vote is cast in favor of new nominees and against existing directors who are nominees to the Board.</i>	
1b	Elect Director James S. Ely, III	Against
1c	Elect Director John A. Fry	Against
1d	Elect Director Tim L. Hingtgen	For
1e	Elect Director William Norris Jennings	Against
1f	Elect Director Julia B. North	Against
1g	Elect Director Wayne T. Smith	Against
1h	Elect Director H. James Williams	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Ratify Deloitte & Touche LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
5	Limit Accelerated Vesting of Equity Awards Upon a Change in Control	For
	<i>Voter Rationale: This shareholder proposal requests that the board adopt a policy that in the event of a change of control of the Company, there should be no acceleration in the vesting of any equity award to a senior executive, provided that any unvested award may vest on a pro rata basis up to the day of termination. To the extent any such unvested awards are based on performance, the performance goals must have been met. Such a policy would be in the best interests of shareholders. A vote is cast in favor.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Compass Minerals International, Inc.

Meeting Date: 05/03/2017

Country: USA

Primary Security ID: 20451N101

Record Date: 03/06/2017

Meeting Type: Annual

Primary CUSIP: 20451N101

Shares Voted: 65

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Valdemar L. Fischer <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Richard S. Grant	For
1c	Elect Director Amy J. Yoder	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

Conagra Brands, Inc.

Meeting Date: 09/22/2017

Country: USA

Primary Security ID: 205887102

Record Date: 07/31/2017

Meeting Type: Annual

Primary CUSIP: 205887102

Shares Voted: 242

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Bradley A. Alford	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Conagra Brands, Inc.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here however, some incumbent nominees failed to attend 75% of their meetings without a valid excuse. A vote to withhold authority is cast for those nominees with such poor attendance record and for all other nominees.</i>	
1.2	Elect Director Thomas K. Brown	Withhold
1.3	Elect Director Stephen G. Butler	For
1.4	Elect Director Sean M. Connolly	For
1.5	Elect Director Thomas W. Dickson	For
1.6	Elect Director Steven F. Goldstone	For
1.7	Elect Director Joie A. Gregor	For
1.8	Elect Director Rajive Johri	For
1.9	Elect Director Richard H. Lenny	For
1.10	Elect Director Ruth Ann Marshall	For
1.11	Elect Director Craig P. Omtvedt	For
2	Ratify KPMG LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	

Concho Resources Inc.

Meeting Date: 05/17/2017

Country: USA

Primary Security ID: 20605P101

Record Date: 03/20/2017

Meeting Type: Annual

Primary CUSIP: 20605P101

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Concho Resources Inc.

Shares Voted: 87

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Timothy A. Leach <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director William H. Easter, III	For
1.3	Elect Director John P. Surma	For
2	Ratify Grant Thornton LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

ConocoPhillips

Meeting Date: 05/16/2017

Country: USA

Primary Security ID: 20825C104

Record Date: 03/20/2017

Meeting Type: Annual

Primary CUSIP: 20825C104

Shares Voted: 735

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

ConocoPhillips

Proposal Number	Proposal Text	Vote Instruction
1d	Elect Director John V. Faraci	For
1e	Elect Director Jody L. Freeman	For
1f	Elect Director Gay Huey Evans	For
1g	Elect Director Ryan M. Lance	For
1h	Elect Director Arjun N. Murti	For
1i	Elect Director Robert A. Niblock	For
1j	Elect Director Harald J. Norvik	For
2	Ratify Ernst & Young LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
4	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		
5	Report on Lobbying Payments and Policy	For
<i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>		
6	Report on Executive Compensation Incentives Aligned with Low Carbon Scenarios	For
<i>Voter Rationale: This shareholder proposal requests that the Board Compensation Committee consider non-financial factors, including social and environmental concerns in determining compensation for top executives. A vote is cast for this proposal because social and environmental accountability are important business goals to reverse global trends of waste and degradation and the most effective way for the Company to achieve that is by tying executive compensation to it.</i>		

Consolidated Edison, Inc.

Meeting Date: 05/15/2017

Country: USA

Primary Security ID: 209115104

Record Date: 03/21/2017

Meeting Type: Annual

Primary CUSIP: 209115104

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Consolidated Edison, Inc.

Shares Voted: 181

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Vincent A. Calarco <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director George Campbell, Jr.	For
1c	Elect Director Michael J. Del Giudice	For
1d	Elect Director Ellen V. Futter	For
1e	Elect Director John F. Killian	For
1f	Elect Director John McAvoy	For
1g	Elect Director Armando J. Olivera	For
1h	Elect Director Michael W. Ranger	For
1i	Elect Director Linda S. Sanford	For
1j	Elect Director L. Frederick Sutherland	For
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Constellation Brands, Inc.

Meeting Date: 07/18/2017

Country: USA

Primary Security ID: 21036P108

Record Date: 05/19/2017

Meeting Type: Annual

Primary CUSIP: 21036P108

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Constellation Brands, Inc.

Shares Voted: 103

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Jerry Fowden <i>Voter Rationale: A vote is cast against all nominees to the Board for its lack of oversight of company risk in by failing to have developed a policy for the responsible use of Company stock in connection with pledging activity. At this Company two board members have pledged stock with an aggregate value of \$2.2 billion for the purpose of securing obligations under credit facilities. The director/officer pledging the shares hold about 7.1% of the Company's shares. The high amount of pledged shares are not in the best interests of shareholders because pledging of company stock at any amount as collateral for a loan is not a responsible use of equity and may have a detrimental impact on shareholders if the officer or director is forced to sell company stock, for example to meet a margin call. The forced sale of a significant amount of company stock could potentially have a negative impact on the company's stock price, and may also violate company insider trading policies. In addition, pledging of shares may be utilized as part of hedging or monetization strategies that would potentially immunize an executive against economic exposure to the company's stock, even while maintaining voting rights. This is especially concerning in this case, given the magnitude of the pledged shares, as any forced sale of such shares could have a significant impact on the company's stock price.</i>	Withhold
1.2	Elect Director Barry A. Fromberg	Withhold
1.3	Elect Director Robert L. Hanson	Withhold
1.4	Elect Director Ernesto M. Hernandez	Withhold
1.5	Elect Director James A. Locke, III	Withhold
1.6	Elect Director Daniel J. McCarthy	Withhold
1.7	Elect Director Richard Sands	Withhold
1.8	Elect Director Robert Sands	Withhold
1.9	Elect Director Judy A. Schmeling	Withhold
1.10	Elect Director Keith E. Wandell	Withhold
2	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Constellation Brands, Inc.

Proposal Number	Proposal Text	Vote Instruction
5	Amend Omnibus Stock Plan	Against
<i>Voter Rationale: A stock plan for key executives is amended by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. Thus, a vote is cast against the amendment.</i>		

CoreCivic, Inc.

Meeting Date: 05/11/2017	Country: USA	Primary Security ID: 21871N101
Record Date: 03/13/2017	Meeting Type: Annual	
Primary CUSIP: 21871N101		
Shares Voted: 140		

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Donna M. Alvarado	Against
<i>Voter Rationale: A vote is cast against all nominees (except the nominee who is new to the board) because under the company's governing documents, shareholders are not permitted to amend the bylaws.</i>		
1b	Elect Director Robert J. Dennis	Against
1c	Elect Director Mark A. Emkes	Against
1d	Elect Director Damon T. Hiningger	Against
1e	Elect Director Stacia A. Hylton	For
1f	Elect Director Anne L. Mariucci	Against
1g	Elect Director Thurgood Marshall, Jr.	Against
1h	Elect Director Charles L. Overby	Against
1i	Elect Director John R. Prann, Jr.	Against
2	Ratify Ernst & Young LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

CoreCivic, Inc.

Proposal Number	Proposal Text	Vote Instruction
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Amend Omnibus Stock Plan <i>Voter Rationale: A stock plan for key executives is amended by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. Thus, a vote is cast against the amendment.</i>	Against

Core-Mark Holding Company, Inc.

Meeting Date: 05/23/2017 **Country:** USA **Primary Security ID:** 218681104
Record Date: 03/27/2017 **Meeting Type:** Annual
Primary CUSIP: 218681104

Shares Voted: 150

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Robert A. Allen <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Stuart W. Booth	For
1c	Elect Director Gary F. Colter	For
1d	Elect Director Laura Flanagan	For
1e	Elect Director Robert G. Gross	For
1f	Elect Director Thomas B. Perkins	For
1g	Elect Director Harvey L. Tepner	For
1h	Elect Director Randolph I. Thornton	For
1i	Elect Director J. Michael Walsh	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Core-Mark Holding Company, Inc.

Proposal Number	Proposal Text	Vote Instruction
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

Corning Incorporated

Meeting Date: 04/27/2017

Country: USA

Primary Security ID: 219350105

Record Date: 02/27/2017

Meeting Type: Annual

Primary CUSIP: 219350105

Shares Voted: 564

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Corning Incorporated

Proposal Number	Proposal Text	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
5	Amend Omnibus Stock Plan <i>Voter Rationale: This proposal seeks approval of performance criteria for an existing stock compensation plan. Although the types of criteria are listed, the Company does not disclose enough about them to enable a shareholder to determine what type of award will be generated by what type of performance. That is not in the best interests of shareholders. Therefore, a vote is cast against.</i>	Against

Costco Wholesale Corporation

Meeting Date: 01/26/2017

Country: USA

Primary Security ID: 22160K105

Record Date: 11/18/2016

Meeting Type: Annual

Primary CUSIP: 22160K105

Shares Voted: 259

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Susan L. Decker <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	For
1.2	Elect Director Richard A. Galanti	Withhold
1.3	Elect Director John W. Meisenbach	Withhold
1.4	Elect Director Charles T. Munger	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Costco Wholesale Corporation

Proposal Number	Proposal Text	Vote Instruction
2	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Coty Inc.

Meeting Date: 11/08/2017 **Country:** USA **Primary Security ID:** 222070203
Record Date: 09/11/2017 **Meeting Type:** Annual

Primary CUSIP: 222070203

Shares Voted: 281

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Lambertus J.H. Becht <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Sabine Chalmers	For
1.3	Elect Director Joachim Faber	For
1.4	Elect Director Olivier Goudet	For
1.5	Elect Director Peter Harf	For
1.6	Elect Director Paul S. Michaels	For
1.7	Elect Director Camillo Pane	For
1.8	Elect Director Erhard Schoewel	For
1.9	Elect Director Robert Singer	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Coty Inc.

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

Crown Castle International Corp.

Meeting Date: 05/18/2017

Country: USA

Primary Security ID: 22822V101

Record Date: 03/27/2017

Meeting Type: Annual

Primary CUSIP: 22822V101

Shares Voted: 215

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director P. Robert Bartolo <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Jay A. Brown	For
1c	Elect Director Cindy Christy	For
1d	Elect Director Ari Q. Fitzgerald	For
1e	Elect Director Robert E. Garrison, II	For
1f	Elect Director Lee W. Hogan	For
1g	Elect Director Edward C. Hutcheson, Jr.	For
1h	Elect Director J. Landis Martin	For
1i	Elect Director Robert F. McKenzie	For
1j	Elect Director Anthony J. Melone	For
1k	Elect Director W. Benjamin Moreland	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Crown Castle International Corp.

Proposal Number	Proposal Text	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Adopt Proxy Access Right <i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	For

CSRA Inc.

Meeting Date: 08/08/2017	Country: USA	Primary Security ID: 12650T104
Record Date: 06/09/2017	Meeting Type: Annual	
Primary CUSIP: 12650T104		
Shares Voted: 86		

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Keith B. Alexander <i>Voter Rationale: A vote is cast against all nominees because the board failed to remove, or submit to a sunset requirement, the supermajority vote requirement to enact certain changes to the bylaws, which adversely impacts shareholder rights. These provisions were implemented at the time of the company's separation from Computer Sciences Corp. in November 2015.</i>	Against
1b	Elect Director Sanju K. Bansal	Against
1c	Elect Director Michele A. Flournoy	Against
1d	Elect Director Mark A. Frantz	Against
1e	Elect Director Nancy Killefer	Against
1f	Elect Director Craig L. Martin	Against
1g	Elect Director Sean O'Keefe	Against
1h	Elect Director Lawrence B. Prior, III	Against
1i	Elect Director Michael E. Ventling	Against
1j	Elect Director Billie I. Williamson	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

CSRA Inc.

Proposal Number	Proposal Text	Vote Instruction
1k	Elect Director John F. Young	Against
2	Ratify Deloitte & Touche LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	Amend Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 9.54% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	

CSX Corporation

Meeting Date: 06/05/2017	Country: USA	Primary Security ID: 126408103
Record Date: 04/17/2017	Meeting Type: Proxy Contest	
Primary CUSIP: 126408103		
Shares Voted: 552		

Proposal Number	Proposal Text	Vote Instruction
	Management Proxy (White Proxy Card)	
1a	Elect Director Donna M. Alvarado	Against
	<i>Voter Rationale: The company's director, Paul Hilal has pledged 15.8 million shares of the company's common stock as security valued at \$567.7 million, which represents nearly 1.70% of the company's outstanding shares which is 38.16% of the director's total ownership. Pledging of company stock at any amount as collateral for a loan is not a responsible use of equity and may have a detrimental impact on shareholders if the officer or director is forced to sell company stock, for example to meet a margin call. The forced sale of a significant amount of company stock could potentially have a negative impact on the company's stock price, and may also violate company insider trading policies. In addition, pledging of shares may be utilized as part of hedging or monetization strategies that would potentially immunize an executive against economic exposure to the company's stock, even while maintaining voting rights. This is especially concerning in this case, given the magnitude of the pledged shares, as any forced sale of such shares could have a significant impact on the company's stock price. That is not in the best interests of shareholders. Therefore, a vote is cast against all nominees for the board (except for the nominee who is new to the board). The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are nominees who serve on an excessive number of other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is withheld from such nominees.</i>	
1b	Elect Director John B. Breaux	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

CSX Corporation

Proposal Number	Proposal Text	Vote Instruction
1c	Elect Director Pamela L. Carter	Against
1d	Elect Director Steven T. Halverson	Against
1e	Elect Director E. Hunter Harrison	Against
1f	Elect Director Paul C. Hilal	For
1g	Elect Director Edward J. Kelly, III	Against
1h	Elect Director John D. McPherson	Against
1i	Elect Director David M. Moffett	Against
1j	Elect Director Dennis H. Reilley	For
1k	Elect Director Linda H. Riefler	For
1l	Elect Director J. Steven Whisler	Against
1m	Elect Director John J. Zillmer	Against
2	Ratify Ernst & Young LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Advisory Vote on Reimbursement Arrangement in Connection with Retention of E. Hunter Harrison as CEO	Against
	<i>Voter Rationale: This non-binding, advisory proposal seeks shareholder approval of the Company providing \$84 million to (Mantle Ridge). The \$84 million in benefits and compensation is designed to compensate (Mantle Ridge), which provided this sum to the incoming CEO to recoup his loss of compensation from his prior employer. The CEO (E. Hunter Harrison) forfeited \$84 compensation when he quit (Canadian Pacific Railway Limited) to join the Company. The Board and Mr. Harrison entered into a four-year agreement whereby Mr. Harrison would receive a special severance payment should he resign. Although Mr. Harrison's experience in the industry appears to have brought some value to the Company, there are concerns about his health, the substantial size of the reimbursement, and the risk of non-performance. The Board has taken a neutral position by not offering a vote recommendation. The risk to not approving this proposal is that the Company's share value may suffer. It is evident that there are risks with both alternatives. Given the Board's decision to appoint Mr. Harrison as CEO and the Board's decision to have a neutral stance on the proposal, shows a lack of accountability. It appears that the Board is passing on its responsibilities. A vote is cast on the management ballot against this proposal.</i>	
	Dissident Proxy (Gold Proxy Card)	
1a	Elect Director Donna M. Alvarado	Do Not Vote

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

CSX Corporation

Proposal Number	Proposal Text	Vote Instruction
1b	Elect Director John B. Breaux	Do Not Vote
1c	Elect Director Pamela L. Carter	Do Not Vote
1d	Elect Director Steven T. Halverson	Do Not Vote
1e	Elect Director E. Hunter Harrison	Do Not Vote
1f	Elect Director Paul C. Hilal	Do Not Vote
1g	Elect Director Edward J. Kelly, III	Do Not Vote
1h	Elect Director John D. McPherson	Do Not Vote
1i	Elect Director David M. Moffett	Do Not Vote
1j	Elect Director Dennis H. Reilley	Do Not Vote
1k	Elect Director Linda H. Riefler	Do Not Vote
1l	Elect Director J. Steven Whisler	Do Not Vote
1m	Elect Director John J. Zillmer	Do Not Vote
2	Ratify Ernst & Young LLP as Auditors	Do Not Vote
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Do Not Vote
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
4	Advisory Vote on Say on Pay Frequency	Do Not Vote
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		
5	Advisory Vote on Reimbursement Arrangement in Connection with Retention of E. Hunter Harrison as CEO	Do Not Vote

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Cummins Inc.

Meeting Date: 05/09/2017

Country: USA

Primary Security ID: 231021106

Record Date: 03/07/2017

Meeting Type: Annual

Primary CUSIP: 231021106

Shares Voted: 91

Proposal Number	Proposal Text	Vote Instruction
1	Elect Director N. Thomas Linebarger <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
2	Elect Director Robert J. Bernhard	For
3	Elect Director Franklin R. Chang Diaz	For
4	Elect Director Bruno V. Di Leo Allen	For
5	Elect Director Stephen B. Dobbs	For
6	Elect Director Robert K. Herdman	For
7	Elect Director Alexis M. Herman	For
8	Elect Director Thomas J. Lynch	For
9	Elect Director William I. Miller	For
10	Elect Director Georgia R. Nelson	For
11	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
12	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
13	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Cummins Inc.

Proposal Number	Proposal Text	Vote Instruction
14	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 7.29% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
15	Provide Proxy Access Right <i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	For
16	Amend Proxy Access Right <i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	For

CVS Health Corporation

Meeting Date: 05/10/2017 **Country:** USA **Primary Security ID:** 126650100
Record Date: 03/14/2017 **Meeting Type:** Annual
Primary CUSIP: 126650100

Shares Voted: 611

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Richard M. Bracken <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority. There is such a majority here but some incumbent nominees failed to attend 75% of their meetings without a valid excuse. A vote is cast in favor of all nominees except for the nominee with such poor attendance record.</i>	For
1b	Elect Director C. David Brown, II	For
1c	Elect Director Alecia A. DeCoudreaux	For
1d	Elect Director Nancy-Ann M. DeParle	For
1e	Elect Director David W. Dorman	For
1f	Elect Director Anne M. Finucane	Against
1g	Elect Director Larry J. Merlo	For
1h	Elect Director Jean-Pierre Millon	For
1i	Elect Director Mary L. Schapiro	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

CVS Health Corporation

Proposal Number	Proposal Text	Vote Instruction
1j	Elect Director Richard J. Swift	For
1k	Elect Director William C. Weldon	For
1l	Elect Director Tony L. White	For
2	Ratify Ernst & Young LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Approve Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 6.45% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
	<i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>	
7	Report on Pay Disparity	For
	<i>Voter Rationale: This shareholder proposal asks for a report that: 1) compares the total compensation package of senior executives and the company's median wage; 2) an analysis of changes in the size of the gap and a rationale justifying the trend; 3) an evaluation of whether senior executive compensation packages at the company should be modified to be kept within boundaries; and 4) whether sizable layoffs or the level of pay of our lowest paid workers should result in an adjustment of senior executive pay to more reasonable and justifiable levels. The information requested by this proponent would help shareholders to evaluate the risks the Company could be exposed to through wage disparity. A vote is cast in favor of the proposal.</i>	
8	Adopt Quantitative Renewable Energy Goals	For
	<i>Voter Rationale: This shareholder proposal asks the company to set company-wide renewable energy targets. The company does provide data in its CSR Report on its GHG emissions but, it could provide more detail about its renewable energy programs and sourcing. A vote is cast in favor.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

D.R. Horton, Inc.

Meeting Date: 01/19/2017

Country: USA

Primary Security ID: 23331A109

Record Date: 11/28/2016

Meeting Type: Annual

Primary CUSIP: 23331A109

Shares Voted: 200

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Donald R. Horton <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Barbara K. Allen	For
1c	Elect Director Brad S. Anderson	For
1d	Elect Director Michael R. Buchanan	For
1e	Elect Director Michael W. Hewatt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

Danaher Corporation

Meeting Date: 05/09/2017

Country: USA

Primary Security ID: 235851102

Record Date: 03/13/2017

Meeting Type: Annual

Primary CUSIP: 235851102

Shares Voted: 361

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Donald J. Ehrlich	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Danaher Corporation

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: A vote is cast against all nominees to the Board for its lack of oversight of company risk in by failing to have developed a policy for the responsible use of Company stock in connection with pledging activity - except those nominees new to the board. At this Company two board members have pledged stock with an aggregate value of \$5,293,120,000 for the purpose of securing lines of credit. The director/officer pledging the shares hold about 9.82% of the Company's shares. The high amount of pledged shares are not in the best interests of shareholders because pledging of company stock at any amount as collateral for a loan is not a responsible use of equity and may have a detrimental impact on shareholders if the officer or director is forced to sell company stock, for example to meet a margin call. The forced sale of a significant amount of company stock could potentially have a negative impact on the company's stock price, and may also violate company insider trading policies. In addition, pledging of shares may be utilized as part of hedging or monetization strategies that would potentially immunize an executive against economic exposure to the company's stock, even while maintaining voting rights. This is especially concerning in this case, given the magnitude of the pledged shares, as any forced sale of such shares could have a significant impact on the company's stock price.</i>	
1.2	Elect Director Linda Hefner Filler	Against
1.3	Elect Director Robert J. Hugin	For
1.4	Elect Director Thomas P. Joyce, Jr.	Against
1.5	Elect Director Teri List-Stoll	Against
1.6	Elect Director Walter G. Lohr, Jr.	Against
1.7	Elect Director Mitchell P. Rales	Against
1.8	Elect Director Steven M. Rales	Against
1.9	Elect Director John T. Schwieters	Against
1.10	Elect Director Alan G. Spoon	Against
1.11	Elect Director Raymond C. Stevens	For
1.12	Elect Director Elias A. Zerhouni	Against
2	Ratify Ernst & Young LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Amend Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 14.94% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	
4	Amend Executive Incentive Bonus Plan	Against
	<i>Voter Rationale: This proposal asks shareholders to approve or amend the Company's annual incentive bonus plan for senior executive officers. Section 162(m) of the Internal Revenue Code requires that shareholders reapprove the plan every five years. A vote is cast against this proposal because the plan does not disclose specific performance goals upon which awards are based.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Danaher Corporation

Proposal Number	Proposal Text	Vote Instruction
5	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
6	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
7	Report on Goals to Reduce Greenhouse Gas Emissions <i>Voter Rationale: This proposal requests that the Board report to shareholders on how the Company is responding to rising regulatory, competitive, and public pressure to significantly reduce carbon dioxide and other greenhouse gas emissions. This would provide shareholders with useful information on an important topic. A vote is cast in favor.</i>	For

Darden Restaurants, Inc.

Meeting Date: 09/21/2017

Country: USA

Primary Security ID: 237194105

Record Date: 07/25/2017

Meeting Type: Annual

Primary CUSIP: 237194105

Shares Voted: 74

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Margaret Shan Atkins <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Bradley D. Blum	For
1.3	Elect Director James P. Fogarty	For
1.4	Elect Director Cynthia T. Jamison	For
1.5	Elect Director Eugene I. (Gene) Lee, Jr.	For
1.6	Elect Director Nana Mensah	For
1.7	Elect Director William S. Simon	For
1.8	Elect Director Charles M. (Chuck) Sonstebly	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Darden Restaurants, Inc.

Proposal Number	Proposal Text	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify KPMG LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
5	Adopt a Policy to Phase Out Non-Therapeutic Use of Antibiotics in the Meat Supply Chain <i>Voter Rationale: This shareholder proposal asks the board to adopt a policy to phase out the non-therapeutic use of antibiotics in the meat supply chain – including poultry, beef, and pork. The proponent is concerned about the overuse of antibiotics in food animal production for the non-therapeutic purposes of promoting faster growth or preventing illness. According to the proponent, the company could face financial and reputational risks from consumers who are concerned about the prophylactic use of antibiotics in meat. The company stated that it continues to study the issue of antibiotics use and has a set of Food Principles (adopted in March 2016) that guides them in maintaining food safety, quality, sustainability and ethical business conduct. According to the company, antibiotics is one way farmers keep animals healthy and improve food safety. Also, the company pointed out that as of Jan. 1, 2017, the company's suppliers are prevented by law from using antibiotics important to human medicine for growth promotion of farm animals and it monitors their compliance under it Food Principles mentioned above. It appears the company's approach/response to dealing with the proponent's concerns are reasonable therefore; a vote is cast against.</i>	Against

DaVita Inc.

Meeting Date: 06/16/2017

Country: USA

Primary Security ID: 23918K108

Record Date: 04/24/2017

Meeting Type: Annual

Primary CUSIP: 23918K108

Shares Voted: 93

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

DaVita Inc.

Proposal Number	Proposal Text	Vote Instruction
1d	Elect Director Barbara J. Desoer	For
1e	Elect Director Pascal Desroches	For
1f	Elect Director Paul J. Diaz	For
1g	Elect Director Peter T. Grauer	For
1h	Elect Director John M. Nehra	For
1i	Elect Director William L. Roper	For
1j	Elect Director Kent J. Thiry	For
1k	Elect Director Phyllis R. Yale	For
2	Ratify KPMG LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	

Deere & Company

Meeting Date: 02/22/2017

Country: USA

Primary Security ID: 244199105

Record Date: 12/30/2016

Meeting Type: Annual

Primary CUSIP: 244199105

Shares Voted: 172

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Deere & Company

Proposal Number	Proposal Text	Vote Instruction
1d	Elect Director Alan C. Heuberger	For
1e	Elect Director Dipak C. Jain	For
1f	Elect Director Michael O. Johanns	For
1g	Elect Director Clayton M. Jones	For
1h	Elect Director Brian M. Krzanich	For
1i	Elect Director Gregory R. Page	For
1j	Elect Director Sherry M. Smith	For
1k	Elect Director Dmitri L. Stockton	For
1l	Elect Director Sheila G. Talton	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Ratify Deloitte & Touche LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
5	Provide Right to Act by Written Consent	For
	<i>Voter Rationale: This proposal allows shareholders to act by written consent. If the majority of shareholders wish to exercise their ownership rights by written consent, they should be allowed to do so. A vote is cast in favor.</i>	

Delphi Automotive PLC

Meeting Date: 04/27/2017

Country: Jersey

Primary Security ID: G27823106

Record Date: 02/27/2017

Meeting Type: Annual

Primary CUSIP: N/A

Shares Voted: 161

Proposal Number	Proposal Text	Vote Instruction
1	Elect Director Joseph S. Cantie	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Delphi Automotive PLC

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
2	Elect Director Kevin P. Clark	For
3	Elect Director Gary L. Cowger	For
4	Elect Director Nicholas M. Donofrio	For
5	Elect Director Mark P. Frissora	For
6	Elect Director Rajiv L. Gupta	For
7	Elect Director Sean O. Mahoney	For
8	Elect Director Timothy M. Manganello	For
9	Elect Director Ana G. Pinczuk	For
10	Elect Director Thomas W. Sidlik	For
11	Elect Director Bernd Wiedemann	For
12	Elect Director Lawrence A. Zimmerman	For
13	Ratify Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
14	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	

Delphi Automotive PLC

Meeting Date: 11/07/2017

Country: Jersey

Primary Security ID: G27823106

Record Date: 10/05/2017

Meeting Type: Special

Primary CUSIP: N/A

Shares Voted: 161

Proposal Number	Proposal Text	Vote Instruction
1	Change Company Name to Aptiv PLC	For
	<i>Voter Rationale: This is a routine, ministerial matter. A vote is cast in favor.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Delta Air Lines, Inc.

Meeting Date: 06/30/2017

Country: USA

Primary Security ID: 247361702

Record Date: 05/03/2017

Meeting Type: Annual

Primary CUSIP: 247361702

Shares Voted: 572

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Edward H. Bastian	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Francis S. Blake	For
1c	Elect Director Daniel A. Carp	For
1d	Elect Director David G. DeWalt	For
1e	Elect Director William H. Easter, III	For
1f	Elect Director Mickey P. Foret	For
1g	Elect Director Jeanne P. Jackson	For
1h	Elect Director George N. Mattson	For
1i	Elect Director Douglas R. Ralph	For
1j	Elect Director Sergio A.L. Rial	For
1k	Elect Director Kathy N. Waller	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Ratify Ernst & Young LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

DENTSPLY SIRONA Inc.

Meeting Date: 05/24/2017

Country: USA

Primary Security ID: 24906P109

Record Date: 03/27/2017

Meeting Type: Annual

Primary CUSIP: 24906P109

Shares Voted: 137

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Michael C. Alfano <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director David K. Beecken	For
1c	Elect Director Eric K. Brandt	For
1d	Elect Director Michael J. Coleman	For
1e	Elect Director Willie A. Deese	For
1f	Elect Director Thomas Jetter	For
1g	Elect Director Arthur D. Kowaloff	For
1h	Elect Director Harry M. Jansen Kraemer, Jr.	For
1i	Elect Director Francis J. Lunger	For
1j	Elect Director Jeffrey T. Slovin	For
1k	Elect Director Bret W. Wise	For
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Devon Energy Corporation

Meeting Date: 06/07/2017

Country: USA

Primary Security ID: 25179M103

Record Date: 04/10/2017

Meeting Type: Annual

Primary CUSIP: 25179M103

Shares Voted: 312

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Barbara M. Baumann <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director John E. Bethancourt	For
1.3	Elect Director David A. Hager	For
1.4	Elect Director Robert H. Henry	For
1.5	Elect Director Michael M. Kanovsky	For
1.6	Elect Director Robert A. Mosbacher, Jr.	For
1.7	Elect Director Duane C. Radtke	For
1.8	Elect Director Mary P. Ricciardello	For
1.9	Elect Director John Richels	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
5	Amend Executive Incentive Bonus Plan <i>Voter Rationale: This proposal asks shareholders to approve or amend the Company's annual incentive bonus plan for senior executive officers. Section 162(m) of the Internal Revenue Code requires that shareholders reapprove the plan every five years. A vote is cast against this proposal because the plan does not disclose specific performance goals upon which awards are based.</i>	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Devon Energy Corporation

Proposal Number	Proposal Text	Vote Instruction
6	Approve Omnibus Stock Plan <i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 10.62% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	Against
7	Review Public Policy Advocacy on Climate Change <i>Voter Rationale: A vote is cast in favor of reviewing the Company's public policy positions as they relate to climate change.</i>	For
8	Annually Assess Portfolio Impacts of Policies to Meet 2 Degree Scenario <i>Voter Rationale: This proposal requests that the Board report to shareholders on how the Company is responding to rising regulatory, competitive, and public pressure to significantly reduce carbon dioxide and other greenhouse gas emissions. This would provide shareholders with useful information on an important topic. A vote is cast in favor.</i>	For
9	Report on Lobbying Payments and Policy <i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	For
10	Report on Using Oil and Gas Reserve Metrics for Named Executive's Compensation <i>Voter Rationale: This shareholder proposal requests that the Board Compensation Committee consider non-financial factors, including social and environmental concerns in determining compensation for top executives. A vote is cast for this proposal because social and environmental accountability are important business goals to reverse global trends of waste and degradation and the most effective way for the Company to achieve that is by tying executive compensation to it.</i>	For

Digital Realty Trust, Inc.

Meeting Date: 05/08/2017

Country: USA

Primary Security ID: 253868103

Record Date: 03/14/2017

Meeting Type: Annual

Primary CUSIP: 253868103

Shares Voted: 94

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Dennis E. Singleton <i>Voter Rationale: A vote is cast against all nominees to the board (except those nominees new to the board) due to an important governance failure - the company's charter prohibits or restricts shareholders's ability to amend the company's bylaws.</i>	Against
1b	Elect Director Laurence A. Chapman	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Digital Realty Trust, Inc.

Proposal Number	Proposal Text	Vote Instruction
1c	Elect Director Kathleen Earley	Against
1d	Elect Director Kevin J. Kennedy	Against
1e	Elect Director William G. LaPerch	Against
1f	Elect Director Afshin Mohebbi	For
1g	Elect Director Mark R. Patterson	For
1h	Elect Director A. William Stein	Against
1i	Elect Director Robert H. Zerbst	Against
2	Ratify KPMG LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
4	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		

Digital Realty Trust, Inc.

Meeting Date: 09/13/2017

Country: USA

Primary Security ID: 253868103

Record Date: 08/14/2017

Meeting Type: Special

Primary CUSIP: 253868103

Shares Voted: 95

Proposal Number	Proposal Text	Vote Instruction
1	Issue Shares in Connection with Acquisition	For
<i>Voter Rationale: This proposal seeks shareholder approval of the Company acquiring DuPont Fabros Technology, Inc. (DFT) in a stock transaction valued at \$5.0 billion. Both entities are REITs. The Board recommends shareholder approval because: the combination will be one of the largest data center REITs and one of the largest publicly traded U.S. REITs; annual cost savings of \$18.0 million; the immediate enlargement of the combined company's earnings; and the transaction positions the combined companies in high demand urban areas with strong growth possibilities. Per the terms of the merger, each share of DFT stock will receive 0.545 company shares, per share consideration amount - \$63.63, which represents a premium of 14.9% based on the closing prices of the shares on the last day of trading before the transaction was announced. An opinion has been issued by Citi that the terms are fair to the Company's shareholders. For those reasons, a vote is cast in favor of the proposal.</i>		

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Digital Realty Trust, Inc.

Proposal Number	Proposal Text	Vote Instruction
2	Adjourn Meeting	For
<i>Voter Rationale: This proposal seeks an adjournment to seek more votes, if necessary, for the merger. Since the merger is being supported, a vote is cast in favor.</i>		

Discover Financial Services

Meeting Date: 05/11/2017 **Country:** USA **Primary Security ID:** 254709108
Record Date: 03/13/2017 **Meeting Type:** Annual

Primary CUSIP: 254709108

Shares Voted: 234

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Jeffrey S. Aronin	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1.2	Elect Director Mary K. Bush	For
1.3	Elect Director Gregory C. Case	For
1.4	Elect Director Candace H. Duncan	For
1.5	Elect Director Joseph F. Eazor	For
1.6	Elect Director Cynthia A. Glassman	For
1.7	Elect Director Richard H. Lenny	For
1.8	Elect Director Thomas G. Maheras	For
1.9	Elect Director Michael H. Moskow	For
1.10	Elect Director David W. Nelms	For
1.11	Elect Director Mark A. Thierer	For
1.12	Elect Director Lawrence A. Weinbach	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
3	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Discover Financial Services

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

Discovery Communications, Inc.

Meeting Date: 05/18/2017 **Country:** USA **Primary Security ID:** 25470F104
Record Date: 03/23/2017 **Meeting Type:** Annual

Primary CUSIP: 25470F104

Shares Voted: 438

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Robert R. Bennett	Withhold
<i>Voter Rationale: The Company's Director, John Malone pledged 324,572 Series A shares and 11,764,647 Series C shares of the Company's stock as security valued at \$330 million, which represents 2.89% of the Company's outstanding shares and 62% of the Director's total. Pledging of company stock at any amount as collateral for a loan is not a responsible use of equity and may have a detrimental impact on shareholders if the officer or director is forced to sell company stock, for example to meet a margin call. The forced sale of a significant amount of company stock could potentially have a negative impact on the company's stock price, and may also violate company insider trading policies. In addition, pledging of shares may be utilized as part of hedging or monetization strategies that would potentially immunize an executive against economic exposure to the company's stock, even while maintaining voting rights. This is especially concerning in this case, given the magnitude of the pledged shares, as any forced sale of such shares could have a significant impact on the company's stock price. That is not in the best interests of shareholders. Therefore, a vote is cast against all nominees for the board.</i>		
1.2	Elect Director John C. Malone	Withhold
1.3	Elect Director David M. Zaslav	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
4	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Discovery Communications, Inc.

Proposal Number	Proposal Text	Vote Instruction
5	Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation <i>Voter Rationale: This shareholder proposal requests that the Board Compensation Committee consider non-financial factors, including social and environmental concerns in determining compensation for top executives. A vote is cast for this proposal because social and environmental accountability are important business goals to reverse global trends of waste and degradation and the most effective way for the Company to achieve that is by tying executive compensation to it.</i>	For
6	Report on Steps Taken to Increase Board Diversity <i>Voter Rationale: This proposal seeks to add women and minorities to the board of directors. It would be in the best interests of shareholders to add some diverse viewpoints to this board that is dominated by white males. A vote is cast in favor of the proposal.</i>	For

Discovery Communications, Inc.

Meeting Date: 11/17/2017 **Country:** USA **Primary Security ID:** 25470F104
Record Date: 10/19/2017 **Meeting Type:** Special

Primary CUSIP: 25470F104

Shares Voted: 215

Proposal Number	Proposal Text	Vote Instruction
1	Issue Shares in Connection with Merger <i>Voter Rationale: This proposal seeks shareholder approval of the Company acquiring Scripps Networks Interactive, Inc. in a cash and stock transaction valued at \$11.7 billion. Both entities are media companies. The Board recommends shareholder approval because: following the completion of the transaction the combined company will have 20% of ad-supported pay TV viewership in the U.S.; the combined company's data expertise and larger footprint will permit advertisers to buy more targeted audiences; Scripps does business in two growth markets, the United Kingdom and Poland and that will benefit the company's existing content pipeline; and the combined company will have five of the top female networks in ad-supported TV with a 20% share of women watching prime time in the U.S. Per the terms of the merger, each share of Scripps Networks will receive \$63.00 in cash and \$27.00 in company Series C shares. The per share consideration amount is \$90.00 which represents a premium of 34.3% to the unaffected date 07-18-17. An opinion has been issued by Goldman Sachs and Guggenheim Securities that the terms are fair to the Company's shareholders. For those reasons, a vote is cast in favor of the proposal.</i>	For

DISH Network Corporation

Meeting Date: 05/01/2017 **Country:** USA **Primary Security ID:** 25470M109
Record Date: 03/15/2017 **Meeting Type:** Annual

Primary CUSIP: 25470M109

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

DISH Network Corporation

Shares Voted: 134

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director George R. Brokaw <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders. A nominee(s) who is employed full-time serves on the board of more than two other publicly-traded companies. That is not in the best interests of shareholders. A vote is cast to withhold on such nominee(s).</i>	For
1.2	Elect Director James DeFranco	Withhold
1.3	Elect Director Cantey M. Ergen	Withhold
1.4	Elect Director Charles W. Ergen	Withhold
1.5	Elect Director Steven R. Goodbarn	For
1.6	Elect Director Charles M. Lillis	For
1.7	Elect Director Afshin Mohebbi	For
1.8	Elect Director David K. Moskowitz	Withhold
1.9	Elect Director Tom A. Ortolf	Withhold
1.10	Elect Director Carl E. Vogel	Withhold
2	Ratify KPMG LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Dollar General Corporation

Meeting Date: 05/31/2017

Country: USA

Primary Security ID: 256677105

Record Date: 03/23/2017

Meeting Type: Annual

Primary CUSIP: 256677105

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Dollar General Corporation

Shares Voted: 151

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Warren F. Bryant	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Michael M. Calbert	For
1c	Elect Director Sandra B. Cochran	For
1d	Elect Director Patricia D. Fili-Krushel	For
1e	Elect Director Paula A. Price	For
1f	Elect Director William C. Rhodes, III	For
1g	Elect Director David B. Rickard	For
1h	Elect Director Todd J. Vasos	For
2	Amend Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock plan for key executives is amended by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. Thus, a vote is cast against the amendment.</i>	
3	Amend Executive Incentive Bonus Plan	Against
	<i>Voter Rationale: This proposal asks shareholders to approve or amend the Company's annual incentive bonus plan for senior executive officers. Section 162(m) of the Internal Revenue Code requires that shareholders reapprove the plan every five years. A vote is cast against this proposal because the plan does not disclose specific performance goals upon which awards are based.</i>	
4	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
5	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
6	Ratify Ernst & Young LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Dollar Tree, Inc.

Meeting Date: 06/15/2017

Country: USA

Primary Security ID: 256746108

Record Date: 04/13/2017

Meeting Type: Annual

Primary CUSIP: 256746108

Shares Voted: 141

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Arnold S. Barron <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Gregory M. Bridgeford	For
1.3	Elect Director Macon F. Brock, Jr.	For
1.4	Elect Director Mary Anne Citrino	For
1.5	Elect Director H. Ray Compton	For
1.6	Elect Director Conrad M. Hall	For
1.7	Elect Director Lemuel E. Lewis	For
1.8	Elect Director Bob Sasser	For
1.9	Elect Director Thomas A. Saunders, III	For
1.10	Elect Director Thomas E. Whiddon	For
1.11	Elect Director Carl P. Zeithaml	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Dominion Resources, Inc.

Meeting Date: 05/10/2017

Country: USA

Primary Security ID: 25746U109

Record Date: 03/03/2017

Meeting Type: Annual

Primary CUSIP: 25746U109

Shares Voted: 372

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director William P. Barr	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, there is a two-thirds majority of outsiders on the board but insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees and in favor of all other nominees.</i>	
1.2	Elect Director Helen E. Dragas	For
1.3	Elect Director James O. Ellis, Jr.	For
1.4	Elect Director Thomas F. Farrell, II	For
1.5	Elect Director John W. Harris	Against
1.6	Elect Director Ronald W. Jibson	For
1.7	Elect Director Mark J. Kington	For
1.8	Elect Director Joseph M. Rigby	For
1.9	Elect Director Pamela J. Royal	For
1.10	Elect Director Robert H. Spilman, Jr.	For
1.11	Elect Director Susan N. Story	For
1.12	Elect Director Michael E. Szymanczyk	For
2	Ratify Deloitte & Touche LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Dominion Resources, Inc.

Proposal Number	Proposal Text	Vote Instruction
5	Change Company Name to Dominion Energy, Inc. <i>Voter Rationale: This is a routine, ministerial matter. A vote is cast in favor.</i>	For
6	Report on Lobbying Payments and Policy <i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	For
7	Require Director Nominee with Environmental Experience <i>Voter Rationale: A vote is cast in favor because the company does not appear to have an independent board member with adequate environmental expertise, and its operations are subject to environmental risks.</i>	For
8	Assess Portfolio Impacts of Policies to Meet 2 Degree Scenario <i>Voter Rationale: This proposal requests that the Board report to shareholders on how the Company is responding to rising regulatory, competitive, and public pressure to significantly reduce carbon dioxide and other greenhouse gas emissions. This would provide shareholders with useful information on an important topic. A vote is cast in favor.</i>	For
9	Report on Methane Emissions Management and Reduction Targets <i>Voter Rationale: This proposal requests that the Board report to shareholders on how the Company is responding to rising regulatory, competitive, and public pressure to significantly reduce carbon dioxide and other greenhouse gas emissions. This would provide shareholders with useful information on an important topic. A vote is cast in favor.</i>	For

Dover Corporation

Meeting Date: 05/05/2017 **Country:** USA **Primary Security ID:** 260003108
Record Date: 03/23/2017 **Meeting Type:** Annual
Primary CUSIP: 260003108

Shares Voted: 92

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Dover Corporation

Proposal Number	Proposal Text	Vote Instruction
1f	Elect Director Eric A. Spiegel	For
1g	Elect Director Michael B. Stubbs	For
1h	Elect Director Richard J. Tobin	For
1i	Elect Director Stephen M. Todd	For
1j	Elect Director Stephen K. Wagner	For
1k	Elect Director Keith E. Wandell	For
1l	Elect Director Mary A. Winston	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Amend Omnibus Stock Plan	Against
	<i>Voter Rationale: This proposal seeks approval of performance criteria for an existing stock compensation plan. Although the types of criteria are listed, the Company does not disclose enough about them to enable a shareholder to determine what type of award will be generated by what type of performance. That is not in the best interests of shareholders. Therefore, a vote is cast against.</i>	
6	Amend Executive Incentive Bonus Plan	Against
	<i>Voter Rationale: This proposal asks shareholders to approve or amend the Company's annual incentive bonus plan for senior executive officers. Section 162(m) of the Internal Revenue Code requires that shareholders reapprove the plan every five years. A vote is cast against this proposal because the plan does not disclose specific performance goals upon which awards are based.</i>	
7	Amend Charter to Remove Article 15 Amendment Provision	For
	<i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.<</i>	
8	Amend Charter to Remove Article 16 Amendment Provision	For
	<i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Dr Pepper Snapple Group, Inc.

Meeting Date: 05/18/2017

Country: USA

Primary Security ID: 26138E109

Record Date: 03/20/2017

Meeting Type: Annual

Primary CUSIP: 26138E109

Shares Voted: 109

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director David E. Alexander <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Antonio Carrillo	For
1c	Elect Director Jose M. Gutierrez	For
1d	Elect Director Pamela H. Patsley	For
1e	Elect Director Ronald G. Rogers	For
1f	Elect Director Wayne R. Sanders	For
1g	Elect Director Dunia A. Shive	For
1h	Elect Director M. Anne Szostak	For
1i	Elect Director Larry D. Young	For
2	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Report on Plans to Minimize Pesticides' Impact on Pollinators <i>Voter Rationale: A vote is cast in favor to inform shareholders on the Company's progress on a important issue.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

DTE Energy Company

Meeting Date: 05/04/2017

Country: USA

Primary Security ID: 233331107

Record Date: 03/07/2017

Meeting Type: Annual

Primary CUSIP: 233331107

Shares Voted: 106

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Gerard M. Anderson <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director David A. Brandon	For
1.3	Elect Director W. Frank Fountain, Jr.	For
1.4	Elect Director Charles G. McClure, Jr.	For
1.5	Elect Director Gail J. McGovern	For
1.6	Elect Director Mark A. Murray	For
1.7	Elect Director James B. Nicholson	For
1.8	Elect Director Charles W. Pryor, Jr.	For
1.9	Elect Director Josue Robles, Jr.	For
1.10	Elect Director Ruth G. Shaw	For
1.11	Elect Director David A. Thomas	For
1.12	Elect Director James H. Vandenberghe	For
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

DTE Energy Company

Proposal Number	Proposal Text	Vote Instruction
5	Assess Portfolio Impacts of Policies to Meet 2 Degree Scenario	For
<i>Voter Rationale: This proposal requests that the Board report to shareholders on how the Company is responding to rising regulatory, competitive, and public pressure to significantly reduce carbon dioxide and other greenhouse gas emissions. This would provide shareholders with useful information on an important topic. A vote is cast in favor.</i>		

Duke Energy Corporation

Meeting Date: 05/04/2017	Country: USA	Primary Security ID: 26441C204
Record Date: 03/06/2017	Meeting Type: Annual	
Primary CUSIP: 26441C204		
Shares Voted: 409		

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Michael J. Angelakis	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1.2	Elect Director Michael G. Browning	For
1.3	Elect Director Theodore F. Craver, Jr.	For
1.4	Elect Director Daniel R. DiMicco	For
1.5	Elect Director John H. Forsgren	For
1.6	Elect Director Lynn J. Good	For
1.7	Elect Director John T. Herron	For
1.8	Elect Director James B. Hylar, Jr.	For
1.9	Elect Director William E. Kennard	For
1.10	Elect Director E. Marie McKee	For
1.11	Elect Director Charles W. Moorman, IV	For
1.12	Elect Director Carlos A. Saladrigas	For
1.13	Elect Director Thomas E. Skains	For
1.14	Elect Director William E. Webster, Jr.	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Duke Energy Corporation

Proposal Number	Proposal Text	Vote Instruction
2	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Eliminate Supermajority Vote Requirement <i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	For
6	Report on Lobbying Expenses <i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	For
7	Assess Portfolio Impacts of Policies to Meet 2 Degree Scenario <i>Voter Rationale: This proposal requests that the Board report to shareholders on how the Company is responding to rising regulatory, competitive, and public pressure to significantly reduce carbon dioxide and other greenhouse gas emissions. This would provide shareholders with useful information on an important topic. A vote is cast in favor.</i>	For
8	Report on the Public Health Risk of Dukes Energy's Coal Use <i>Voter Rationale: A vote is cast in favor of this item to issue a report on public health risks of coal utilization. Such information is useful and materials to investors.</i>	For

DXC Technology Company

Meeting Date: 08/10/2017

Country: USA

Primary Security ID: 23355L106

Record Date: 06/12/2017

Meeting Type: Annual

Primary CUSIP: 23355L106

Shares Voted: 169

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Mukesh Aghi	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

DXC Technology Company

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees and for all other nominees.</i>	
1b	Elect Director Amy E. Alving	For
1c	Elect Director David L. Herzog	For
1d	Elect Director Sachin Lawande	For
1e	Elect Director J. Michael Lawrie	For
1f	Elect Director Julio A. Portalatin	For
1g	Elect Director Peter Rutland	For
1h	Elect Director Manoj P. Singh	For
1i	Elect Director Margaret C. Whitman	Against
1j	Elect Director Robert F. Woods	For
2	Ratify Deloitte & Touche LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Amend Omnibus Stock Plan	Against
	<i>Voter Rationale: This proposal seeks approval of performance criteria for an existing stock compensation plan. Although the types of criteria are listed, the Company does not disclose enough about them to enable a shareholder to determine what type of award will be generated by what type of performance. That is not in the best interests of shareholders. Therefore, a vote is cast against.</i>	

E*TRADE Financial Corporation

Meeting Date: 05/11/2017

Country: USA

Primary Security ID: 269246401

Record Date: 03/13/2017

Meeting Type: Annual

Primary CUSIP: 269246401

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

E*TRADE Financial Corporation

Shares Voted: 162

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Richard J. Carbone	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director James P. Healy	For
1c	Elect Director Kevin T. Kabat	For
1d	Elect Director Frederick W. Kanner	For
1e	Elect Director James Lam	For
1f	Elect Director Rodger A. Lawson	For
1g	Elect Director Shelley B. Leibowitz	For
1h	Elect Director Karl A. Roessner	For
1i	Elect Director Rebecca Saeger	For
1j	Elect Director Joseph L. Sclafani	For
1k	Elect Director Gary H. Stern	For
1l	Elect Director Donna L. Weaver	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Ratify Deloitte & Touche LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	

E. I. du Pont de Nemours and Company

Meeting Date: 05/24/2017

Country: USA

Primary Security ID: 263534109

Record Date: 03/28/2017

Meeting Type: Annual

Primary CUSIP: 263534109

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

E. I. du Pont de Nemours and Company

Shares Voted: 515

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Lamberto Andreotti	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Edward D. Breen	For
1c	Elect Director Robert A. Brown	For
1d	Elect Director Alexander M. Cutler	For
1e	Elect Director Eleuthere I. du Pont	For
1f	Elect Director James L. Gallogly	For
1g	Elect Director Marillyn A. Hewson	For
1h	Elect Director Lois D. Juliber	For
1i	Elect Director Lee M. Thomas	For
1j	Elect Director Patrick J. Ward	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Report on Pay Disparity	For
	<i>Voter Rationale: This shareholder proposal asks the board to prepare a report concerning its executive-to-employee pay ratio. That report would be made available to shareholders four months after the 2017 annual meeting. According to the proponent the report would help answer whether there should be a ceiling on executive compensation and if compensation for senior executive compensation should be changed when company employees are laid off. Beginning in 2018 shareholders will be able to look at CEO-to-median-employee ratios at all companies however, passage of this proposal would give company shareholders an early start in using a vital tool in examining the compensation structure at the company. A vote is cast in favor.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

E. I. du Pont de Nemours and Company

Proposal Number	Proposal Text	Vote Instruction
6	Report on Accident Risk Reduction Efforts	For
<i>Voter Rationale: This proposal seeks approval for a report on accident reduction efforts. Such a report would be informative for shareholders. A vote is cast in favor.</i>		

Eastman Chemical Company

Meeting Date: 05/04/2017 **Country:** USA **Primary Security ID:** 277432100
Record Date: 03/15/2017 **Meeting Type:** Annual

Primary CUSIP: 277432100

Shares Voted: 87

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Humberto P. Alfonso	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1.2	Elect Director Gary E. Anderson	For
1.3	Elect Director Brett D. Begemann	For
1.4	Elect Director Michael P. Connors	For
1.5	Elect Director Mark J. Costa	For
1.6	Elect Director Stephen R. Demeritt	For
1.7	Elect Director Robert M. Hernandez	For
1.8	Elect Director Julie F. Holder	For
1.9	Elect Director Renee J. Hornbaker	For
1.10	Elect Director Lewis M. Kling	For
1.11	Elect Director James J. O'Brien	For
1.12	Elect Director David W. Raisbeck	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
3	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Eastman Chemical Company

Proposal Number	Proposal Text	Vote Instruction
4	Approve Omnibus Stock Plan <i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 11.55% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	Against
5	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against

Eaton Corporation plc

Meeting Date: 04/26/2017 **Country:** Ireland **Primary Security ID:** G29183103

Record Date: 02/27/2017 **Meeting Type:** Annual

Primary CUSIP: 278058102

Shares Voted: 268

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Craig Arnold <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Todd M. Bluedorn	For
1c	Elect Director Christopher M. Connor	For
1d	Elect Director Michael J. Critelli	For
1e	Elect Director Richard H. Fearon	For
1f	Elect Director Charles E. Golden	For
1g	Elect Director Arthur E. Johnson	For
1h	Elect Director Deborah L. McCoy	For
1i	Elect Director Gregory R. Page	For
1j	Elect Director Sandra Pianalto	For
1k	Elect Director Gerald B. Smith	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Eaton Corporation plc

Proposal Number	Proposal Text	Vote Instruction
1	Elect Director Dorothy C. Thompson	For
2	Provide Proxy Access Right	For
	<i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	
3	Amend Articles of Association regarding Bringing Shareholder Business and Making Director Nominations at an Annual General Meeting	For
	<i>Voter Rationale: This proposal makes various good housekeeping amendments to the Company's articles. A vote is cast in favor.</i>	
4	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
6	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
7	Authorize Issue of Equity with Pre-emptive Rights	For
	<i>Voter Rationale: This seeks to issue securities with preemptive rights (i.e., first refusal of pro-rata share). The number of shares involved are not excessive. A vote is cast in favor.</i>	
8	Authorize Issue of Equity without Pre-emptive Rights	For
	<i>Voter Rationale: This seeks to issue securities without preemptive rights (i.e., first refusal of pro-rata share). The shares involved are not excessive. A yes vote is cast.</i>	
9	Approval of Overseas Market Purchases of the Company Shares	For
	<i>Voter Rationale: The Company seeks authority to repurchase its own shares. Stock repurchases are usually in the best interests of shareholders because they send a positive message to the market that the Company is confident in its future and they can be used to improve earnings per share or stabilize prices. A vote is cast in favor.</i>	

eBay Inc.

Meeting Date: 05/18/2017

Country: USA

Primary Security ID: 278642103

Record Date: 03/20/2017

Meeting Type: Annual

Primary CUSIP: 278642103

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

eBay Inc.

Shares Voted: 617

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Fred D. Anderson, Jr. <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Edward W. Barnholt	For
1c	Elect Director Anthony J. Bates	For
1d	Elect Director Logan D. Green	For
1e	Elect Director Bonnie S. Hammer	For
1f	Elect Director Kathleen C. Mitic	For
1g	Elect Director Pierre M. Omidyar	For
1h	Elect Director Paul S. Pressler	For
1i	Elect Director Robert H. Swan	For
1j	Elect Director Thomas J. Tierney	For
1k	Elect Director Perry M. Traquina	For
1l	Elect Director Devin N. Wenig	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
5	Provide Right to Act by Written Consent <i>Voter Rationale: This proposal allows shareholders to act by written consent. If the majority of shareholders wish to exercise their ownership rights by written consent, they should be allowed to do so. A vote is cast in favor.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Ecolab Inc.

Meeting Date: 05/04/2017

Country: USA

Primary Security ID: 278865100

Record Date: 03/07/2017

Meeting Type: Annual

Primary CUSIP: 278865100

Shares Voted: 156

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Douglas M. Baker, Jr. <i>Voter Rationale: <p>In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are nominees who serve on an excessive number of other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is withheld from such nominees. A vote is cast for all other nominees because there is a two-thirds majority of independent outsiders on the board.</p></i>	For
1b	Elect Director Barbara J. Beck	For
1c	Elect Director Leslie S. Biller	For
1d	Elect Director Carl M. Casale	For
1e	Elect Director Stephen I. Chazen	For
1f	Elect Director Jeffrey M. Ettinger	For
1g	Elect Director Arthur J. Higgins	For
1h	Elect Director Michael Larson	Against
1i	Elect Director David W. MacLennan	For
1j	Elect Director Tracy B. McKibben	For
1k	Elect Director Victoria J. Reich	For
1l	Elect Director Suzanne M. Vautrinot	For
1m	Elect Director John J. Zillmer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: <p>This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</p></i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: <p>This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</p></i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Ecolab Inc.

Proposal Number	Proposal Text	Vote Instruction
4	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: <p>This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</p></i>		

Edison International

Meeting Date: 04/27/2017	Country: USA	Primary Security ID: 281020107
Record Date: 03/03/2017	Meeting Type: Annual	
Primary CUSIP: 281020107		
Shares Voted: 193		

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Vanessa C.L. Chang	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1.2	Elect Director Louis Hernandez, Jr.	For
1.3	Elect Director James T. Morris	For
1.4	Elect Director Pedro J. Pizarro	For
1.5	Elect Director Linda G. Stuntz	For
1.6	Elect Director William P. Sullivan	For
1.7	Elect Director Ellen O. Tauscher	For
1.8	Elect Director Peter J. Taylor	For
1.9	Elect Director Brett White	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Edison International

Proposal Number	Proposal Text	Vote Instruction
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Amend Proxy Access Right <i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	For

Edwards Lifesciences Corporation

Meeting Date: 05/11/2017 **Country:** USA **Primary Security ID:** 28176E108

Record Date: 03/17/2017 **Meeting Type:** Annual

Primary CUSIP: 28176E108

Shares Voted: 127

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Michael A. Mussallem <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Kieran T. Gallahue	For
1c	Elect Director Leslie S. Heisz	For
1d	Elect Director William J. Link	For
1e	Elect Director Steven R. Loranger	For
1f	Elect Director Martha H. Marsh	For
1g	Elect Director Wesley W. von Schack	For
1h	Elect Director Nicholas J. Valeriani	For
2	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Edwards Lifesciences Corporation

Proposal Number	Proposal Text	Vote Instruction
4	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 11.24% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
5	Amend Qualified Employee Stock Purchase Plan <i>Voter Rationale: This proposal adds shares to an employee stock ownership plan, which gives an equity stake in the company to all fulltime and many part-time workers, thus encouraging quality work. That is in the best interests of shareholders. A vote is cast in favor.</i>	For
6	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against

Electronic Arts Inc.

Meeting Date: 08/03/2017 **Country:** USA **Primary Security ID:** 285512109
Record Date: 06/09/2017 **Meeting Type:** Annual
Primary CUSIP: 285512109

Shares Voted: 184

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Leonard S. Coleman <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Jay C. Hoag	For
1c	Elect Director Jeffrey T. Huber	For
1d	Elect Director Vivek Paul	For
1e	Elect Director Lawrence F. Probst, III	For
1f	Elect Director Talbott Roche	For
1g	Elect Director Richard A. Simonson	For
1h	Elect Director Luis A. Ubinas	For
1i	Elect Director Denise F. Warren	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Electronic Arts Inc.

Proposal Number	Proposal Text	Vote Instruction
1j	Elect Director Andrew Wilson	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		
4	Ratify KPMG LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

Eli Lilly and Company

Meeting Date: 05/01/2017

Country: USA

Primary Security ID: 532457108

Record Date: 02/24/2017

Meeting Type: Annual

Primary CUSIP: 532457108

Shares Voted: 576

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Michael L. Eskew	Against
<i>Voter Rationale: A vote is cast against all nominees to the board in response to the Company's decision to not opt out of a state statute that limits shareholder rights.</i>		
1b	Elect Director William G. Kaelin, Jr.	Against
1c	Elect Director John C. Lechleiter	Against
1d	Elect Director David A. Ricks	Against
1e	Elect Director Marschall S. Runge	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: <p>This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
3	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Eli Lilly and Company

Proposal Number	Proposal Text	Vote Instruction
4	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
5	Amend Deferred Compensation Plan <i>Voter Rationale: This plan enables key executives to defer their compensation and use all or some of the deferral to purchase stock. The deferral is a tax advantage for the executives and the stock purchase aligns their interests with shareholders. A yes vote is cast.</i>	For
6	Report on Lobbying Payments and Policy <i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	For

Emerson Electric Co.

Meeting Date: 02/07/2017

Country: USA

Primary Security ID: 291011104

Record Date: 11/29/2016

Meeting Type: Annual

Primary CUSIP: 291011104

Shares Voted: 380

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director D.N. Farr <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	Withhold
1.2	Elect Director W.R. Johnson	For
1.3	Elect Director M.S. Levatic	For
1.4	Elect Director J.W. Prueher	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Emerson Electric Co.

Proposal Number	Proposal Text	Vote Instruction
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify KPMG LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
5	Require Independent Board Chairman <i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</i>	For
6	Report on Political Contributions <i>Voter Rationale: This proposal requests the company provide a report, updated semiannually, on its direct and indirect political contributions and trade association expenditures made with corporate funds. Some, but not all, of this information is available in public filings but they are scattered throughout different states and are not readily and easily available in total to shareholders. A vote is cast for this proposal because it would provide useful and more comprehensive information regarding the Company's political contributions..</i>	For
7	Report on Lobbying Payments and Policy <i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	For
8	Adopt Quantitative Company-wide GHG Goals <i>Voter Rationale: This proposal requests that the Board report to shareholders on how the Company is responding to rising regulatory, competitive, and public pressure to significantly reduce carbon dioxide and other greenhouse gas emissions. This would provide shareholders with useful information on an important topic. A vote is cast in favor.</i>	For

Entergy Corporation

Meeting Date: 05/05/2017

Country: USA

Primary Security ID: 29364G103

Record Date: 03/07/2017

Meeting Type: Annual

Primary CUSIP: 29364G103

Shares Voted: 106

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Entergy Corporation

Proposal Number	Proposal Text	Vote Instruction
1b	Elect Director Patrick J. Condon	For
1c	Elect Director Leo P. Denault	For
1d	Elect Director Kirkland H. Donald	For
1e	Elect Director Philip L. Frederickson	For
1f	Elect Director Alexis M. Herman	For
1g	Elect Director Donald C. Hintz	For
1h	Elect Director Stuart L. Levenick	For
1i	Elect Director Blanche Lambert Lincoln	For
1j	Elect Director Karen A. Puckett	For
1k	Elect Director W. J. 'Billy' Tauzin	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Ratify Deloitte & Touche LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
5	Report on Distributed Renewable Generation Resources	For
	<i>Voter Rationale: This shareholder proposal asks the company to prepare a report on how the company is changing its business model to bring about increased use of distributed non-carbon electricity-generated resources. Shareholders would benefit from information on how the company is managing risks due to a possible drop-off in demand for its products as a result of limiting emissions below 2 degree Celsius. A vote is cast in favor.</i>	

Envision Healthcare Corporation

Meeting Date: 05/25/2017

Country: USA

Primary Security ID: 29414D100

Record Date: 03/29/2017

Meeting Type: Annual

Primary CUSIP: 29414D100

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Envision Healthcare Corporation

Shares Voted: 70

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Carol J. Burt	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Christopher A. Holden	For
1.3	Elect Director Cynthia S. Miller	For
1.4	Elect Director Ronald A. Williams	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: <p>This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</p></i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: <p>This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</p></i>	
4	Ratify Deloitte & Touche LLP as Auditors	Against
	<i>Voter Rationale: <p>This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</p></i>	

EOG Resources, Inc.

Meeting Date: 04/27/2017

Country: USA

Primary Security ID: 26875P101

Record Date: 02/27/2017

Meeting Type: Annual

Primary CUSIP: 26875P101

Shares Voted: 342

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

EOG Resources, Inc.

Proposal Number	Proposal Text	Vote Instruction
1c	Elect Director Robert P. Daniels	For
1d	Elect Director James C. Day	For
1e	Elect Director Donald F. Textor	For
1f	Elect Director William R. Thomas	For
1g	Elect Director Frank G. Wisner	For
2	Ratify Deloitte & Touche LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Increase Authorized Common Stock	Against
	<i>Voter Rationale: The company seeks to increase the number of common shares authorized. The amount requested is in excess of 50% of the amount currently available. For those reasons, a vote against is cast.</i>	
4	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
5	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	

EQT Corporation

Meeting Date: 04/19/2017

Country: USA

Primary Security ID: 26884L109

Record Date: 02/08/2017

Meeting Type: Annual

Primary CUSIP: 26884L109

Shares Voted: 104

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

EQT Corporation

Proposal Number	Proposal Text	Vote Instruction
1.4	Elect Director A. Bray Cary, Jr.	For
1.5	Elect Director Margaret K. Dorman	For
1.6	Elect Director David L. Porges	For
1.7	Elect Director James E. Rohr	For
1.8	Elect Director Steven T. Schlotterbeck	For
1.9	Elect Director Stephen A. Thorington	For
1.10	Elect Director Lee T. Todd, Jr.	For
1.11	Elect Director Christine J. Toretti	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		
4	Ratify Ernst & Young LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

EQT Corporation

Meeting Date: 11/09/2017

Country: USA

Primary Security ID: 26884L109

Record Date: 09/25/2017

Meeting Type: Proxy Contest

Primary CUSIP: 26884L109

Shares Voted: 105

Proposal Number	Proposal Text	Vote Instruction
	Management Proxy (White Proxy Card)	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

EQT Corporation

Proposal Number	Proposal Text	Vote Instruction
1	<p>Issue Shares in Connection with Merger</p> <p><i>Voter Rationale: The merger transaction between the company and Rice Energy Inc. (company acquires Rice) is being contested by Jana Partners, a 5.9% shareholder – the fourth largest. Sixty five per cent of the combined company will be owned by the company. The company and Rice are involved in drilling for natural gas (called the upstream business) and its transmission, via pipeline (midstream). Both operate in the Marcellus and Utica shales and a large portion of the purchased acreage abuts the company's property. This deal will make them the top gas producer in the United States. The total value of the transaction is \$6.6 billion and each share of Rice will receive 0.37 company shares and \$5.30 in cash. That consideration represents a per share value of \$27.04, which converts to a premium of 37.4% on the unaffected date, 06-16-17. The industry in which the two companies operate is faced with abundant supply and the need to reduce costs. According to the company the closeness of the two company's properties will provide substantial synergies. Savings from the deal are expected to be \$2.5 billion. The company also expects to gain a competitive edge by being able to put more wells on an oil pad and drilling longer (lateral) wells in order to increase output. Jana and another large shareholder D.E. Shaw, call for the immediate breakup the company's upstream and midstream operating segments, a proxy fight has been threatened. They believe the value of these two segments is not being properly recognized under the same entity and as a consequence the company faces a sum of the parts discount. The company acknowledges the discount and is committed to evaluating the situation. It will come up with a plan to deal with the discount by the end of 2018. To reinforce their intention about confronting the discount problem, the company recently said it would retain the split up option. Market reaction appears favorable to the company's plans, its share price continues to trade above the unaffected price since late July. If the benefits to be derived from the merger materialize as planned, they could be a solution to the company's discount problem. The company should be given the opportunity to pursue the merger and if the benefits aren't realized or the company does not deliver on its goal to submit a plan to deal with the discount, company shareholder will most likely be able to choose a different course through a proxy contest initiated by Jana. Therefore, a vote is cast on the management agenda for the merger proposal.</i></p>	For
2	<p>Establish Range For Board Size</p> <p><i>Voter Rationale: This proposal asks shareholders to approve an amendment to the company's charter that would increase the maximum board size from 12 to 13 members. The company's board has eleven members. The increase is needed in order to seat two new board members as a result of the transaction described in proposal one. We support the merger therefore, a vote is cast in favor.</i></p>	For
3	<p>Adjourn Meeting</p> <p><i>Voter Rationale: This proposal seeks to adjourn the meeting to obtain additional proxies if necessary, in order to support the merger. Since we support the merger, a vote is cast in favor.</i></p> <p>Dissident Proxy (Gold Proxy Card)</p>	For
1	<p>Issue Shares in Connection with Merger</p> <p><i>Voter Rationale: This proposal seeks shareholder approval of the Company (acquiring, being acquired by, merged with) XXX. The Company is in the business of ??? XXX is in the business of ??? The Board recommends shareholder approval because YYY. Per the terms of the (acquisition, merger), each share of ZZZ stock will receive ???, which represents a premium of XXX based on the closing prices of the shares on the last day of trading before the transaction was announced. An opinion has been issued by \$\$\$ that the terms are fair to the Company's shareholders. For those reasons, a vote is cast in favor of the proposal.</i></p>	Do Not Vote
2	<p>Establish Range For Board Size</p> <p><i>Voter Rationale: This proposal seeks to change the size of the board. The change does not affect the board having a two-thirds majority of independent outside directors and is appropriate for the size of the company. A vote is cast in favor.</i></p>	Do Not Vote
3	<p>Adjourn Meeting</p> <p><i>Voter Rationale: This proposal seeks to adjourn the meeting. Since all matters on the ballot are not being supported, a vote is cast against.</i></p>	Do Not Vote

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Equifax Inc.

Meeting Date: 05/04/2017

Country: USA

Primary Security ID: 294429105

Record Date: 03/01/2017

Meeting Type: Annual

Primary CUSIP: 294429105

Shares Voted: 71

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Robert D. Daleo <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Walter W. Driver, Jr.	For
1c	Elect Director Mark L. Feidler	For
1d	Elect Director G. Thomas Hough	For
1e	Elect Director L. Phillip Humann	For
1f	Elect Director Robert D. Marcus	For
1g	Elect Director Siri S. Marshall	For
1h	Elect Director John A. McKinley	For
1i	Elect Director Richard F. Smith	For
1j	Elect Director Elane B. Stock	For
1k	Elect Director Mark B. Templeton	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Equifax Inc.

Proposal Number	Proposal Text	Vote Instruction
5	Report on Political Contributions	For
<i>Voter Rationale: This proposal requests the company provide a report, updated semiannually, on its direct and indirect political contributions and trade association expenditures made with corporate funds. Some, but not all, of this information is available in public filings but they are scattered throughout different states and are not readily and easily available in total to shareholders. A vote is cast for this proposal because it would provide useful and more comprehensive information regarding the Company's political contributions.</i>		

Equinix, Inc.

Meeting Date: 05/31/2017 **Country:** USA **Primary Security ID:** 29444U700
Record Date: 04/05/2017 **Meeting Type:** Annual
Primary CUSIP: 29444U700

Shares Voted: 46

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Thomas Bartlett	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are nominees who serve on an excessive number of other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is withheld from such nominees. A vote is cast for all other nominees because there is a two-thirds majority of independent outsiders on the board.</i>		
1.2	Elect Director Nanci Caldwell	For
1.3	Elect Director Gary Hromadko	For
1.4	Elect Director John Hughes	For
1.5	Elect Director Scott Kriens	For
1.6	Elect Director William Luby	For
1.7	Elect Director Irving Lyons, III	For
1.8	Elect Director Christopher Paisley	Withhold
1.9	Elect Director Stephen Smith	For
1.10	Elect Director Peter Van Camp	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Equinix, Inc.

Proposal Number	Proposal Text	Vote Instruction
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Re-approve Material Terms for Long-Term Incentive Performance Awards <i>Voter Rationale: This proposal asks shareholders to approve the material terms of the Company's Long-Term Performance Incentive Plan's performance goals. A vote is cast against this proposal because the performance objectives are not specific enough to determine what a participant must accomplish in order to receive an award.</i>	Against
5	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

Equity Residential

Meeting Date: 06/15/2017

Country: USA

Primary Security ID: 29476L107

Record Date: 03/31/2017

Meeting Type: Annual

Primary CUSIP: 29476L107

Shares Voted: 219

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director John W. Alexander <i>Voter Rationale: A vote is cast to withhold on all nominees because the board maintains a charter which prohibits shareholders to amend bylaws which is adverse to shareholder interests.</i>	Withhold
1.2	Elect Director Charles L. Atwood	Withhold
1.3	Elect Director Linda Walker Bynoe	Withhold
1.4	Elect Director Connie K. Duckworth	Withhold
1.5	Elect Director Mary Kay Haben	Withhold
1.6	Elect Director Bradley A. Keywell	Withhold
1.7	Elect Director John E. Neal	Withhold
1.8	Elect Director David J. Neithercut	Withhold
1.9	Elect Director Mark S. Shapiro	Withhold
1.10	Elect Director Gerald A. Spector	Withhold
1.11	Elect Director Stephen E. Sterrett	Withhold
1.12	Elect Director Samuel Zell	Withhold

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Equity Residential

Proposal Number	Proposal Text	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Provide Shareholders the Right to Amend Bylaws <i>Voter Rationale: This shareholder proposal requests that the board allow shareholders to amend the company's bylaws by a majority of shares outstanding. Providing shareholders with the ability to amend the company's governing documents by a majority vote of the outstanding shares would be a step in the positive direction for the company and would enhance the company's corporate governance structure. A vote is cast in favor of the proposal.</i>	For

Essex Property Trust, Inc.

Meeting Date: 05/16/2017

Country: USA

Primary Security ID: 297178105

Record Date: 02/28/2017

Meeting Type: Annual

Primary CUSIP: 297178105

Shares Voted: 69

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Keith R. Guericke <i>Voter Rationale: A vote is cast to withhold on all nominees because the board prohibits shareholders to amend bylaws which is adverse to shareholder interests.</i>	Withhold
1.2	Elect Director Irving F. Lyons, III	Withhold
1.3	Elect Director George M. Marcus	Withhold
1.4	Elect Director Gary P. Martin	Withhold
1.5	Elect Director Issie N. Rabinovitch	Withhold
1.6	Elect Director Thomas E. Robinson	Withhold
1.7	Elect Director Michael J. Schall	Withhold
1.8	Elect Director Byron A. Scordelis	Withhold

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Essex Property Trust, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.9	Elect Director Janice L. Sears	Withhold
2	Ratify KPMG LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	

Eversource Energy

Meeting Date: 05/03/2017

Country: USA

Primary Security ID: 30040W108

Record Date: 03/06/2017

Meeting Type: Annual

Primary CUSIP: 30040W108

Shares Voted: 188

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director John S. Clarkeson	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Cotton M. Cleveland	For
1.3	Elect Director Sanford Cloud, Jr.	For
1.4	Elect Director James S. DiStasio	For
1.5	Elect Director Francis A. Doyle	For
1.6	Elect Director Charles K. Gifford	For
1.7	Elect Director James J. Judge	For
1.8	Elect Director Paul A. La Camera	For
1.9	Elect Director Kenneth R. Leibler	For
1.10	Elect Director William C. Van Faasen	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Eversource Energy

Proposal Number	Proposal Text	Vote Instruction
1.11	Elect Director Frederica M. Williams	For
1.12	Elect Director Dennis R. Wraase	For
2	Provide Proxy Access Right	For
<i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
4	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		
5	Amend Omnibus Stock Plan	Against
<i>Voter Rationale: This proposal seeks approval of performance criteria for an existing stock compensation plan. Although the types of criteria are listed, the Company does not disclose enough about them to enable a shareholder to determine what type of award will be generated by what type of performance. That is not in the best interests of shareholders. Therefore, a vote is cast against.</i>		
6	Ratify Deloitte & Touche LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

Exelon Corporation

Meeting Date: 04/25/2017

Country: USA

Primary Security ID: 30161N101

Record Date: 03/03/2017

Meeting Type: Annual

Primary CUSIP: 30161N101

Shares Voted: 548

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Exelon Corporation

Proposal Number	Proposal Text	Vote Instruction
1c	Elect Director Christopher M. Crane	For
1d	Elect Director Yves C. de Balmann	For
1e	Elect Director Nicholas DeBenedictis	For
1f	Elect Director Nancy L. Gioia	For
1g	Elect Director Linda P. Jojo	For
1h	Elect Director Paul L. Joskow	For
1i	Elect Director Robert J. Lawless	For
1j	Elect Director Richard W. Mies	For
1k	Elect Director John W. Rogers, Jr.	For
1l	Elect Director Mayo A. Shattuck, III	For
1m	Elect Director Stephen D. Steinour	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross-ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	

Expedia, Inc.

Meeting Date: 06/13/2017

Country: USA

Primary Security ID: 30212P303

Record Date: 04/17/2017

Meeting Type: Annual

Primary CUSIP: 30212P303

Shares Voted: 72

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Susan C. Athey	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Expedia, Inc.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority. There is no such a majority here and some incumbent nominees failed to attend 75% of their meetings without a valid excuse. The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are nominees who serve on an excessive number of other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is withheld from such nominees. A vote is cast in favor of all outsiders and withheld from the insiders and the nominee with such poor attendance record and those that are overboarded.</i>	
1b	Elect Director A. George "Skip" Battle	For
1c	Elect Director Chelsea Clinton	For
1d	Elect Director Pamela L. Coe	Withhold
1e	Elect Director Barry Diller	Withhold
1f	Elect Director Jonathan L. Dolgen	For
1g	Elect Director Craig A. Jacobson	For
1h	Elect Director Victor A. Kaufman	Withhold
1i	Elect Director Peter M. Kern	For
1j	Elect Director Dara Khosrowshahi	Withhold
1k	Elect Director John C. Malone	Withhold
1l	Elect Director Scott Rudin	For
1m	Elect Director Christopher W. Shean	Withhold
1n	Elect Director Alexander von Furstenberg	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Ratify Ernst & Young LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
5	Report on Political Contributions and Expenditures	For
	<i>Voter Rationale: This proposal requests the company provide a report, updated semiannually, on its direct and indirect political contributions and trade association expenditures made with corporate funds. Some, but not all, of this information is available in public filings but they are scattered throughout different states and are not readily and easily available in total to shareholders. A vote is cast for this proposal because it would provide useful and more comprehensive information regarding the Company's political contributions.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Expeditors International of Washington, Inc.

Meeting Date: 05/02/2017

Country: USA

Primary Security ID: 302130109

Record Date: 03/07/2017

Meeting Type: Annual

Primary CUSIP: 302130109

Shares Voted: 107

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Robert R. Wright	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Glenn M. Alger	For
1.3	Elect Director James M. DuBois	For
1.4	Elect Director Mark A. Emmert	For
1.5	Elect Director Diane H. Gulyas	For
1.6	Elect Director Dan P. Kourkoumelis	For
1.7	Elect Director Richard B. McCune	For
1.8	Elect Director Alain Monie	For
1.9	Elect Director Jeffrey S. Musser	For
1.10	Elect Director Liane J. Pelletier	For
1.11	Elect Director Tay Yoshitani	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Approve Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 11.12% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Expeditors International of Washington, Inc.

Proposal Number	Proposal Text	Vote Instruction
5	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
6	Link Executive Compensation to Sustainability Performance <i>Voter Rationale: This shareholder proposal requests that the Board Compensation Committee consider non-financial factors, including social and environmental concerns in determining compensation for top executives. A vote is cast for this proposal because social and environmental accountability are important business goals to reverse global trends of waste and degradation and the most effective way for the company to achieve that is by tying executive compensation to it.</i>	For

Express Scripts Holding Company

Meeting Date: 05/11/2017

Country: USA

Primary Security ID: 30219G108

Record Date: 03/13/2017

Meeting Type: Annual

Primary CUSIP: 30219G108

Shares Voted: 366

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Maura C. Breen <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director William J. DeLaney	For
1c	Elect Director Elder Granger	For
1d	Elect Director Nicholas J. LaHowchic	For
1e	Elect Director Thomas P. Mac Mahon	For
1f	Elect Director Frank Mergenthaler	For
1g	Elect Director Woodrow A. Myers, Jr.	For
1h	Elect Director Roderick A. Palmore	For
1i	Elect Director George Paz	For
1j	Elect Director William L. Roper	For
1k	Elect Director Seymour Sternberg	For
1l	Elect Director Timothy Wentworth	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Express Scripts Holding Company

Proposal Number	Proposal Text	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Require Independent Board Chairman <i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</i>	For
6	Report on Gender Pay Gap <i>Voter Rationale: This shareholder proposal asks the board to provide a report to reduce the gender pay gap at the company. It appears the company has initiatives to create a more gender balanced organization and is committed to compensating its employees fairly regardless of gender. The report requested by the proponent would help validate that claim, a vote is cast in favor.</i>	For

Extra Space Storage Inc.

Meeting Date: 05/18/2017 **Country:** USA **Primary Security ID:** 30225T102
Record Date: 03/22/2017 **Meeting Type:** Annual

Primary CUSIP: 30225T102

Shares Voted: 75

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Kenneth M. Woolley <i>Voter Rationale: A vote is cast to withhold on all nominees to the board because the board retains the exclusive authority to amend the bylaws, which represents a diminution of shareholders' rights and a material governance failure.</i>	Against
1.2	Elect Director Joseph D. Margolis	Against
1.3	Elect Director Roger B. Porter	Against
1.4	Elect Director Spencer F. Kirk	Against
1.5	Elect Director Dennis J. Letham	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Extra Space Storage Inc.

Proposal Number	Proposal Text	Vote Instruction
1.6	Elect Director Diane Olmstead	Against
1.7	Elect Director K. Fred Skousen	Against
2	Ratify Ernst & Young LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	

Exxon Mobil Corporation

Meeting Date: 05/31/2017 **Country:** USA **Primary Security ID:** 30231G102
Record Date: 04/06/2017 **Meeting Type:** Annual
Primary CUSIP: 30231G102

Shares Voted: 2,471

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Susan K. Avery	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	
1.2	Elect Director Michael J. Boskin	For
1.3	Elect Director Angela F. Braly	For
1.4	Elect Director Ursula M. Burns	Withhold
1.5	Elect Director Henrietta H. Fore	For
1.6	Elect Director Kenneth C. Frazier	Withhold
1.7	Elect Director Douglas R. Oberhelman	Withhold
1.8	Elect Director Samuel J. Palmisano	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Exxon Mobil Corporation

Proposal Number	Proposal Text	Vote Instruction
1.9	Elect Director Steven S. Reinemund	For
1.10	Elect Director William C. Weldon	For
1.11	Elect Director Darren W. Woods	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Require Independent Board Chairman	For
	<i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</i>	
6	Require a Majority Vote for the Election of Directors	For
	<i>Voter Rationale: This shareholder proposal requests the Board to amend its corporate documents to provide nominees for the Board must receive the vote of a majority of shares cast at an annual meeting of shareholders in order to be elected. Requiring a majority vote for election/re-election would give real teeth to the vote no campaigns that are now just symbolic protest votes waged against incumbent directors who shareholders feel are not responsive. A vote is cast in favor.</i>	
7	Amend Bylaws -- Call Special Meetings	For
	<i>Voter Rationale: This shareholder proposal requests the board take the necessary steps to reduce the ownership threshold required for shareholders to call a special meeting from a majority of outstanding shares to 15 percent of outstanding shares. The new threshold is in the best interest of shareholders. A vote is cast in favor of the proposal.</i>	
8	Amend Bylaws to Prohibit Precatory Proposals	Against
	<i>Voter Rationale: The shareholder proposal seeks a change in the bylaws to ban shareholders from submitting precatory proposals without prior consent from the Board. If shareholders want to submit a proposal without approval from the Board, they should be able to do so. A vote is against for the proposal.</i>	
9	Disclose Percentage of Females at Each Percentile of Compensation	For
	<i>Voter Rationale: This proposal asks that the Company disclose the percentage of women in each of ten equal deciles. The Company currently discloses some figures on the percentage of women in leadership positions. However, there is no disclosure of whether the pay gap between genders at large is also a factor at this Company. A vote is cast in favor to encourage the board to investigate whether a pay disparity between genders exists at the Company.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Exxon Mobil Corporation

Proposal Number	Proposal Text	Vote Instruction
10	Report on Lobbying Payments and Policy <i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	For
11	Increase Return of Capital to Shareholders in Light of Climate Change Risks <i>Voter Rationale: The request of this proposal is that the Company use excess funds to increase capital payments to shareholders in lieu of the risks related to climate change. Although the concern is valid, the management of additional funds should be left up to the Company. Given the Company's record on dividends and this proposal's failure to link increased capital payments to the long term best interests of the Company, its employees, its shareholders and the environment, a vote is cast against this proposal.</i>	Against
12	Report on Climate Change Policies <i>Voter Rationale: This shareholder proposal requests that the Company provide an annual report to evaluate the long-term impacts and financial risks of public climate change policies. Shareholders would benefit from understanding the Company's plan and would be provided with assurance that key risks are being mitigated. The proponent believes that by providing this report, the Company could more efficiently evaluate and respond to climate change risks and opportunities. A vote is cast in favor.</i>	For
13	Report on Methane Emissions <i>Voter Rationale: This proposal requests that the Board report to shareholders on how the Company is responding to rising regulatory, competitive, and public pressure to significantly reduce carbon dioxide and other greenhouse gas emissions. This would provide shareholders with useful information on an important topic. A vote is cast in favor.</i>	For

F5 Networks, Inc.

Meeting Date: 03/09/2017	Country: USA	Primary Security ID: 315616102
Record Date: 01/06/2017	Meeting Type: Annual	
Primary CUSIP: 315616102		
Shares Voted: 39		

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

F5 Networks, Inc.

Proposal Number	Proposal Text	Vote Instruction
1f	Elect Director Alan J. Higginson	For
1g	Elect Director Peter S. Klein	For
1h	Elect Director John McAdam	For
1i	Elect Director Stephen M. Smith	For
2	Amend Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 8.50% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	
3	Ratify PricewaterhouseCoopers LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
4	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
5	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	

Facebook, Inc.

Meeting Date: 06/01/2017

Country: USA

Primary Security ID: 30303M102

Record Date: 04/07/2017

Meeting Type: Annual

Primary CUSIP: 30303M102

Shares Voted: 1,402

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Facebook, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.2	Elect Director Erskine B. Bowles	For
1.3	Elect Director Susan D. Desmond-Hellmann	For
1.4	Elect Director Reed Hastings	Withhold
1.5	Elect Director Jan Koum	Withhold
1.6	Elect Director Sheryl K. Sandberg	Withhold
1.7	Elect Director Peter A. Thiel	For
1.8	Elect Director Mark Zuckerberg	Withhold
2	Ratify Ernst & Young LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Approve Recapitalization Plan for all Stock to Have One-vote per Share	For
	<i>Voter Rationale: This proposal eliminates a dual class stock with different voting and dividend rights. It is best for all shareholders to be treated equally. A vote is cast for the proposal.</i>	
4	Report on Lobbying Payments and Policy	For
	<i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	
5	Report on Public Policy Issues Associated with Fake News	For
	<i>Voter Rationale: This shareholder proposal asks the Company to provide a report evaluating the extent to which the Company protects itself from fake news. This is an important issue for public policy and raises concerns for shareholders. A vote is cast in favor.</i>	
6	Gender Pay Gap	For
	<i>Voter Rationale: This shareholder proposal asks the board to provide a report to reduce the gender pay gap at the company. It appears the company has initiatives to create a more gender balanced organization and is committed to compensating its employees fairly regardless of gender. The report requested by the proponent would help validate that claim, a vote is cast in favor.</i>	
7	Require Independent Board Chairman	For
	<i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Fairpoint Communications, Inc.

Meeting Date: 03/28/2017

Country: USA

Primary Security ID: 305560302

Record Date: 02/17/2017

Meeting Type: Special

Primary CUSIP: 305560302

Shares Voted: 350

Proposal Number	Proposal Text	Vote Instruction
1	Approve Merger Agreement <i>Voter Rationale: This proposal seeks shareholder approval of the Company being acquired by Consolidated Communications Holdings Inc in an all-stock transaction valued at \$564.5 million. The Company operates communication services: phone service, data, internet, broadband, television, fiber services, mostly in rural areas. Company shareholder will own 30% of the combined company. Consolidated is a broadband and business communications provider. The Board recommends shareholder approval because: Consolidated was one of the most logical partners in a consolidating industry; the belief that strategic alternatives and remaining a stand-alone public company was not likely to result in value to company shareholders that would exceed the value of the merger consideration; creating \$55.0 million in annual operating expense synergies; company shareholders would benefit as continuing stockholders. Per the terms of the merger, each share of company stock will receive 0.73 shares of Consolidated, which represents a premium of 21.9% based on the closing prices of the shares on the last day of trading before the transaction was announced. An opinion has been issued by Evercore Group L.L.C. that the terms are fair to the Company's shareholders. Market reaction was positive. For those reasons, a vote is cast in favor of the proposal.</i>	For
2	Advisory Vote on Golden Parachutes <i>Voter Rationale: This advisory vote proposal seeks shareholder approval of the merger-related "golden parachute" executive compensation arrangements which may be paid in connection with the proposed merger. The outcome of this advisory vote will have no effect on whether the merger is consummated. The arrangements are not in the best interests of shareholders because they provide: accelerated vesting of unvested equity awards even if he or she does not lose his job. Therefore, a vote is cast against.</i>	Against
3	Adjourn Meeting <i>Voter Rationale: This proposal seeks to adjourn the meeting to obtain additional proxies if necessary, in order to support the merger. Since we support the merger, a vote is cast in favor.</i>	For

Fastenal Company

Meeting Date: 04/25/2017

Country: USA

Primary Security ID: 311900104

Record Date: 02/24/2017

Meeting Type: Annual

Primary CUSIP: 311900104

Shares Voted: 172

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Fastenal Company

Proposal Number	Proposal Text	Vote Instruction
1c	Elect Director Michael J. Dolan	For
1d	Elect Director Stephen L. Eastman	For
1e	Elect Director Daniel L. Florness	For
1f	Elect Director Rita J. Heise	For
1g	Elect Director Darren R. Jackson	For
1h	Elect Director Daniel L. Johnson	For
1i	Elect Director Scott A. Satterlee	For
1j	Elect Director Reyne K. Wisecup	For
2	Ratify KPMG LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Amend Executive Incentive Bonus Plan	Against
	<i>Voter Rationale: This proposal asks shareholders to approve or amend the Company's annual incentive bonus plan for senior executive officers. Section 162(m) of the Internal Revenue Code requires that shareholders reapprove the plan every five years. A vote is cast against this proposal because the plan does not disclose specific performance goals upon which awards are based.</i>	
4	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
5	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	

Federal Realty Investment Trust

Meeting Date: 05/03/2017

Country: USA

Primary Security ID: 313747206

Record Date: 03/14/2017

Meeting Type: Annual

Primary CUSIP: 313747206

Shares Voted: 43

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Jon E. Bortz	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Federal Realty Investment Trust

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: <p>In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</p></i>	
1.2	Elect Director David W. Faeder	For
1.3	Elect Director Elizabeth I. Holland	For
1.4	Elect Director Gail P. Steinel	For
1.5	Elect Director Warren M. Thompson	For
1.6	Elect Director Joseph S. Vassalluzzo	For
1.7	Elect Director Donald C. Wood	For
2	Ratify Grant Thornton LLP as Auditors	Against
	<i>Voter Rationale: <p>This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</p></i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: <p>This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</p></i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: <p>This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</p></i>	

FedEx Corporation

Meeting Date: 09/25/2017

Country: USA

Primary Security ID: 31428X106

Record Date: 07/31/2017

Meeting Type: Annual

Primary CUSIP: 31428X106

Shares Voted: 147

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

FedEx Corporation

Proposal Number	Proposal Text	Vote Instruction
1.2	Elect Director John A. Edwardson	For
1.3	Elect Director Marvin R. Ellison	Against
1.4	Elect Director John C. ("Chris") Inglis	For
1.5	Elect Director Kimberly A. Jabal	For
1.6	Elect Director Shirley Ann Jackson	For
1.7	Elect Director R. Brad Martin	Against
1.8	Elect Director Joshua Cooper Ramo	For
1.9	Elect Director Susan C. Schwab	For
1.10	Elect Director Frederick W. Smith	Against
1.11	Elect Director David P. Steiner	Against
1.12	Elect Director Paul S. Walsh	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Amend Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 11.52% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	
5	Ratify Ernst & Young LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
6	Amend Proxy Access Right	For
	<i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

FedEx Corporation

Proposal Number	Proposal Text	Vote Instruction
7	Report on Lobbying Payments and Policy <i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	For
8	Provide For Confidential Running Vote Tallies On Executive Pay Matters <i>Voter Rationale: This shareholder proposal requests that the Company report on anti-gay impacts on its employees from state policies that support the discrimination against LGBT people in the states where it does business. The National Conference of State Legislatures reported in April 2016 that 21 states have so called "religious freedom" laws, including some where the Company has operations such as Indiana, Tennessee and North Carolina. The Company's Code of Business Ethics states a policy of zero tolerance for discrimination based on sexual orientation or gender identity, among other attributes. The proponent, NorthStar Asset Management, suggests a report may evaluate the risks and benefits of steps the Company may take to protect its LGBT employees such as public policy advocacy, human resources and educational strategies and relocation assistance. Public policy allowing discrimination may be an externality the Company should examine more closely given its stance that it does not tolerate discrimination against its employees. Therefore, a vote is cast in favor.</i>	For
9	Report on Company Non-Discrimination Policies in States with Pro-Discrimination Laws <i>Voter Rationale: This proposal seeks approval of the Company adopting a policy that would restrict the Company and Board access to the running voting tallies on executive pay matters. Management would continue to have access to shareholder comments on the ballot. The proponent argues that confidential voting would prevent management from embellishing the vote for their own agenda. In most U.S. companies, the results of the vote tallies determine whether or not a Company goes forth with shareholder solicitation. By preventing access to the vote tally results however, could inadvertently lead to excessive solicitation, which can be very costly. Viewing of vote tallies is a routine practice. The proponent has not presented a compelling case for change. A vote is cast against this proposal.</i>	Against

Fidelity National Information Services, Inc.

Meeting Date: 05/31/2017

Country: USA

Primary Security ID: 31620M106

Record Date: 04/03/2017

Meeting Type: Annual

Primary CUSIP: 31620M106

Shares Voted: 196

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Fidelity National Information Services, Inc.

Proposal Number	Proposal Text	Vote Instruction
1d	Elect Director David K. Hunt	Against
1e	Elect Director Stephan A. James	For
1f	Elect Director Frank R. Martire	Against
1g	Elect Director Leslie M. Muma	For
1h	Elect Director Gary A. Norcross	Against
1i	Elect Director James B. Stallings, Jr.	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
3	Ratify KPMG LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		
4	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		

Fifth Third Bancorp

Meeting Date: 04/18/2017

Country: USA

Primary Security ID: 316773100

Record Date: 02/24/2017

Meeting Type: Annual

Primary CUSIP: 316773100

Shares Voted: 448

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Nicholas K. Akins	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1.2	Elect Director B. Evan Bayh, III	For
1.3	Elect Director Jorge L. Benitez	For
1.4	Elect Director Katherine B. Blackburn	For
1.5	Elect Director Jerry W. Burris	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Fifth Third Bancorp

Proposal Number	Proposal Text	Vote Instruction
1.6	Elect Director Emerson L. Brumback	For
1.7	Elect Director Greg D. Carmichael	For
1.8	Elect Director Gary R. Heminger	For
1.9	Elect Director Jewell D. Hoover	For
1.10	Elect Director Eileen A. Mallesch	For
1.11	Elect Director Michael B. McCallister	For
1.12	Elect Director Marsha C. Williams	For
2	Ratify Deloitte & Touche LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
4	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		
5	Approve Omnibus Stock Plan	Against
<i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 9.12% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>		

FirstEnergy Corp.

Meeting Date: 05/16/2017

Country: USA

Primary Security ID: 337932107

Record Date: 03/20/2017

Meeting Type: Annual

Primary CUSIP: 337932107

Shares Voted: 253

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Paul T. Addison	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

FirstEnergy Corp.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Michael J. Anderson	For
1.3	Elect Director William T. Cottle	For
1.4	Elect Director Steven J. Demetriou	For
1.5	Elect Director Julia L. Johnson	For
1.6	Elect Director Charles E. Jones	For
1.7	Elect Director Donald T. Misheff	For
1.8	Elect Director Thomas N. Mitchell	For
1.9	Elect Director James F. O'Neil, III	For
1.10	Elect Director Christopher D. Pappas	For
1.11	Elect Director Luis A. Reyes	For
1.12	Elect Director George M. Smart	For
1.13	Elect Director Jerry Sue Thornton	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Increase Authorized Common Stock	For
	<i>Voter Rationale: The company seeks to increase the number of common shares authorized. The amount sought is not more than 50% of the original authorized amount. A vote is cast in favor.</i>	
6	Eliminate Supermajority Vote Requirement	For
	<i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

FirstEnergy Corp.

Proposal Number	Proposal Text	Vote Instruction
7	Adopt Majority Voting for Uncontested Election of Directors <i>Voter Rationale: This management proposal seeks to amend its corporate documents to provide nominees for the Board must receive the vote of a majority of shares cast at an annual meeting of shareholders in order to be elected. Requiring a majority vote for election/re-election would give real teeth to the vote no campaigns that are now just symbolic protest votes waged against incumbent directors who shareholders feel are not responsive. A vote is cast in favor.</i>	For
8	Provide Proxy Access Right <i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	For
9	Report on Lobbying Payments and Policy <i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	For
10	Assess Portfolio Impacts of Policies to Meet 2 Degree Scenario <i>Voter Rationale: This proposal requests that the Board provide a comprehensive report addressing the impact climate change regulations have on the Company's operations and the consideration of these regulations in investment decisions. This would provide shareholders with useful information on an important topic. A vote is cast in favor.</i>	For
11	Adopt Simple Majority Vote <i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	For

Fiserv, Inc.

Meeting Date: 05/24/2017

Country: USA

Primary Security ID: 337738108

Record Date: 03/27/2017

Meeting Type: Annual

Primary CUSIP: 337738108

Shares Voted: 128

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Alison Davis <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director John Y. Kim	For
1.3	Elect Director Dennis F. Lynch	For
1.4	Elect Director Denis J. O'Leary	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Fiserv, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.5	Elect Director Glenn M. Renwick	For
1.6	Elect Director Kim M. Robak	For
1.7	Elect Director JD Sherman	For
1.8	Elect Director Doyle R. Simons	For
1.9	Elect Director Jeffery W. Yabuki	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		
4	Ratify Deloitte & Touche LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		
5	Amend Proxy Access Right	For
<i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>		

FLIR Systems, Inc.

Meeting Date: 04/21/2017

Country: USA

Primary Security ID: 302445101

Record Date: 02/24/2017

Meeting Type: Annual

Primary CUSIP: 302445101

Shares Voted: 81

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

FLIR Systems, Inc.

Proposal Number	Proposal Text	Vote Instruction
1d	Elect Director Earl R. Lewis	For
1e	Elect Director Angus L. Macdonald	For
1f	Elect Director Michael T. Smith	For
1g	Elect Director Cathy A. Stauffer	For
1h	Elect Director Andrew C. Teich	For
1i	Elect Director John W. Wood, Jr.	For
1j	Elect Director Steven E. Wynne	For
2	Amend Executive Incentive Bonus Plan	Against
<i>Voter Rationale: This proposal asks shareholders to approve or amend the Company's annual incentive bonus plan for senior executive officers. Section 162(m) of the Internal Revenue Code requires that shareholders reapprove the plan every five years. A vote is cast against this proposal because the plan does not disclose specific performance goals upon which awards are based.</i>		
3	Ratify KPMG LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
5	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		

Flowerserve Corporation

Meeting Date: 05/18/2017

Country: USA

Primary Security ID: 34354P105

Record Date: 03/23/2017

Meeting Type: Annual

Primary CUSIP: 34354P105

Shares Voted: 78

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director R. Scott Rowe	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Flowserve Corporation

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Leif E. Darner	For
1.3	Elect Director Gayla J. Delly	For
1.4	Elect Director Roger L. Fix	For
1.5	Elect Director John R. Friedery	For
1.6	Elect Director Joe E. Harlan	For
1.7	Elect Director Rick J. Mills	For
1.8	Elect Director David E. Roberts	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Ratify PricewaterhouseCoopers LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
5	Proxy Access Reform	For
	<i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	
6	Elect Director Ruby Chandy	For

Fluor Corporation

Meeting Date: 05/04/2017

Country: USA

Primary Security ID: 343412102

Record Date: 03/07/2017

Meeting Type: Annual

Primary CUSIP: 343412102

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Fluor Corporation

Shares Voted: 83

Proposal Number	Proposal Text	Vote Instruction
1A	Elect Director Peter K. Barker	For
	<i>Voter Rationale: <p>In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</p></i>	
1B	Elect Director Alan M. Bennett	For
1C	Elect Director Rosemary T. Berkery	For
1D	Elect Director Peter J. Fluor	For
1E	Elect Director James T. Hackett	For
1F	Elect Director Samuel J. Locklear, III	For
1G	Elect Director Deborah D. McWhinney	For
1H	Elect Director Armando J. Olivera	For
1I	Elect Director Joseph W. Prueher	For
1J	Elect Director Matthew K. Rose	For
1K	Elect Director David T. Seaton	For
1L	Elect Director Nader H. Sultan	For
1M	Elect Director Lynn C. Swann	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: <p>This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</p></i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: <p>This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</p></i>	
4	Approve Omnibus Stock Plan	Against
	<i>Voter Rationale: <p>A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 14.40% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</p></i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Fluor Corporation

Proposal Number	Proposal Text	Vote Instruction
5	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: <p>The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</p></i>	For
6	Adopt Quantitative Company-wide GHG Goals <i>Voter Rationale: <p>This proposal requests that the Board report to shareholders on how the Company is responding to rising regulatory, competitive, and public pressure to significantly reduce carbon dioxide and other greenhouse gas emissions. This would provide shareholders with useful information on an important topic. A vote is cast in favor.</p></i>	For

FMC Corporation

Meeting Date: 04/25/2017 **Country:** USA **Primary Security ID:** 302491303
Record Date: 02/28/2017 **Meeting Type:** Annual
Primary CUSIP: 302491303

Shares Voted: 79

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Pierre Brondeau <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees and for all other nominees.</i>	For
1b	Elect Director Eduardo E. Cordeiro	Against
1c	Elect Director G. Peter D'Aloia	For
1d	Elect Director C. Scott Greer	For
1e	Elect Director K'Lynne Johnson	For
1f	Elect Director Dirk A. Kempthorne	For
1g	Elect Director Paul J. Norris	For
1h	Elect Director Margareth Ovrum	For
1i	Elect Director Robert C. Pallash	For
1j	Elect Director William H. Powell	For
1k	Elect Director Vincent R. Volpe, Jr.	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

FMC Corporation

Proposal Number	Proposal Text	Vote Instruction
2	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 6.74% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against

Foot Locker, Inc.

Meeting Date: 05/17/2017

Country: USA

Primary Security ID: 344849104

Record Date: 03/20/2017

Meeting Type: Annual

Primary CUSIP: 344849104

Shares Voted: 80

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Maxine Clark <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Alan D. Feldman	For
1c	Elect Director Jarobin Gilbert, Jr.	For
1d	Elect Director Richard A. Johnson	For
1e	Elect Director Guillermo G. Marmol	For
1f	Elect Director Matthew M. McKenna	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Foot Locker, Inc.

Proposal Number	Proposal Text	Vote Instruction
1g	Elect Director Steven Oakland	For
1h	Elect Director Ulice Payne, Jr.	For
1i	Elect Director Cheryl Nido Turpin	For
1j	Elect Director Kimberly Underhill	For
1k	Elect Director Dona D. Young	For
2	Ratify KPMG LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
3	Adopt Majority Voting for Uncontested Election of Directors	For
<i>Voter Rationale: This management proposal seeks to amend its corporate documents to provide nominees for the Board must receive the vote of a majority of shares cast at an annual meeting of shareholders in order to be elected. Requiring a majority vote for election/re-election would give real teeth to the vote no campaigns that are now just symbolic protest votes waged against incumbent directors who shareholders feel are not responsive. A vote is cast in favor.</i>		
4	Amend Executive Incentive Bonus Plan	Against
<i>Voter Rationale: This proposal asks shareholders to approve or amend the Company's annual incentive bonus plan for senior executive officers. Section 162(m) of the Internal Revenue Code requires that shareholders reapprove the plan every five years. A vote is cast against this proposal because the plan does not disclose specific performance goals upon which awards are based.</i>		
5	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		

Ford Motor Company

Meeting Date: 05/11/2017

Country: USA

Primary Security ID: 345370860

Record Date: 03/15/2017

Meeting Type: Annual

Primary CUSIP: 345370860

Shares Voted: 2,316

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Stephen G. Butler	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Ford Motor Company

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	
1b	Elect Director Kimberly A. Casiano	Against
1c	Elect Director Anthony F. Earley, Jr.	Against
1d	Elect Director Mark Fields	Against
1e	Elect Director Edsel B. Ford, II	Against
1f	Elect Director William Clay Ford, Jr.	Against
1g	Elect Director William W. Helman, IV	For
1h	Elect Director Jon M. Huntsman, Jr.	Against
1i	Elect Director William E. Kennard	For
1j	Elect Director John C. Lechleiter	Against
1k	Elect Director Ellen R. Marram	For
1l	Elect Director John L. Thornton	Against
1m	Elect Director Lynn M. Vojvodich	For
1n	Elect Director John S. Weinberg	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	For
	<i>Voter Rationale: A vote is cast in favor of all shares being provided with one vote.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Ford Motor Company

Proposal Number	Proposal Text	Vote Instruction
6	Report on Lobbying Payments and Policy <i>Voter Rationale: <p>This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</p></i>	For

Fortive Corporation

Meeting Date: 06/06/2017 **Country:** USA **Primary Security ID:** 34959J108
Record Date: 04/10/2017 **Meeting Type:** Annual

Primary CUSIP: 34959J108

Shares Voted: 179

Proposal Number	Proposal Text	Vote Instruction
1A	Elect Director Kate Mitchell <i>Voter Rationale: A vote is cast to withhold on all directors for the board for failing to remove implemented policies that are adverse to shareholder interests, such as a classified board and a supermajority vote requirement to make certain amendments to the charter and bylaws, without shareholder approval as part of the spinoff in July 2016.</i>	Against
1B	Elect Director Israel Ruiz	Against
2	Ratify Ernst and Young LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Declassify the Board of Directors <i>Voter Rationale: This proposal declassifies the board, which means that all directors would be elected annually instead of different classes being elected for staggered terms. This enhances the accountability of directors. A vote is cast in favor.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Fortune Brands Home & Security, Inc.

Meeting Date: 05/02/2017

Country: USA

Primary Security ID: 34964C106

Record Date: 03/03/2017

Meeting Type: Annual

Primary CUSIP: 34964C106

Shares Voted: 91

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director A. D. David Mackay <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director David M. Thomas	For
1c	Elect Director Norman H. Wesley	For
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against

Franklin Resources, Inc.

Meeting Date: 02/15/2017

Country: USA

Primary Security ID: 354613101

Record Date: 12/19/2016

Meeting Type: Annual

Primary CUSIP: 354613101

Shares Voted: 207

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Franklin Resources, Inc.

Proposal Number	Proposal Text	Vote Instruction
1c	Elect Director Charles E. Johnson	For
1d	Elect Director Gregory E. Johnson	For
1e	Elect Director Rupert H. Johnson, Jr.	For
1f	Elect Director Mark C. Pigott	For
1g	Elect Director Chutta Ratnathicam	For
1h	Elect Director Laura Stein	For
1i	Elect Director Seth H. Waugh	For
1j	Elect Director Geoffrey Y. Yang	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Ratify PricewaterhouseCoopers LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
5	Report on Climate Change Position and Proxy Voting	For
	<i>Voter Rationale: This proposal requests that the Board provide a report to shareholders that will assess the incongruences between the proxy voting practices of the company and its subsidiaries concerning climate change within the last year. The Company is an asset manager of portfolios and the proponent stated the Company has taken steps to mitigate GHG emissions with its own operations. Additionally, the proponent pointed out the Company has publicly stated that environmental, social and governance issues can impact the value of an investment. However, public voting records show that funds managed by subsidiaries of the Company voted against the majority of climate change resolutions. The requested report would provide shareholders with useful information to evaluate the inconsistency between the proxy voting practices of the Company and its stated policy positions on climate change. A vote is cast in favor.</i>	
6	Report on Executive Pay and Proxy Voting	For
	<i>Voter Rationale: This shareholder proposal asks the company for a report that evaluates options for bringing its voting practices in line with its stated principle of linking executive compensation and performance. The options the proponent refers to are: including a broader range of research sources and adopting best practices of independent rating agencies/other asset managers. The proponent said that in 2015 the company voted in a number of instances, in favor of pay packages while a majority of six large pension funds voted against them and the company's affiliated managers vote differently on the same advisory pay proposal. The report requested by the proponent would be a step in the right direction in the ongoing effort to protect shareholder assets through better alignment of executive compensation with company performance. A vote is cast in favor.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Freeport-McMoRan Inc.

Meeting Date: 06/06/2017

Country: USA

Primary Security ID: 35671D857

Record Date: 04/11/2017

Meeting Type: Annual

Primary CUSIP: 35671D857

Shares Voted: 792

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Richard C. Adkerson <i>Voter Rationale: This company has underperformed its peer group for the past five years. Given that performance, a vote is cast against all nominees to the board.</i>	Withhold
1.2	Elect Director Gerald J. Ford	Withhold
1.3	Elect Director Lydia H. Kennard	Withhold
1.4	Elect Director Andrew Langham	Withhold
1.5	Elect Director Jon C. Madonna	Withhold
1.6	Elect Director Courtney Mather	Withhold
1.7	Elect Director Dustan E. McCoy	Withhold
1.8	Elect Director Frances Fragos Townsend	Withhold
2	RatifyErnst & Young LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Frontier Communications Corporation

Meeting Date: 05/10/2017

Country: USA

Primary Security ID: 35906A108

Record Date: 03/13/2017

Meeting Type: Annual

Primary CUSIP: 35906A108

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Frontier Communications Corporation

Shares Voted: 696

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Leroy T. Barnes, Jr. <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Peter C.B. Bynoe	For
1c	Elect Director Diana S. Ferguson	For
1d	Elect Director Edward Fraioli	For
1e	Elect Director Daniel J. McCarthy	For
1f	Elect Director Pamela D.A. Reeve	For
1g	Elect Director Virginia P. Ruesterholz	For
1h	Elect Director Howard L. Schrott	For
1i	Elect Director Mark Shapiro	For
1j	Elect Director Myron A. Wick, III	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Approve Omnibus Stock Plan <i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 6.63% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	Against
5	Approve Reverse Stock Split <i>Voter Rationale: This seeks approval of a reverse stock split. A vote is cast against this proposal because the Company does not propose to proportionally reduce its authorized shares in connection with the reverse split, which is not in the best interest of shareholders.</i>	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Frontier Communications Corporation

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

Gap Inc.

Meeting Date: 05/17/2017 **Country:** USA **Primary Security ID:** 364760108
Record Date: 03/20/2017 **Meeting Type:** Annual

Primary CUSIP: 364760108

Shares Voted: 130

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Robert J. Fisher	Against
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>		
1b	Elect Director William S. Fisher	Against
1c	Elect Director Tracy Gardner	Against
1d	Elect Director Brian Goldner	For
1e	Elect Director Isabella D. Goren	For
1f	Elect Director Bob L. Martin	For
1g	Elect Director Jorge P. Montoya	For
1h	Elect Director Arthur Peck	Against
1i	Elect Director Mayo A. Shattuck, III	For
1j	Elect Director Katherine Tsang	For
2	Ratify Deloitte & Touche LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
3	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Gap Inc.

Proposal Number	Proposal Text	Vote Instruction
4	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
5	Amend Qualified Employee Stock Purchase Plan <i>Voter Rationale: This proposal adds shares to an employee stock ownership plan, which gives an equity stake in the company to all fulltime and many part-time workers, thus encouraging quality work. That is in the best interests of shareholders. A vote is cast in favor.</i>	For
6	Adopt Guidelines for Country Selection <i>Voter Rationale: This shareholder proposal requests that the company conduct a review and report on its guidelines regarding its operations in high risk countries/regions. The company's membership in business groups and adherence to international best practices are in line with industry standards. Therefore, a vote is cast against the proposal.</i>	Against

Garmin Ltd.

Meeting Date: 06/09/2017

Country: Switzerland

Primary Security ID: H2906T109

Record Date: 04/13/2017

Meeting Type: Annual

Primary CUSIP: G37260109

Shares Voted: 68

Proposal Number	Proposal Text	Vote Instruction
1	Accept Consolidated Financial Statements and Statutory Reports <i>Voter Rationale: The acceptance of financial statements and statutory reports is a routine, bookkeeping matter that does not materially affect shareholders. No objection has been made. A vote is cast in favor.</i>	For
2	Accept Financial Statements and Statutory Reports <i>Voter Rationale: The acceptance of financial statements and statutory reports is a routine, bookkeeping matter that does not materially affect shareholders. No objection has been made. A vote is cast in favor.</i>	For
3	Approve Dividends <i>Voter Rationale: This proposal seeks approval of the company's allocation of dividends. The allocation of dividends is normally in the best interests of shareholders and no objection has been made. A vote is cast in favor.</i>	For
4	Approve Discharge of Board and Senior Management <i>Voter Rationale: This proposal seeks approval of releasing the Company's board and senior management from liability with respect to their actions of the year under review. This resolution could deter shareholders from bringing claims for damages caused by negligence or misconduct of directors and senior management. Therefore, a vote is cast against the proposal.</i>	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Garmin Ltd.

Proposal Number	Proposal Text	Vote Instruction
5.1	Elect Director Donald H. Eller <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
5.2	Elect Director Joseph J. Hartnett	For
5.3	Elect Director Min H. Kao	For
5.4	Elect Director Charles W. Peffer	For
5.5	Elect Director Clifton A. Pemble	For
5.6	Elect Director Rebecca R. Tilden	For
6	Elect Min H. Kao as Board Chairman <i>Voter Rationale: This proposal seeks approval of electing the formal CEO as the chair of the Company. The chair should be in a position to oversee and monitor the CEO and the Board. That can only happen without any conflict of interest if the chair is an independent outsider. Therefore, a vote is cast against the proposal.</i>	Against
7.1	Appoint Donald H. Eller as Member of the Compensation Committee <i>Voter Rationale: This proposal seeks to elect the members of the remuneration committee. It is in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. Here the nominees are all independent outsiders. Therefore, a vote is cast in favor.</i>	For
7.2	Appoint Joseph J. Hartnett as Member of the Compensation Committee	For
7.3	Appoint Charles W. Peffer as Member of the Compensation Committee	For
7.4	Appoint Rebecca R. Tilden as Member of the Compensation Committee	For
8	Designate Reiss + Preuss LLP as Independent Proxy <i>Voter Rationale: This proposal seeks approval for the election of an independent proxy. This is a routine, ministerial matter that does not materially affect shareholders. A vote in favor is cast.</i>	For
9	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
10	Approve Fiscal Year 2018 Maximum Aggregate Compensation for the Executive Management <i>Voter Rationale: This proposal seeks approval of setting a ceiling on the executive committee's total remuneration. It is not possible to assess the remuneration because the Company failed to disclose the allocation of remuneration on an individual basis. For that reason, a vote is cast to abstain.</i>	Abstain

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Garmin Ltd.

Proposal Number	Proposal Text	Vote Instruction
11	Approve Maximum Aggregate Compensation for the Board of Directors for the Period Between the 2017 AGM and the 2018 AGM <i>Voter Rationale: This proposal seeks approval of setting a ceiling on the total remuneration of directors. It is not possible to assess the remuneration because the Company failed to disclose the allocation of remuneration on an individual basis. For that reason, a vote is cast to abstain.</i>	Abstain
12	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
13	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

General Dynamics Corporation

Meeting Date: 05/03/2017

Country: USA

Primary Security ID: 369550108

Record Date: 03/06/2017

Meeting Type: Annual

Primary CUSIP: 369550108

Shares Voted: 170

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Nicholas D. Chabreja <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	Against
1b	Elect Director James S. Crown	Against
1c	Elect Director Rudy F. deLeon	Against
1d	Elect Director John M. Keane	Against
1e	Elect Director Lester L. Lyles	Against
1f	Elect Director Mark M. Malcolm	For
1g	Elect Director Phebe N. Novakovic	Against
1h	Elect Director William A. Osborn	Against
1i	Elect Director Catherine B. Reynolds	Against
1j	Elect Director Laura J. Schumacher	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

General Dynamics Corporation

Proposal Number	Proposal Text	Vote Instruction
1k	Elect Director Peter A. Wall	For
2	Ratify KPMG LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Amend Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 14.27% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	

General Electric Company

Meeting Date: 04/26/2017	Country: USA	Primary Security ID: 369604103
Record Date: 02/27/2017	Meeting Type: Annual	
Primary CUSIP: 369604103		
Shares Voted: 5,249		

Proposal Number	Proposal Text	Vote Instruction
1	Elect Director Sebastien M. Bazin	Against
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. The total number of boards upon which they serve is also another factor to consider in evaluating nominees for the board. Here, there are either nominees with fulltime jobs serving on more than three other boards or retired nominees serving on more than five other boards. Therefore, a vote is cast against those nominees who sit on too many boards, and are not independent (a vote will be cast for those nominees who are independent).</i>	
2	Elect Director W. Geoffrey Beattie	Against
3	Elect Director John J. Brennan	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

General Electric Company

Proposal Number	Proposal Text	Vote Instruction
4	Elect Director Francisco D'Souza	Against
5	Elect Director Marijn E. Dekkers	Against
6	Elect Director Peter B. Henry	Against
7	Elect Director Susan J. Hockfield	Against
8	Elect Director Jeffrey R. Immelt	Against
9	Elect Director Andrea Jung	Against
10	Elect Director Robert W. Lane	Against
11	Elect Director Risa Lavizzo-Mourey	For
12	Elect Director Rochelle B. Lazarus	Against
13	Elect Director Lowell C. McAdam	Against
14	Elect Director Steven M. Mollenkopf	Against
15	Elect Director James J. Mulva	Against
16	Elect Director James E. Rohr	Against
17	Elect Director Mary L. Schapiro	Against
18	Elect Director James S. Tisch	Against
19	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
20	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
21	Amend Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 9.38% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	
22	Approve Material Terms of Senior Officer Performance Goals	Against
	<i>Voter Rationale: This proposal asks shareholders to approve the material terms of the Company's Long-Term Performance Incentive Plan's performance goals. A vote is cast against this proposal because the performance objectives are not specific enough to determine what a participant must accomplish in order to receive an award.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

General Electric Company

Proposal Number	Proposal Text	Vote Instruction
23	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
24	Report on Lobbying Payments and Policy <i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	For
25	Require Independent Board Chairman <i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</i>	For
26	Restore or Provide for Cumulative Voting <i>Voter Rationale: This proposal establishes cumulative voting, where each shareholder has votes equal to the number of shares multiplied by board nominees. A shareholder can lump all votes for one candidate--an effective way to elect someone. A vote is cast in favor.</i>	For
27	Report on Charitable Contributions <i>Voter Rationale: This shareholder proposal asks the Company to provide a report which discloses its policies and procedures for charitable contributions made with corporate assets, contributions made, the business rationale for each contribution, the personnel participating in the decision to contribute and the actual or estimated benefits to the Company as a result of the contribution. Unlike corporate political contributions, which are difficult to determine, the information sought here is already available to shareholders. However, a charitable gift, by definition is made as a goodwill gesture and not with the intent of receiving some measurable quid pro quo benefit in return. Therefore, a vote is cast against this proposal.</i>	Against

General Mills, Inc.

Meeting Date: 09/26/2017

Country: USA

Primary Security ID: 370334104

Record Date: 07/28/2017

Meeting Type: Annual

Primary CUSIP: 370334104

Shares Voted: 344

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

General Mills, Inc.

Proposal Number	Proposal Text	Vote Instruction
1d	Elect Director David M. Cordani	For
1e	Elect Director Roger W. Ferguson, Jr.	For
1f	Elect Director Henrietta H. Fore	For
1g	Elect Director Jeffrey L. Harmening	For
1h	Elect Director Maria G. Henry	For
1i	Elect Director Heidi G. Miller	For
1j	Elect Director Steve Odland	For
1k	Elect Director Kendall J. Powell	For
1l	Elect Director Eric D. Sprunk	For
1m	Elect Director Jorge A. Uribe	For
2	Approve Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 12.39% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Ratify KPMG LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	

General Motors Company

Meeting Date: 06/06/2017

Country: USA

Primary Security ID: 37045V100

Record Date: 04/07/2017

Meeting Type: Proxy Contest

Primary CUSIP: 37045V100

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

General Motors Company

Shares Voted: 812

Proposal Number	Proposal Text	Vote Instruction
	Management Proxy (White Proxy Card)	
1.1	Elect Director Joseph J. Ashton	For
	<i>Voter Rationale: The election of eleven members to the company's board of directors is being contested by Greenlight Capital, Inc. (GLC, 4.9% owner). Their slate consists of three GLC nominees and eight management nominees. The three nominees are being proposed in order to implement GLC's initiative to create a dual class common stock structure at the company - agenda item seven. The backgrounds of the three nominees are as follows: V. Sethi - director of research at GLC; L. Hindery - managing partner of a series of investment funds; and W. Thorndike - managing director of a private equity firm. GLC believes the company's stock is undervalued - according to GLC the company generated a TSR of 17% since Nov. 2010 (date of the company's IPO), despite a 51% growth in EBIT. To remedy the undervaluation problem, GLC believes a two common stock structure would unlock value for shareholders - the market would be forced to appropriately value the company's dividend, give credit for its earnings potential and the result would be a jump in the company's share price by 26 to 75%. The plan devised by GLC would create a new class of common stock called dividend shares and the company's existing common stock would be called appreciation shares. Dividend shares would be distributed on a one for one basis to the holders of appreciation shares and have a one-tenth of a vote - appreciation share would have one vote. The market has not endorsed GLC's proposal - the company's stock price declined 0.1% after its plan was disclosed. Since the company's CEO M. Barra took office in Jan. 2014 the company has closed the performance gap relative to peers while outperforming Ford however, as management acknowledged, the market still views the company as a post-bankruptcy story waiting to be proven during a cyclical downturn. The dual class structure deviates from the one share, one vote principle; creates a conflict of interest between the two share classes which would have different objectives; and risks the addition of complexity to a board that faces the urgent problem of tackling the technological and competitive challenges in the auto sector. The three nominees slated by GLC do not have the backgrounds to assist in that effort. Therefore, a vote is cast on management's agenda for all their nominees.</i>	
1.2	Elect Director Mary T. Barra	For
1.3	Elect Director Linda R. Gooden	For
1.4	Elect Director Joseph Jimenez	For
1.5	Elect Director Jane L. Mendillo	For
1.6	Elect Director Michael G. Mullen	For
1.7	Elect Director James J. Mulva	For
1.8	Elect Director Patricia F. Russo	For
1.9	Elect Director Thomas M. Schoewe	For
1.10	Elect Director Theodore M. Solso	For
1.11	Elect Director Carol M. Stephenson	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has underperformed its peer companies and for compensation it has overcompensated its executive officers. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures do not reflect the Company's performance for shareholders, and are not in the best interests of shareholders. Therefore, a vote is cast against this proposal.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

General Motors Company

Proposal Number	Proposal Text	Vote Instruction
3	Approve Executive Incentive Bonus Plan <i>Voter Rationale: This proposal seeks to establish a bonus plan for key executives, awards for which can be made in cash or stock. The plan does not specify performance standards on which to base the bonus which makes it impossible to judge the validity of the plan. A vote is cast against.</i>	Against
4	Approve Omnibus Stock Plan <i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 6.35% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. Thus, a vote is cast against the proposal.</i>	Against
5	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
6	Require Independent Board Chairman <i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</i>	For
7	Creation of Dual-Class Common Stock <i>Voter Rationale: See comment in proposal 1.1.</i> Dissident Proxy (Green Proxy Card)	Against
1.1	Elect Directors Leo Hindery, Jr.	Do Not Vote
1.2	Elect Director Vinit Sethi	Do Not Vote
1.3	Elect Director William N. Thorndike, Jr.	Do Not Vote
1.4	Management Nominee Joseph J. Ashton	Do Not Vote
1.5	Management Nominee Mary T. Barra	Do Not Vote
1.6	Management Nominee Linda R. Gooden	Do Not Vote
1.7	Management Nominee Joseph Jimenez	Do Not Vote
1.8	Management Nominee James J. Mulva	Do Not Vote
1.9	Management Nominee Patricia F. Russo	Do Not Vote
1.10	Management Nominee Thomas M. Schoewe	Do Not Vote
1.11	Management Nominee Theodore M. Solso	Do Not Vote

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

General Motors Company

Proposal Number	Proposal Text	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Do Not Vote
3	Approve Executive Incentive Bonus Plan	Do Not Vote
4	Approve Omnibus Stock Plan	Do Not Vote
5	Ratify Deloitte & Touche LLP as Auditors	Do Not Vote
6	Require Independent Board Chairman	Do Not Vote
7	Creation of Dual-Class Common Stock	Do Not Vote

Genuine Parts Company

Meeting Date: 04/24/2017

Country: USA

Primary Security ID: 372460105

Record Date: 02/14/2017

Meeting Type: Annual

Primary CUSIP: 372460105

Shares Voted: 88

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Elizabeth W. Camp	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Paul D. Donahue	For
1.3	Elect Director Gary P. Fayard	For
1.4	Elect Director Thomas C. Gallagher	For
1.5	Elect Director John R. Holder	For
1.6	Elect Director Donna W. Hyland	For
1.7	Elect Director John D. Johns	For
1.8	Elect Director Robert C. 'Robin' Loudermilk, Jr.	For
1.9	Elect Director Wendy B. Needham	For
1.10	Elect Director Jerry W. Nix	For
1.11	Elect Director E. Jenner Wood, III	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Genuine Parts Company

Proposal Number	Proposal Text	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against

GGP Inc.

Meeting Date: 05/17/2017

Country: USA

Primary Security ID: 36174X101

Record Date: 03/20/2017

Meeting Type: Annual

Primary CUSIP: 36174X101

Shares Voted: 346

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Richard B. Clark <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Mary Lou Fiala	For
1c	Elect Director J. Bruce Flatt	For
1d	Elect Director Janice R. Fukakusa	For
1e	Elect Director John K. Haley	For
1f	Elect Director Daniel B. Hurwitz	For
1g	Elect Director Brian W. Kingston	For
1h	Elect Director Christina M. Lofgren	For
1i	Elect Director Sandeep Mathrani	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

GGP Inc.

Proposal Number	Proposal Text	Vote Instruction
2	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
5	Provide Directors May Be Removed With or Without Cause <i>Voter Rationale: This proposal makes various good housekeeping amendments to the Company's articles. A vote is cast in favor.</i>	For
6	Adopt Proxy Access Right <i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	For

Gilead Sciences, Inc.

Meeting Date: 05/10/2017

Country: USA

Primary Security ID: 375558103

Record Date: 03/16/2017

Meeting Type: Annual

Primary CUSIP: 375558103

Shares Voted: 782

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Gilead Sciences, Inc.

Proposal Number	Proposal Text	Vote Instruction
1f	Elect Director Nicholas G. Moore	For
1g	Elect Director Richard J. Whitley	For
1h	Elect Director Gayle E. Wilson	For
1i	Elect Director Per Wold-Olsen	For
2	Ratify Ernst & Young LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Amend Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 11.18% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
5	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
6	Provide Right to Act by Written Consent	For
	<i>Voter Rationale: This proposal allows shareholders to act by written consent. If the majority of shareholders wish to exercise their ownership rights by written consent, they should be allowed to do so. A vote is cast in favor.</i>	
7	Require Independent Board Chairman	For
	<i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</i>	

Global Payments Inc.

Meeting Date: 05/03/2017

Country: USA

Primary Security ID: 37940X102

Record Date: 03/03/2017

Meeting Type: Annual

Primary CUSIP: 37940X102

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Global Payments Inc.

Shares Voted: 91

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director John G. Bruno <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Jeffrey S. Sloan	For
1.3	Elect Director William B. Plummer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against

H&R Block, Inc.

Meeting Date: 09/14/2017

Country: USA

Primary Security ID: 093671105

Record Date: 07/14/2017

Meeting Type: Annual

Primary CUSIP: 093671105

Shares Voted: 124

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

H&R Block, Inc.

Proposal Number	Proposal Text	Vote Instruction
1d	Elect Director Richard A. Johnson	For
1e	Elect Director David Baker Lewis	For
1f	Elect Director Victoria J. Reich	For
1g	Elect Director Bruce C. Rohde	For
1h	Elect Director Tom D. Seip	For
1i	Elect Director Christianna Wood	For
2	Ratify Deloitte & Touche LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Approve Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 8.28% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	
6	Amend Proxy Access Right	For
	<i>Voter Rationale: This shareholder proposal seeks to eliminate the cap on the number of shareholders that may aggregate their shares to nominate a director, current limit - 20 shareholders. The change is in the best interest of shareholders therefore; a vote is cast in favor of the proposal.</i>	

Halliburton Company

Meeting Date: 05/17/2017

Country: USA

Primary Security ID: 406216101

Record Date: 03/20/2017

Meeting Type: Annual

Primary CUSIP: 406216101

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Halliburton Company

Shares Voted: 513

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Abdulaziz F. Al Khayyal	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director William E. Albrecht	For
1c	Elect Director Alan M. Bennett	For
1d	Elect Director James R. Boyd	For
1e	Elect Director Milton Carroll	For
1f	Elect Director Nance K. Dicciani	For
1g	Elect Director Murry S. Gerber	For
1h	Elect Director Jose C. Grubisich	For
1i	Elect Director David J. Lesar	For
1j	Elect Director Robert A. Malone	For
1k	Elect Director J. Landis Martin	For
1l	Elect Director Jeffrey A. Miller	For
1m	Elect Director Debra L. Reed	For
2	Ratify KPMG LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Amend Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 7.27% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Hanesbrands Inc.

Meeting Date: 04/25/2017

Country: USA

Primary Security ID: 410345102

Record Date: 02/14/2017

Meeting Type: Annual

Primary CUSIP: 410345102

Shares Voted: 224

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Gerald W. Evans, Jr. <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Bobby J. Griffin	For
1c	Elect Director James C. Johnson	For
1d	Elect Director Jessica T. Mathews	For
1e	Elect Director Franck J. Moison	For
1f	Elect Director Robert F. Moran	For
1g	Elect Director Ronald L. Nelson	For
1h	Elect Director Richard A. Noll	For
1i	Elect Director David V. Singer	For
1j	Elect Director Ann E. Ziegler	For
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Harley-Davidson, Inc.

Meeting Date: 04/29/2017

Country: USA

Primary Security ID: 412822108

Record Date: 02/23/2017

Meeting Type: Annual

Primary CUSIP: 412822108

Shares Voted: 105

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Troy Alstead <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director R. John Anderson	For
1.3	Elect Director Michael J. Cave	For
1.4	Elect Director Allan Golston	For
1.5	Elect Director Matthew S. Levatich	For
1.6	Elect Director Sara L. Levinson	For
1.7	Elect Director N. Thomas Linebarger	For
1.8	Elect Director Brian R. Niccol	For
1.9	Elect Director Maryrose T. Sylvester	For
1.10	Elect Director Jochen Zeitz	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Harman International Industries, Incorporated

Meeting Date: 02/17/2017

Country: USA

Primary Security ID: 413086109

Record Date: 01/10/2017

Meeting Type: Special

Primary CUSIP: 413086109

Shares Voted: 41

Proposal Number	Proposal Text	Vote Instruction
1	Approve Merger Agreement <i>Voter Rationale: This proposal seeks shareholder approval of the Company being acquired by Samsung Electronics Co., Ltd. (Korea) for \$7.8 billion in cash. The Company is in the business of designing and engineering connected products (infotainment systems) for automakers, consumers and enterprises and Samsung is in the electronics and information technology industries. The Board recommends shareholder approval because: competition in the industries in which it competes has increased and that rivalry includes larger global companies with greater resources than the company; the belief that the \$112.00 per share consideration was the maximum amount Samsung was willing to pay to acquire the company and any delay/interruption in the negotiations with Samsung might result in their withdrawing or lowering the price; and Samsung would bring closing certainty to the transaction due its strong balance sheet and financial position. Per the terms of the merger, each share of company stock will receive \$112.00 in cash, which represents a premium of 27.8% based on the closing prices of the shares on the last day of trading before the transaction was announced. An opinion has been issued by J.P. Morgan Securities LLC and Lazard Freres & Co. LLC that the terms are fair to the Company's shareholders. For those reasons, a vote is cast in favor of the proposal.</i>	For
2	Advisory Vote on Golden Parachutes <i>Voter Rationale: This advisory vote proposal seeks shareholder approval of the merger-related "golden parachute" executive compensation arrangements which may be paid in connection with the proposed merger. The outcome of this advisory vote will have no effect on whether the merger is consummated. The arrangements are not in the best interests of shareholders because they provide: a total payment in excess of 2.99 times salary and bonus; a gross up for excise taxes; for accelerated vesting of unvested equity awards in an amount that is excessive. Therefore, a vote is cast against.</i>	Against
3	Adjourn Meeting <i>Voter Rationale: This proposal seeks to adjourn the meeting to obtain additional proxies if necessary, in order to support the merger. Since we support the merger, a vote is cast in favor.</i>	For

Harris Corporation

Meeting Date: 10/27/2017

Country: USA

Primary Security ID: 413875105

Record Date: 09/01/2017

Meeting Type: Annual

Primary CUSIP: 413875105

Shares Voted: 73

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Harris Corporation

Proposal Number	Proposal Text	Vote Instruction
1b	Elect Director William M. Brown	For
1c	Elect Director Peter W. Chiarelli	For
1d	Elect Director Thomas A. Dattilo	For
1e	Elect Director Roger B. Fradin	For
1f	Elect Director Terry D. Growcock	For
1g	Elect Director Lewis Hay, III	For
1h	Elect Director Vyomesh I. Joshi	For
1i	Elect Director Leslie F. Kenne	For
1j	Elect Director James C. Stoffel	For
1k	Elect Director Gregory T. Swinton	For
1l	Elect Director Hansel E. Tookes, II	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
3	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		
4	Ratify Ernst & Young LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		

Hasbro, Inc.

Meeting Date: 05/18/2017

Country: USA

Primary Security ID: 418056107

Record Date: 03/22/2017

Meeting Type: Annual

Primary CUSIP: 418056107

Shares Voted: 67

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Kenneth A. Bronfin	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Hasbro, Inc.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Michael R. Burns	For
1.3	Elect Director Hope Cochran	For
1.4	Elect Director Crispin H. Davis	For
1.5	Elect Director Lisa Gersh	For
1.6	Elect Director Brian D. Goldner	For
1.7	Elect Director Alan G. Hassenfeld	For
1.8	Elect Director Tracy A. Leinbach	For
1.9	Elect Director Edward M. Philip	For
1.10	Elect Director Richard S. Stoddart	For
1.11	Elect Director Mary Beth West	For
1.12	Elect Director Linda K. Zecher	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Amend Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 8.79% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	
5	Amend Executive Incentive Bonus Plan	Against
	<i>Voter Rationale: This proposal asks shareholders to approve or amend the Company's annual incentive bonus plan for senior executive officers. Section 162(m) of the Internal Revenue Code requires that shareholders reapprove the plan every five years. A vote is cast against this proposal because the plan does not disclose specific performance goals upon which awards are based.</i>	
6	Ratify KPMG LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

HCA Holdings, Inc.

Meeting Date: 04/27/2017

Country: USA

Primary Security ID: 40412C101

Record Date: 03/07/2017

Meeting Type: Annual

Primary CUSIP: 40412C101

Shares Voted: 173

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director R. Milton Johnson <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Robert J. Dennis	For
1c	Elect Director Nancy-Ann DeParle	For
1d	Elect Director Thomas F. Frist, III	For
1e	Elect Director William R. Frist	For
1f	Elect Director Charles O. Holliday, Jr.	For
1g	Elect Director Ann H. Lamont	For
1h	Elect Director Jay O. Light	For
1i	Elect Director Geoffrey G. Meyers	For
1j	Elect Director Wayne J. Riley	For
1k	Elect Director John W. Rowe	For
2	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Provide Right to Call Special Meeting <i>Voter Rationale: This proposal would permit the right of shareholders to call a special meeting (25% threshold) - shareholders can not currently call a special meeting. A vote is cast for the proposal because if shareholder proposal five does not receive the support for passage then, this proposal would give shareholders the ability to call a special meeting. Both proposals 4 and 5 have a 75% of outstanding shares vote requirement. A vote is cast in favor.</i>	Against
5	Shareholders may Call Special Meetings <i>Voter Rationale: This shareholder proposal restores the right of shareholders to call a special meeting (10% threshold). If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

HCP, Inc.

Meeting Date: 04/27/2017

Country: USA

Primary Security ID: 40414L109

Record Date: 03/08/2017

Meeting Type: Annual

Primary CUSIP: 40414L109

Shares Voted: 277

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Brian G. Cartwright <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Christine N. Garvey	For
1c	Elect Director David B. Henry	For
1d	Elect Director Thomas M. Herzog	For
1e	Elect Director James P. Hoffmann	For
1f	Elect Director Michael D. McKee	For
1g	Elect Director Peter L. Rhein	For
1h	Elect Director Joseph P. Sullivan	For
2	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Helmerich & Payne, Inc.

Meeting Date: 03/01/2017

Country: USA

Primary Security ID: 423452101

Record Date: 01/06/2017

Meeting Type: Annual

Primary CUSIP: 423452101

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Helmerich & Payne, Inc.

Shares Voted: 64

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Randy A. Foutch <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is not a two-thirds majority here and some incumbent nominees failed to attend 75% of their meetings without a valid excuse. A vote to withhold on those nominees who are not independent and those nominees with poor attendance record and for all other nominees.</i>	Against
1b	Elect Director Hans Helmerich	Against
1c	Elect Director John W. Lindsay	Against
1d	Elect Director Paula Marshall	Against
1e	Elect Director Thomas A. Petrie	For
1f	Elect Director Donald F. Robillard, Jr.	For
1g	Elect Director Edward B. Rust, Jr.	For
1h	Elect Director John D. Zeglis	For
2	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Henry Schein, Inc.

Meeting Date: 05/31/2017

Country: USA

Primary Security ID: 806407102

Record Date: 04/03/2017

Meeting Type: Annual

Primary CUSIP: 806407102

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Henry Schein, Inc.

Shares Voted: 47

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Barry J. Alperin	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Lawrence S. Bacow	For
1c	Elect Director Gerald A. Benjamin	For
1d	Elect Director Stanley M. Bergman	For
1e	Elect Director James P. Breslawski	For
1f	Elect Director Paul Brons	For
1g	Elect Director Joseph L. Herring	For
1h	Elect Director Donald J. Kabat	For
1i	Elect Director Kurt P. Kuehn	For
1j	Elect Director Philip A. Laskawy	For
1k	Elect Director Mark E. Mlotek	For
1l	Elect Director Steven Paladino	For
1m	Elect Director Carol Raphael	For
1n	Elect Director E. Dianne Rekow	For
1o	Elect Director Bradley T. Sheares	For
2	Amend Executive Incentive Bonus Plan	Against
	<i>Voter Rationale: This proposal asks shareholders to approve or amend the company's annual incentive bonus plan for senior executive officers. Section 162(m) of the Internal Revenue Code requires that shareholders reapprove the plan every five years. A vote is cast against this proposal because the plan does not disclose specific performance goals upon which awards are based.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Henry Schein, Inc.

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

Hess Corporation

Meeting Date: 06/07/2017 **Country:** USA **Primary Security ID:** 42809H107
Record Date: 04/19/2017 **Meeting Type:** Annual

Primary CUSIP: 42809H107

Shares Voted: 160

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Rodney F. Chase	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are nominees who serve on an excessive number of other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is withheld from such nominees. Therefore, a vote is cast against nominees on an excessive number of boards, and for all other nominees since the board is two-thirds independent.</i>		
1.2	Elect Director Terrence J. Checki	For
1.3	Elect Director Leonard S. Coleman, Jr.	For
1.4	Elect Director John B. Hess	For
1.5	Elect Director Edith E. Holiday	Against
1.6	Elect Director Risa Lavizzo-Mourey	For
1.7	Elect Director Marc S. Lipschultz	For
1.8	Elect Director David McManus	For
1.9	Elect Director Kevin O. Meyers	For
1.10	Elect Director James H. Quigley	For
1.11	Elect Director Fredric G. Reynolds	For
1.12	Elect Director William G. Schrader	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Hess Corporation

Proposal Number	Proposal Text	Vote Instruction
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
5	Approve Omnibus Stock Plan <i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 9.83% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	Against
6	Report on Plans to Address Stranded Carbon Asset Risks <i>Voter Rationale: This proposal requests that the Board report to shareholders on how the Company is responding to rising regulatory, competitive, and public pressure to significantly reduce carbon dioxide and other greenhouse gas emissions. This would provide shareholders with useful information on an important topic. A vote is cast in favor.</i>	For

Hewlett Packard Enterprise Company

Meeting Date: 03/22/2017

Country: USA

Primary Security ID: 42824C109

Record Date: 01/23/2017

Meeting Type: Annual

Primary CUSIP: 42824C109

Shares Voted: 989

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Daniel Ammann <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. The total number of boards upon which they serve is also another factor to consider in evaluating nominees for the board. Here, there are either nominees with fulltime jobs serving on more than three other boards or retired nominees serving on more than five other boards. Therefore, a vote is cast against those nominees who sit on too many boards, and are not independent (a vote will be cast for those nominees who are independent).</i>	Against
1b	Elect Director Marc L. Andreessen	For
1c	Elect Director Michael J. Angelakis	For
1d	Elect Director Leslie A. Brun	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Hewlett Packard Enterprise Company

Proposal Number	Proposal Text	Vote Instruction
1e	Elect Director Pamela L. Carter	For
1f	Elect Director Klaus Kleinfeld	Against
1g	Elect Director Raymond J. Lane	Against
1h	Elect Director Ann M. Livermore	Against
1i	Elect Director Raymond E. Ozzie	For
1j	Elect Director Gary M. Reiner	For
1k	Elect Director Patricia F. Russo	For
1l	Elect Director Lip-Bu Tan	Against
1m	Elect Director Margaret C. Whitman	Against
1n	Elect Director Mary Agnes Wilderotter	For
2	Ratify Ernst & Young LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
4	Amend Omnibus Stock Plan	Against
<i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. Thus, a vote is cast against the proposal.</i>		

Hologic, Inc.

Meeting Date: 03/08/2017

Country: USA

Primary Security ID: 436440101

Record Date: 01/09/2017

Meeting Type: Annual

Primary CUSIP: 436440101

Shares Voted: 165

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Christopher J. Coughlin	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Hologic, Inc.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Sally W. Crawford	For
1.3	Elect Director Scott T. Garrett	For
1.4	Elect Director Lawrence M. Levy	For
1.5	Elect Director Stephen P. MacMillan	For
1.6	Elect Director Christiana Stamoulis	For
1.7	Elect Director Elaine S. Ullian	For
1.8	Elect Director Amy M. Wendell	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Adopt Majority Voting for Uncontested Election of Directors	For
	<i>Voter Rationale: This management proposal seeks to amend its corporate documents to provide nominees for the Board must receive the vote of a majority of shares cast at an annual meeting of shareholders in order to be elected. Requiring a majority vote for election/re-election would give real teeth to the vote no campaigns that are now just symbolic protest votes waged against incumbent directors who shareholders feel are not responsive. A vote is cast in favor.</i>	
5	Ratify Ernst & Young LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	

Honeywell International Inc.

Meeting Date: 04/24/2017

Country: USA

Primary Security ID: 438516106

Record Date: 02/24/2017

Meeting Type: Annual

Primary CUSIP: 438516106

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Honeywell International Inc.

Shares Voted: 456

Proposal Number	Proposal Text	Vote Instruction
1A	Elect Director Darius Adamczyk	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1B	Elect Director William S. Ayer	For
1C	Elect Director Kevin Burke	For
1D	Elect Director Jaime Chico Pardo	For
1E	Elect Director David M. Cote	For
1F	Elect Director D. Scott Davis	For
1G	Elect Director Linnet F. Deilly	For
1H	Elect Director Judd Gregg	For
1I	Elect Director Clive Hollick	For
1J	Elect Director Grace D. Lieblein	For
1K	Elect Director George Paz	For
1L	Elect Director Bradley T. Sheares	For
1M	Elect Director Robin L. Washington	For
2	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	Ratify Deloitte & Touche LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
5	Require Independent Board Chairman	For
	<i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Honeywell International Inc.

Proposal Number	Proposal Text	Vote Instruction
6	Political Lobbying Disclosure <i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	For

Hormel Foods Corporation

Meeting Date: 01/31/2017	Country: USA	Primary Security ID: 440452100
Record Date: 12/02/2016	Meeting Type: Annual	
Primary CUSIP: 440452100		
Shares Voted: 160		

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Gary C. Bhojwani <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	For
1b	Elect Director Terrell K. Crews	For
1c	Elect Director Jeffrey M. Ettinger	Against
1d	Elect Director Glenn S. Forbes	For
1e	Elect Director Stephen M. Lacy	Against
1f	Elect Director John L. Morrison	For
1g	Elect Director Elsa A. Murano	For
1h	Elect Director Robert C. Nakasone	For
1i	Elect Director Susan K. Nestegard	For
1j	Elect Director Dakota A. Pippins	For
1k	Elect Director Christopher J. Policinski	Against
1l	Elect Director Sally J. Smith	Against
1m	Elect Director James P. Snee	Against
1n	Elect Director Steven A. White	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Hormel Foods Corporation

Proposal Number	Proposal Text	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Provide Vote Counting to Exclude Abstentions <i>Voter Rationale: This shareholder proposal asks that the Board initiate steps to amend Company governing documents to provide that all non-binding matters presented by shareholders shall be decided by a simple majority of the votes cast for and against an item. Abstentions allow shareholders to use their vote to send a message of ambivalence or disapproval without outwardly supporting or opposing a proposal. A shareholder may also choose to abstain on an issue where a real or perceived conflict exists. Thus abstentions serve a valuable purpose. For those reasons, a vote is cast against.</i>	Against

Host Hotels & Resorts, Inc.

Meeting Date: 05/11/2017

Country: USA

Primary Security ID: 44107P104

Record Date: 03/16/2017

Meeting Type: Annual

Primary CUSIP: 44107P104

Shares Voted: 439

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Mary L. Baglivo <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Sheila C. Bair	For
1.3	Elect Director Sandeep L. Mathrani	For
1.4	Elect Director Ann McLaughlin Korologos	For
1.5	Elect Director Richard E. Marriott	For
1.6	Elect Director John B. Morse, Jr.	For
1.7	Elect Director Walter C. Rakowich	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Host Hotels & Resorts, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.8	Elect Director James F. Risoleo	For
1.9	Elect Director Gordon H. Smith	For
2	Ratify KPMG LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	

HP Inc.

Meeting Date: 04/17/2017 **Country:** USA **Primary Security ID:** 40434L105
Record Date: 02/16/2017 **Meeting Type:** Annual

Primary CUSIP: 40434L105

Shares Voted: 1,015

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Aida M. Alvarez	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	
1b	Elect Director Shumeet Banerji	Against
1c	Elect Director Carl Bass	Against
1d	Elect Director Robert R. Bennett	For
1e	Elect Director Charles V. Bergh	Against
1f	Elect Director Stacy Brown-Philpot	For
1g	Elect Director Stephanie A. Burns	For
1h	Elect Director Mary Anne Citrino	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

HP Inc.

Proposal Number	Proposal Text	Vote Instruction
1i	Elect Director Stacey Mobley	For
1j	Elect Director Subra Suresh	For
1k	Elect Director Dion J. Weisler	Against
1l	Elect Director Margaret C. Whitman	Against
2	Ratify Ernst & Young LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
4	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		

Hubbell Incorporated

Meeting Date: 05/02/2017 **Country:** USA **Primary Security ID:** 443510607
Record Date: 03/03/2017 **Meeting Type:** Annual

Primary CUSIP: 443510607

Shares Voted: 1

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Carlos M. Cardoso	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>		
1.2	Elect Director Anthony J. Guzzi	Withhold
1.3	Elect Director Neal J. Keating	Withhold
1.4	Elect Director John F. Malloy	Withhold
1.5	Elect Director Judith F. Marks	Withhold
1.6	Elect Director David G. Nord	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Hubbell Incorporated

Proposal Number	Proposal Text	Vote Instruction
1.7	Elect Director John G. Russell	For
1.8	Elect Director Steven R. Shawley	For
1.9	Elect Director Richard J. Swift	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
4	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		

Humana Inc.

Meeting Date: 04/20/2017

Country: USA

Primary Security ID: 444859102

Record Date: 02/27/2017

Meeting Type: Annual

Primary CUSIP: 444859102

Shares Voted: 88

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Kurt J. Hilzinger	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1b	Elect Director Bruce D. Broussard	For
1c	Elect Director Frank A. D'Amelio	For
1d	Elect Director W. Roy Dunbar	For
1e	Elect Director David A. Jones, Jr.	For
1f	Elect Director William J. McDonald	For
1g	Elect Director William E. Mitchell	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Humana Inc.

Proposal Number	Proposal Text	Vote Instruction
1h	Elect Director David B. Nash	For
1i	Elect Director James J. O'Brien	For
1j	Elect Director Marissa T. Peterson	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
4	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		
5	Adopt Proxy Access Right	For
<i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>		

Huntington Bancshares Incorporated

Meeting Date: 04/20/2017

Country: USA

Primary Security ID: 446150104

Record Date: 02/15/2017

Meeting Type: Annual

Primary CUSIP: 446150104

Shares Voted: 644

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Lizabeth Ardisana	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1.2	Elect Director Ann B. "Tanny" Crane	For
1.3	Elect Director Robert S. Cubbin	For
1.4	Elect Director Steven G. Elliott	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Huntington Bancshares Incorporated

Proposal Number	Proposal Text	Vote Instruction
1.5	Elect Director Michael J. Endres	For
1.6	Elect Director Gina D. France	For
1.7	Elect Director J. Michael Hochschwender	For
1.8	Elect Director Chris Inglis	For
1.9	Elect Director Peter J. Kight	For
1.10	Elect Director Jonathan A. Levy	For
1.11	Elect Director Eddie R. Munson	For
1.12	Elect Director Richard W. Neu	For
1.13	Elect Director David L. Porteous	For
1.14	Elect Director Kathleen H. Ransier	For
1.15	Elect Director Stephen D. Steinour	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
4	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		

Huntington Ingalls Industries, Inc.

Meeting Date: 05/03/2017

Country: USA

Primary Security ID: 446413106

Record Date: 03/09/2017

Meeting Type: Annual

Primary CUSIP: 446413106

Shares Voted: 30

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Augustus L. Collins	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Huntington Ingalls Industries, Inc.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Kirkland H. Donald	For
1.3	Elect Director Thomas B. Fargo	For
1.4	Elect Director Victoria D. Harker	For
1.5	Elect Director Anastasia D. Kelly	For
1.6	Elect Director Thomas C. Schievelbein	For
1.7	Elect Director John K. Welch	For
1.8	Elect Director Stephen R. Wilson	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Ratify Deloitte & Touche LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
4	Amend Bundled Compensation Plans	Against
	<i>Voter Rationale: A stock plan for key executives is amended by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. Thus, a vote is cast against the amendment.</i>	
5	Amend Proxy Access Right	For
	<i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	

Hyatt Hotels Corporation

Meeting Date: 05/17/2017

Country: USA

Primary Security ID: 448579102

Record Date: 03/24/2017

Meeting Type: Annual

Primary CUSIP: 448579102

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Hyatt Hotels Corporation

Shares Voted: 131

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Thomas J. Pritzker <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Pamela M. Nicholson	For
1.3	Elect Director Richard C. Tuttle	For
1.4	Elect Director James H. Wooten, Jr.	For
2	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

IDEXX Laboratories, Inc.

Meeting Date: 05/03/2017

Country: USA

Primary Security ID: 45168D104

Record Date: 03/10/2017

Meeting Type: Annual

Primary CUSIP: 45168D104

Shares Voted: 53

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

IDEXX Laboratories, Inc.

Proposal Number	Proposal Text	Vote Instruction
1c	Elect Director Sophie V. Vandebroek	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
4	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		

Illinois Tool Works Inc.

Meeting Date: 05/05/2017	Country: USA	Primary Security ID: 452308109
Record Date: 03/07/2017	Meeting Type: Annual	
Primary CUSIP: 452308109		
Shares Voted: 187		

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Daniel J. Brutto	Against
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1b	Elect Director Susan Crown	For
1c	Elect Director James W. Griffith	Against
1d	Elect Director Jay L. Henderson	Against
1e	Elect Director Richard H. Lenny	Against
1f	Elect Director E. Scott Santi	For
1g	Elect Director James A. Skinner	Against
1h	Elect Director David B. Smith, Jr.	For
1i	Elect Director Pamela B. Strobel	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Illinois Tool Works Inc.

Proposal Number	Proposal Text	Vote Instruction
1j	Elect Director Kevin M. Warren	Against
1k	Elect Director Anne D. Williams	Against
2	Ratify Deloitte & Touche LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Provide Right to Act by Written Consent	For
	<i>Voter Rationale: This proposal allows shareholders to act by written consent. If the majority of shareholders wish to exercise their ownership rights by written consent, they should be allowed to do so. A vote is cast in favor.</i>	

Illumina, Inc.

Meeting Date: 05/30/2017

Country: USA

Primary Security ID: 452327109

Record Date: 04/07/2017

Meeting Type: Annual

Primary CUSIP: 452327109

Shares Voted: 87

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Caroline D. Dorsa	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Robert S. Epstein	For
1c	Elect Director Philip W. Schiller	For
2	Ratify Ernst & Young LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Illustration, Inc.

Proposal Number	Proposal Text	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Eliminate Supermajority Vote Requirement <i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	For

Incyte Corporation

Meeting Date: 05/26/2017

Country: USA

Primary Security ID: 45337C102

Record Date: 04/07/2017

Meeting Type: Annual

Primary CUSIP: 45337C102

Shares Voted: 105

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Julian C. Baker <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Jean-Jacques Bienaime	For
1.3	Elect Director Paul A. Brooke	For
1.4	Elect Director Paul J. Clancy	For
1.5	Elect Director Wendy L. Dixon	For
1.6	Elect Director Paul A. Friedman	For
1.7	Elect Director Herve Hoppenot	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Incyte Corporation

Proposal Number	Proposal Text	Vote Instruction
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against

Ingersoll-Rand Plc

Meeting Date: 06/08/2017 **Country:** Ireland **Primary Security ID:** G47791101
Record Date: 04/11/2017 **Meeting Type:** Annual
Primary CUSIP: G47791101

Shares Voted: 155

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Ann C. Berzin <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director John Bruton	For
1c	Elect Director Jared L. Cohon	For
1d	Elect Director Gary D. Forsee	For
1e	Elect Director Linda P. Hudson	For
1f	Elect Director Michael W. Lamach	For
1g	Elect Director Myles P. Lee	For
1h	Elect Director John P. Surma	For
1i	Elect Director Richard J. Swift	For
1j	Elect Director Tony L. White	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Ingersoll-Rand Plc

Proposal Number	Proposal Text	Vote Instruction
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
5	Renew Directors' Authority to Issue Shares <i>Voter Rationale: This seeks to issue securities with preemptive rights (i.e., first refusal of pro-rata share). The number of shares involved are not excessive. A vote is cast in favor.</i>	For
6	Renew Directors' Authority to Issue Shares for Cash <i>Voter Rationale: This seeks to issue securities without preemptive rights (i.e., first refusal of pro-rata share). The shares involved are not excessive. A yes vote is cast.</i>	For
7	Authorize Reissuance of Repurchased Shares <i>Voter Rationale: The Company seeks authority to repurchase its own shares. The Company has not stated what be the purposes of its repurchases. That is not in the best interests of shareholders. A vote is cast to abstain.</i>	Abstain

Intel Corporation

Meeting Date: 05/18/2017 **Country:** USA **Primary Security ID:** 458140100
Record Date: 03/20/2017 **Meeting Type:** Annual
Primary CUSIP: 458140100

Shares Voted: 2,812

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Charlene Barshefsky <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	Against
1b	Elect Director Aneel Bhusri	Against
1c	Elect Director Andy D. Bryant	Against
1d	Elect Director Reed E. Hundt	For
1e	Elect Director Omar Ishrak	For
1f	Elect Director Brian M. Krzanich	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Intel Corporation

Proposal Number	Proposal Text	Vote Instruction
1g	Elect Director Tsu-Jae King Liu	For
1h	Elect Director David S. Pottruck	For
1i	Elect Director Gregory D. Smith	For
1j	Elect Director Frank D. Yeary	For
1k	Elect Director David B. Yoffie	For
2	Ratify Ernst & Young LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Amend Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 7.97% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	
5	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
6	Political Contributions Disclosure	Against
	<i>Voter Rationale: This shareholder proposal wants the Board to adopt a policy that would require the Company to include various disclosures about its political spending in its proxy statement. The disclosures would include a list of anticipated expenditures during the forthcoming fiscal year and be submitted to shareholders for an advisory vote. Compiling a useful list of anticipated expenditures for the forthcoming fiscal year may not be practical. Unlike the more common shareholder proposal that requires disclosure of political contributions, which allows shareholders to review overall Company practices for potential abuses or excesses, the shareholder advisory vote requested in this proposal would impose a new burden on shareholders to scrutinize, weigh and judge numerous specific contributions, a task for which shareholders are not well equipped. Therefore, a vote is cast against.</i>	
7	Provide Vote Counting to Exclude Abstentions	Against
	<i>Voter Rationale: This shareholder proposal seeks to have the Company exclude abstentions when calculating the support proposals receive. Under the current system, from a practical standpoint abstentions count as a vote against both management and shareholder proposals in calculating the percentage of support a proposal receives. Abstentions allow shareholders to use their vote to send a message of ambivalence or disapproval without outwardly supporting or opposing a proposal. A shareholder may also choose to abstain on an issue where a real or perceived conflict exists. Thus abstentions serve a valuable purpose. The proponent has not submitted any evidence of abuse of the system. For those reasons, a vote is cast against.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Intercontinental Exchange, Inc.

Meeting Date: 05/19/2017

Country: USA

Primary Security ID: 45866F104

Record Date: 03/21/2017

Meeting Type: Annual

Primary CUSIP: 45866F104

Shares Voted: 353

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Ann M. Cairns <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are nominees who serve on an excessive number of other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is withheld from such nominees. A vote is cast for all other nominees because there is a two-thirds majority of independent outsiders on the board.</i>	For
1b	Elect Director Charles R. Crisp	For
1c	Elect Director Duriya M. Farooqui	For
1d	Elect Director Jean-Marc Forneri	For
1e	Elect Director The Right Hon. the Lord Hague of Richmond	For
1f	Elect Director Fred W. Hatfield	For
1g	Elect Director Thomas E. Noonan	For
1h	Elect Director Frederic V. Salerno	For
1i	Elect Director Jeffrey C. Sprecher	For
1j	Elect Director Judith A. Sprieser	For
1k	Elect Director Vincent Tese	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Approve Omnibus Stock Plan <i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 8.52% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Intercontinental Exchange, Inc.

Proposal Number	Proposal Text	Vote Instruction
5	Amend Non-Employee Director Omnibus Stock Plan <i>Voter Rationale: This proposal adds shares to an existing stock plan for outside directors. The plan is not a good one because it does not award stock on the basis of company performance or director attendance. A vote is cast against the proposal.</i>	Against
6	Amend Articles <i>Voter Rationale: This proposal makes various good housekeeping amendments to the Company's articles. A vote is cast in favor.</i>	For
7	Amend Bylaws <i>Voter Rationale: This proposal makes various good housekeeping amendments to the Company's articles. A vote is cast in favor.</i>	For
8	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
9	Report on Assessing Environmental, Social and Governance Market Disclosure <i>Voter Rationale: This proposal requests the Board to prepare a "sustainability" (how companies interact with their workers and the communities where they operate, source and sell their products) report which will include a review of current Company policies and practices related to social, environmental and economic sustainability and a summary of long-term plans to integrate sustainability objectives throughout the Company's operations. The proponent states that good corporate citizenship goes beyond the traditional business functions of creating jobs and paying taxes, to include corporate practices designed to protect human rights, worker rights, and the environment, and a commitment to pay a sustainable living wage to its employees and workers of suppliers. Such a report would provide shareholders with useful information in evaluating Company's plans, policies, and practices. A vote is cast in favor.</i>	For

International Business Machines Corporation

Meeting Date: 04/25/2017	Country: USA	Primary Security ID: 459200101
Record Date: 02/24/2017	Meeting Type: Annual	
Primary CUSIP: 459200101		

Shares Voted: 513

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

International Business Machines Corporation

Proposal Number	Proposal Text	Vote Instruction
1.4	Elect Director Mark Fields	For
1.5	Elect Director Alex Gorsky	For
1.6	Elect Director Shirley Ann Jackson	For
1.7	Elect Director Andrew N. Liveris	For
1.8	Elect Director W. James McNerney, Jr.	For
1.9	Elect Director Hutham S. Olayan	For
1.10	Elect Director James W. Owens	For
1.11	Elect Director Virginia M. Rometty	For
1.12	Elect Director Sidney Taurel	For
1.13	Elect Director Peter R. Voser	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Report on Lobbying Payments and Policy	For
	<i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
	<i>Voter Rationale: This proposal lowers the threshold for shareholders to call a special meeting from 25% to 10%. This change will enhance shareholders' ability to call a special meeting of shareholders. A vote is cast for the proposal.</i>	
7	Adopt Proxy Access Right	For
	<i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

International Flavors & Fragrances Inc.

Meeting Date: 05/03/2017

Country: USA

Primary Security ID: 459506101

Record Date: 03/08/2017

Meeting Type: Annual

Primary CUSIP: 459506101

Shares Voted: 47

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Marcello V. Bottoli <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Linda Buck	For
1c	Elect Director Michael L. Ducker	For
1d	Elect Director David R. Epstein	For
1e	Elect Director Roger W. Ferguson, Jr.	For
1f	Elect Director John F. Ferraro	For
1g	Elect Director Andreas Fibig	For
1h	Elect Director Christina Gold	For
1i	Elect Director Henry W. Howell, Jr.	For
1j	Elect Director Katherine M. Hudson	For
1k	Elect Director Dale F. Morrison	For
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Amend Omnibus Stock Plan <i>Voter Rationale: A stock plan for key executives is amended by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. Thus, a vote is cast against the amendment.</i>	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

International Paper Company

Meeting Date: 05/08/2017

Country: USA

Primary Security ID: 460146103

Record Date: 03/14/2017

Meeting Type: Annual

Primary CUSIP: 460146103

Shares Voted: 244

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director David J. Bronczek <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. The total number of boards upon which they serve is also another factor to consider in evaluating nominees for the board. Here, there are either nominees with fulltime jobs serving on more than three other boards or retired nominees serving on more than five other boards. Therefore, a vote is cast against those nominees who sit on too many boards, and are not independent (a vote will be cast for those nominees who are independent).</i>	Against
1b	Elect Director William J. Burns	For
1c	Elect Director Ahmet C. Dorduncu	Against
1d	Elect Director Ilene S. Gordon	Against
1e	Elect Director Jay L. Johnson	For
1f	Elect Director Stacey J. Mobley	For
1g	Elect Director Kathryn D. Sullivan	For
1h	Elect Director Mark S. Sutton	Against
1i	Elect Director John L. Townsend, III	Against
1j	Elect Director William G. Walter	For
1k	Elect Director J. Steven Whisler	For
1l	Elect Director Ray G. Young	Against
2	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

International Paper Company

Proposal Number	Proposal Text	Vote Instruction
5	Pro-rata Vesting of Equity Awards	For
<i>Voter Rationale: This shareholder proposal requests that the board adopt a policy that in the event of a change of control of the Company, there should be no acceleration in the vesting of any equity award to a senior executive, provided that any unvested award may vest on a pro rata basis up to the day of termination. To the extent any such unvested awards are based on performance, the performance goals must have been met. Such a policy would be in the best interests of shareholders. A vote is cast in favor.</i>		

Intuit Inc.

Meeting Date: 01/19/2017	Country: USA	Primary Security ID: 461202103
Record Date: 11/21/2016	Meeting Type: Annual	
Primary CUSIP: 461202103		
Shares Voted: 145		

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Eve Burton	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>		
1b	Elect Director Scott D. Cook	Against
1c	Elect Director Richard L. Dalzell	For
1d	Elect Director Diane B. Greene	Against
1e	Elect Director Suzanne Nora Johnson	For
1f	Elect Director Dennis D. Powell	For
1g	Elect Director Brad D. Smith	Against
1h	Elect Director Raul Vazquez	For
1i	Elect Director Jeff Weiner	Against
2	Ratify Ernst & Young LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Intuit Inc.

Proposal Number	Proposal Text	Vote Instruction
3	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 19.28% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
4	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For

Intuitive Surgical, Inc.

Meeting Date: 04/20/2017 **Country:** USA **Primary Security ID:** 46120E602
Record Date: 02/24/2017 **Meeting Type:** Annual
Primary CUSIP: 46120E602

Shares Voted: 23

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Craig H. Barratt <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Michael A. Friedman	For
1.3	Elect Director Gary S. Guthart	For
1.4	Elect Director Amal M. Johnson	For
1.5	Elect Director Keith R. Leonard, Jr.	For
1.6	Elect Director Alan J. Levy	For
1.7	Elect Director Jami Dover Nachtsheim	For
1.8	Elect Director Mark J. Rubash	For
1.9	Elect Director Lonnie M. Smith	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Intuitive Surgical, Inc.

Proposal Number	Proposal Text	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
5	Amend Qualified Employee Stock Purchase Plan <i>Voter Rationale: This proposal adds shares to an employee stock ownership plan, which gives an equity stake in the company to all fulltime and many part-time workers, thus encouraging quality work. That is in the best interests of shareholders. A vote is cast in favor.</i>	For
6	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 18.05% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against

Intuitive Surgical, Inc.

Meeting Date: 09/22/2017

Country: USA

Primary Security ID: 46120E602

Record Date: 08/25/2017

Meeting Type: Special

Primary CUSIP: 46120E602

Shares Voted: 22

Proposal Number	Proposal Text	Vote Instruction
1	Increase Authorized Common Stock and Effect Stock Split <i>Voter Rationale: The company seeks to increase the number of common shares authorized to effectuate a stock split. Splits increase liquidity at no cost to current shareholder equity. For those reasons, a vote is cast in favor.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Invesco Ltd.

Meeting Date: 05/11/2017

Country: Bermuda

Primary Security ID: G491BT108

Record Date: 03/13/2017

Meeting Type: Annual

Primary CUSIP: G491BT108

Shares Voted: 242

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Sarah E. Beshar <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Joseph R. Canion	For
1.3	Elect Director Martin L. Flanagan	For
1.4	Elect Director C. Robert Henrikson	For
1.5	Elect Director Ben F. Johnson, III	For
1.6	Elect Director Denis Kessler	For
1.7	Elect Director Nigel Sheinwald	For
1.8	Elect Director G. Richard Wagoner, Jr.	For
1.9	Elect Director Phoebe A. Wood	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Provide Proxy Access Right <i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	For
5	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Iron Mountain Incorporated

Meeting Date: 05/24/2017

Country: USA

Primary Security ID: 46284V101

Record Date: 04/04/2017

Meeting Type: Annual

Primary CUSIP: 46284V101

Shares Voted: 146

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Jennifer Allerton	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Ted R. Antenucci	For
1c	Elect Director Pamela M. Arway	For
1d	Elect Director Clarke H. Bailey	For
1e	Elect Director Neil Chatfield	For
1f	Elect Director Kent P. Dauten	For
1g	Elect Director Paul F. Deninger	For
1h	Elect Director Per-Kristian Halvorsen	For
1i	Elect Director William L. Meaney	For
1j	Elect Director Wendy J. Murdock	For
1k	Elect Director Walter C. Rakowich	For
1l	Elect Director Alfred J. Verrecchia	For
2	Amend Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 5.36% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Iron Mountain Incorporated

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

J.B. Hunt Transport Services, Inc.

Meeting Date: 04/20/2017 **Country:** USA **Primary Security ID:** 445658107
Record Date: 02/14/2017 **Meeting Type:** Annual

Primary CUSIP: 445658107

Shares Voted: 52

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Douglas G. Duncan	Against
<i>Voter Rationale: The company does not provide shareholders the right to amend the bylaws of the company, only the board can amend the bylaws. A vote is cast against all nominees</i>		
1.2	Elect Director Francesca M. Edwardson	Against
1.3	Elect Director Wayne Garrison	Against
1.4	Elect Director Sharilyn S. Gasaway	Against
1.5	Elect Director Gary C. George	Against
1.6	Elect Director J. Bryan Hunt, Jr.	Against
1.7	Elect Director Coleman H. Peterson	Against
1.8	Elect Director John N. Roberts, III	Against
1.9	Elect Director James L. Robo	Against
1.10	Elect Director Kirk Thompson	Against
2	Amend Omnibus Stock Plan	Against
<i>Voter Rationale: A stock plan for key executives is amended by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. Thus, a vote is cast against the amendment.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

J.B. Hunt Transport Services, Inc.

Proposal Number	Proposal Text	Vote Instruction
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
6	Report on Political Contributions <i>Voter Rationale: This proposal requests the company provide a report, updated semiannually, on its direct and indirect political contributions and trade association expenditures made with corporate funds. Some, but not all, of this information is available in public filings but they are scattered throughout different states and are not readily and easily available in total to shareholders. A vote is cast for this proposal because it would provide useful and more comprehensive information regarding the Company's political contributions.</i>	For

Jacobs Engineering Group Inc.

Meeting Date: 01/19/2017	Country: USA	Primary Security ID: 469814107
Record Date: 11/23/2016	Meeting Type: Annual	
Primary CUSIP: 469814107		

Shares Voted: 72

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Joseph R. Bronson <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Juan Jose Suarez Coppel	For
1c	Elect Director Robert C. Davidson, Jr.	For
1d	Elect Director Steven J. Demetriou	For
1e	Elect Director Ralph E. Eberhart	For
1f	Elect Director Dawne S. Hickton	For
1g	Elect Director Linda Fayne Levinson	For
1h	Elect Director Peter J. Robertson	For
1i	Elect Director Christopher M.T. Thompson	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Jacobs Engineering Group Inc.

Proposal Number	Proposal Text	Vote Instruction
2	Amend Nonqualified Employee Stock Purchase Plan <i>Voter Rationale: This proposal adds shares to an employee stock ownership plan, which gives an equity stake in the company to all full-time and many part-time workers, thus encouraging quality work. That is in the best interests of shareholders. A vote is cast in favor.</i>	For
3	Amend Nonqualified Employee Stock Purchase Plan <i>Voter Rationale: This proposal adds shares to an employee stock ownership plan, which gives an equity stake in the company to all full-time and many part-time workers, thus encouraging quality work. That is in the best interests of shareholders. A vote is cast in favor.</i>	For
4	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
5	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
6	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Johnson & Johnson

Meeting Date: 04/27/2017 **Country:** USA **Primary Security ID:** 478160104
Record Date: 02/28/2017 **Meeting Type:** Annual
Primary CUSIP: 478160104

Shares Voted: 1,614

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Mary C. Beckerle <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is no such majority here. A vote is cast for all outsiders and against insiders.</i>	Against
1b	Elect Director D. Scott Davis	For
1c	Elect Director Ian E. L. Davis	For
1d	Elect Director Alex Gorsky	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Johnson & Johnson

Proposal Number	Proposal Text	Vote Instruction
1e	Elect Director Mark B. McClellan	Against
1f	Elect Director Anne M. Mulcahy	Against
1g	Elect Director William D. Perez	Against
1h	Elect Director Charles Prince	For
1i	Elect Director A. Eugene Washington	Against
1j	Elect Director Ronald A. Williams	Against
2	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Amend Omnibus Stock Plan	Against
	<i>Voter Rationale: This proposal seeks approval of performance criteria for an existing stock compensation plan. Although the types of criteria are listed, the Company does not disclose enough about them to enable a shareholder to determine what type of award will be generated by what type of performance. That is not in the best interests of shareholders. Therefore, a vote is cast against.</i>	
5	Ratify PricewaterhouseCoopers LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
6	Require Independent Board Chairman	For
	<i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</i>	

Johnson Controls International plc

Meeting Date: 03/08/2017

Country: Ireland

Primary Security ID: G51502105

Record Date: 01/04/2017

Meeting Type: Annual

Primary CUSIP: 478366107

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Johnson Controls International plc

Shares Voted: 556

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director David P. Abney	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Natalie A. Black	For
1c	Elect Director Michael E. Daniels	For
1d	Elect Director Brian Duperreault	For
1e	Elect Director Jeffrey A. Joerres	For
1f	Elect Director Alex A. Molinaroli	For
1g	Elect Director George R. Oliver	For
1h	Elect Director Juan Pablo del Valle Perochena	For
1i	Elect Director Jurgen Tinggren	For
1j	Elect Director Mark Vergnano	For
1k	Elect Director R. David Yost	For
2a	Ratify PricewaterhouseCoopers LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders. Therefore, a vote is cast in favor</i>	
2b	Authorize Board to Fix Remuneration of Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Authorize Market Purchases of Company shares	Abstain
	<i>Voter Rationale: The Company seeks authority to repurchase its own shares. The Company has not stated what be the purposes of its repurchases. That is not in the best interests of shareholders. A vote is cast to abstain.</i>	
4	Determine Price Range for Reissuance of Treasury Shares	For
	<i>Voter Rationale: This is a procedural item. A vote is cast in favor.</i>	
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Johnson Controls International plc

Proposal Number	Proposal Text	Vote Instruction
6	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
7	Amend Omnibus Stock Plan <i>Voter Rationale: A stock plan for key executives is amended by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. Thus, a vote is cast against the amendment.</i>	Against
8	Approve the Directors' Authority to Allot Shares <i>Voter Rationale: This seeks to issue securities with preemptive rights (i.e., first refusal of pro-rata share). The number of shares involved are not excessive. A vote is cast in favor.</i>	For
9	Approve the Disapplication of Statutory Pre-Emption Rights <i>Voter Rationale: This seeks to issue securities without preemptive rights (i.e., first refusal of pro-rata share). The shares involved are not excessive. A yes vote is cast.</i>	For

JPMorgan Chase & Co.

Meeting Date: 05/16/2017

Country: USA

Primary Security ID: 46625H100

Record Date: 03/17/2017

Meeting Type: Annual

Primary CUSIP: 46625H100

Shares Voted: 2,123

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Linda B. Bammann <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director James A. Bell	For
1c	Elect Director Crandall C. Bowles	For
1d	Elect Director Stephen B. Burke	For
1e	Elect Director Todd A. Combs	For
1f	Elect Director James S. Crown	For
1g	Elect Director James Dimon	For
1h	Elect Director Timothy P. Flynn	For
1i	Elect Director Laban P. Jackson, Jr.	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

JPMorgan Chase & Co.

Proposal Number	Proposal Text	Vote Instruction
1j	Elect Director Michael A. Neal	For
1k	Elect Director Lee R. Raymond	For
1l	Elect Director William C. Weldon	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Ratify PricewaterhouseCoopers LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Require Independent Board Chairman	For
	<i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</i>	
6	Prohibit Accelerated Vesting of Awards to Pursue Government Service	For
	<i>Voter Rationale: This proposal requests that the Board of Directors adopt a policy prohibiting the vesting of equity-based awards for senior executives due to a voluntary resignation to enter government service (a Government Service Golden Parachute). The proponent commends an employee entering government service but, points out that it is standard practice that unvested awards are forfeited upon a voluntary resignation. Furthermore, allowing discretionary vesting of equity awards to executives who voluntarily resign to pursue a government service career runs contrary to the purpose of equity compensation and provides windfall payments to executives without a clear benefit to shareholders. A vote is cast for this proposal because company shareholders should not shoulder the costs associated with the executive's personal decision.</i>	
7	Clawback Amendment	For
	<i>Voter Rationale: This proposal asks the board to adopt a policy to review all bonuses and awards to senior executives when a restatement of the company's financial results occurs and to recoup any incentive-based compensation if specified performance targets were not actually achieved. A vote is cast for this proposal because incentive pay should be paid and retained only if the company legitimately achieves performance benchmarks that are set in advance.</i>	
8	Report on Gender Pay Gap	For
	<i>Voter Rationale: This shareholder proposal asks the board to provide a report to reduce the gender pay gap at the company. It appears the company has initiatives to create a more gender balanced organization and is committed to compensating its employees fairly regardless of gender. The report requested by the proponent would help validate that claim, a vote is cast in favor.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

JPMorgan Chase & Co.

Proposal Number	Proposal Text	Vote Instruction
9	Provide Vote Counting to Exclude Abstentions <i>Voter Rationale: This shareholder proposal seeks to have the Company exclude abstentions when calculating the support proposals receive. Under the current system, from a practical standpoint abstentions count as a vote against both management and shareholder proposals in calculating the percentage of support a proposal receives. Abstentions allow shareholders to use their vote to send a message of ambivalence or disapproval without outwardly supporting or opposing a proposal. A shareholder may also choose to abstain on an issue where a real or perceived conflict exists. Thus abstentions serve a valuable purpose. The proponent has not submitted any evidence of abuse of the system. For those reasons, a vote is cast against.</i>	Against
10	Reduce Ownership Threshold for Shareholders to Call a Special Meeting <i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>	For

Juniper Networks, Inc.

Meeting Date: 05/25/2017 **Country:** USA **Primary Security ID:** 48203R104
Record Date: 03/31/2017 **Meeting Type:** Annual

Primary CUSIP: 48203R104

Shares Voted: 227

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Robert M. Calderoni <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Election Director Gary Daichendt	For
1c	Election Director Kevin DeNuccio	For
1d	Election Director James Dolce	For
1e	Election Director Mercedes Johnson	For
1f	Election Director Scott Kriens	For
1g	Election Director Rahul Merchant	For
1h	Election Director Rami Rahim	For
1i	Election Director William R. Stensrud	For
2	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Juniper Networks, Inc.

Proposal Number	Proposal Text	Vote Instruction
3	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 13.99% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
4	Amend Qualified Employee Stock Purchase Plan <i>Voter Rationale: This proposal adds shares to an employee stock ownership plan, which gives an equity stake in the company to all fulltime and many part-time workers, thus encouraging quality work. That is in the best interests of shareholders. A vote is cast in favor.</i>	For
5	Eliminate Supermajority Vote Requirement <i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	For
6	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
7	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
8	Report on Annual Disclosure of EEO-1 Data <i>Voter Rationale: This proposal seeks a report from the Company on its Equal Employment policies and practices. The Company asserts it is in full compliance with all legal requirements. This report would be a good way for it to check on that. A vote is cast in favor.</i>	For

Kansas City Southern

Meeting Date: 05/04/2017

Country: USA

Primary Security ID: 485170302

Record Date: 03/06/2017

Meeting Type: Annual

Primary CUSIP: 485170302

Shares Voted: 64

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Kansas City Southern

Proposal Number	Proposal Text	Vote Instruction
1.2	Elect Director Robert J. Druten	For
1.3	Elect Director Terrence P. Dunn	For
1.4	Elect Director Antonio O. Garza, Jr.	For
1.5	Elect Director David Garza-Santos	For
1.6	Elect Director Thomas A. McDonnell	For
1.7	Elect Director Patrick J. Ottensmeyer	For
1.8	Elect Director Rodney E. Slater	For
2	Ratify KPMG LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
3	Approve Omnibus Stock Plan	Against
<i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 4.28% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>		
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
5	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		
6	Amend Proxy Access Right	For
<i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>		

KB Home

Meeting Date: 04/13/2017

Country: USA

Primary Security ID: 48666K109

Record Date: 02/10/2017

Meeting Type: Annual

Primary CUSIP: 48666K109

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

KB Home

Shares Voted: 56

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Timothy W. Finchem <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority. There is such a majority here but some incumbent nominees failed to attend 75% of their meetings without a valid excuse. A vote is cast in favor of all nominees except for the nominee with such poor attendance record.</i>	For
1.2	Elect Director Stuart A. Gabriel	For
1.3	Elect Director Thomas W. Gilligan	For
1.4	Elect Director Kenneth M. Jastrow, II	For
1.5	Elect Director Robert L. Johnson	For
1.6	Elect Director Melissa Lora	For
1.7	Elect Director Jeffery T. Mezger	For
1.8	Elect Director Robert L. Patton, Jr.	Against
1.9	Elect Director Michael M. Wood	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

Kellogg Company

Meeting Date: 04/28/2017

Country: USA

Primary Security ID: 487836108

Record Date: 03/01/2017

Meeting Type: Annual

Primary CUSIP: 487836108

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Kellogg Company

Shares Voted: 150

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director John Bryant	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Stephanie Burns	For
1.3	Elect Director Richard Dreiling	For
1.4	Elect Director La June Montgomery Tabron	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Ratify PricewaterhouseCoopers LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
5	Approve Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 12.60% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	
6	Amend Proxy Access Right	For
	<i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	

KeyCorp

Meeting Date: 05/18/2017

Country: USA

Primary Security ID: 493267108

Record Date: 03/24/2017

Meeting Type: Annual

Primary CUSIP: 493267108

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

KeyCorp

Shares Voted: 639

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Austin A. Adams <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Bruce D. Broussard	For
1.3	Elect Director Charles P. Cooley	For
1.4	Elect Director Gary M. Crosby	For
1.5	Elect Director Alexander M. Cutler	For
1.6	Elect Director H. James Dallas	For
1.7	Elect Director Elizabeth R. Gile	For
1.8	Elect Director Ruth Ann M. Gillis	For
1.9	Elect Director William G. Gisel, Jr.	For
1.10	Elect Director Carlton L. Highsmith	For
1.11	Elect Director Richard J. Hipple	For
1.12	Elect Director Kristen L. Manos	For
1.13	Elect Director Beth E. Mooney	For
1.14	Elect Director Demos Parneros	For
1.15	Elect Director Barbara R. Snyder	For
1.16	Elect Director David K. Wilson	For
2	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

KeyCorp

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

Kimberly-Clark Corporation

Meeting Date: 04/20/2017 **Country:** USA **Primary Security ID:** 494368103
Record Date: 02/21/2017 **Meeting Type:** Annual

Primary CUSIP: 494368103

Shares Voted: 213

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director John F. Bergstrom	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1.2	Elect Director Abelardo E. Bru	For
1.3	Elect Director Robert W. Decherd	For
1.4	Elect Director Thomas J. Falk	For
1.5	Elect Director Fabian T. Garcia	For
1.6	Elect Director Michael D. Hsu	For
1.7	Elect Director Mae C. Jemison	For
1.8	Elect Director James M. Jenness	For
1.9	Elect Director Nancy J. Karch	For
1.10	Elect Director Christa S. Quarles	For
1.11	Elect Director Ian C. Read	For
1.12	Elect Director Marc J. Shapiro	For
1.13	Elect Director Michael D. White	For
2	Ratify Deloitte & Touche LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Kimberly-Clark Corporation

Proposal Number	Proposal Text	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Kimco Realty Corporation

Meeting Date: 04/25/2017 **Country:** USA **Primary Security ID:** 49446R109
Record Date: 03/06/2017 **Meeting Type:** Annual
Primary CUSIP: 49446R109

Shares Voted: 252

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Milton Cooper <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Philip E. Coviello	For
1c	Elect Director Richard G. Dooley	For
1d	Elect Director Conor C. Flynn	For
1e	Elect Director Joe Grills	For
1f	Elect Director Frank Lourenso	For
1g	Elect Director Colombe M. Nicholas	For
1h	Elect Director Mary Hogan Preusse	For
1i	Elect Director Richard B. Saltzman	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Kimco Realty Corporation

Proposal Number	Proposal Text	Vote Instruction
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

Kinder Morgan, Inc.

Meeting Date: 05/10/2017 **Country:** USA **Primary Security ID:** 49456B101
Record Date: 03/13/2017 **Meeting Type:** Annual
Primary CUSIP: 49456B101

Shares Voted: 1,139

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Richard D. Kinder <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Steven J. Kean	For
1.3	Elect Director Kimberly A. Dang	For
1.4	Elect Director Ted A. Gardner	For
1.5	Elect Director Anthony W. Hall, Jr.	For
1.6	Elect Director Gary L. Hultquist	For
1.7	Elect Director Ronald L. Kuehn, Jr.	For
1.8	Elect Director Deborah A. Macdonald	For
1.9	Elect Director Michael C. Morgan	For
1.10	Elect Director Arthur C. Reichstetter	For
1.11	Elect Director Fayez Sarofim	For
1.12	Elect Director C. Park Shaper	For
1.13	Elect Director William A. Smith	For
1.14	Elect Director Joel V. Staff	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Kinder Morgan, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.15	Elect Director Robert F. Vagt	For
1.16	Elect Director Perry M. Waughtal	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Adopt Proxy Access Right	For
	<i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	
4	Report on Methane Emissions	For
	<i>Voter Rationale: This proposal requests that the Board report to shareholders on how the Company is responding to rising regulatory, competitive, and public pressure to significantly reduce carbon dioxide and other greenhouse gas emissions. This would provide shareholders with useful information on an important topic. A vote is cast in favor.</i>	
5	Report on Annual Sustainability	For
	<i>Voter Rationale: This proposal requests the Board to prepare a "sustainability" (how companies interact with their workers and the communities where they operate, source and sell their products) report which will include a review of current Company policies and practices related to social, environmental and economic sustainability and a summary of long-term plans to integrate sustainability objectives throughout the Company's operations. The proponent states that good corporate citizenship goes beyond the traditional business functions of creating jobs and paying taxes, to include corporate practices designed to protect human rights, worker rights, and the environment, and a commitment to pay a sustainable living wage to its employees and workers of suppliers. Such a report would provide shareholders with useful information in evaluating Company's plans, policies, and practices. A vote is cast in favor.</i>	
6	Report on Capital Expenditure Strategy with Respect to Climate Change Policy	For
	<i>Voter Rationale: This proposal requests that the Board report to shareholders on how the Company is responding to rising regulatory, competitive, and public pressure to significantly reduce carbon dioxide and other greenhouse gas emissions. This would provide shareholders with useful information on an important topic. A vote is cast in favor.</i>	

KLA-Tencor Corporation

Meeting Date: 11/01/2017

Country: USA

Primary Security ID: 482480100

Record Date: 09/13/2017

Meeting Type: Annual

Primary CUSIP: 482480100

Shares Voted: 94

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Edward W. Barnholt	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

KLA-Tencor Corporation

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Robert M. Calderoni	For
1.3	Elect Director John T. Dickson	For
1.4	Elect Director Emiko Higashi	For
1.5	Elect Director Kevin J. Kennedy	For
1.6	Elect Director Gary B. Moore	For
1.7	Elect Director Kiran M. Patel	For
1.8	Elect Director Robert A. Rango	For
1.9	Elect Director Richard P. Wallace	For
1.10	Elect Director David C. Wang	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	

Kohl's Corporation

Meeting Date: 05/10/2017

Country: USA

Primary Security ID: 500255104

Record Date: 03/08/2017

Meeting Type: Annual

Primary CUSIP: 500255104

Shares Voted: 105

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Peter Boneparth	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Kohl's Corporation

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Steven A. Burd	For
1c	Elect Director Kevin Mansell	For
1d	Elect Director Jonas Prising	For
1e	Elect Director John E. Schlifske	For
1f	Elect Director Adrienne Shapira	For
1g	Elect Director Frank V. Sica	For
1h	Elect Director Stephanie A. Streeter	For
1i	Elect Director Nina G. Vaca	For
1j	Elect Director Stephen E. Watson	For
2	Ratify Ernst & Young LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Approve Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 8.81% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	
6	Require Independent Board Chairman	For
	<i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

L Brands, Inc.

Meeting Date: 05/18/2017

Country: USA

Primary Security ID: 501797104

Record Date: 03/24/2017

Meeting Type: Annual

Primary CUSIP: 501797104

Shares Voted: 143

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Donna A. James <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Jeffrey H. Miro	For
1.3	Elect Director Michael G. Morris	For
1.4	Elect Director Raymond Zimmerman	For
2	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Reduce Supermajority Vote Requirement <i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	For

L3 Technologies Inc.

Meeting Date: 05/09/2017

Country: USA

Primary Security ID: 502413107

Record Date: 03/13/2017

Meeting Type: Annual

Primary CUSIP: 502413107

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

L3 Technologies Inc.

Shares Voted: 46

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Claude R. Canizares <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Thomas A. Corcoran	For
1c	Elect Director Ann E. Dunwoody	For
1d	Elect Director Lewis Kramer	For
1e	Elect Director Robert B. Millard	For
1f	Elect Director Lloyd W. Newton	For
1g	Elect Director Vincent Pagano, Jr.	For
1h	Elect Director H. Hugh Shelton	For
1i	Elect Director Arthur L. Simon	For
1j	Elect Director Michael T. Strianese	For
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Eliminate Supermajority Vote Requirement <i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	For
4	Amend Executive Incentive Bonus Plan <i>Voter Rationale: This proposal asks shareholders to approve or amend the company's annual incentive bonus plan for senior executive officers. Section 162(m) of the Internal Revenue Code requires that shareholders reapprove the plan every five years. A vote is cast against this proposal because the plan does not disclose specific performance goals upon which awards are based.</i>	Against
5	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
6	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Laboratory Corporation of America Holdings

Meeting Date: 05/11/2017

Country: USA

Primary Security ID: 50540R409

Record Date: 03/14/2017

Meeting Type: Annual

Primary CUSIP: 50540R409

Shares Voted: 61

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Kerri B. Anderson <i>Voter Rationale: Although this Company has a majority of independent directors on the board and the key nominating/compensation/audit committees consist entirely of independent outsiders, a nominee(s) who is employed full-time serves on the board of more than two other publicly-traded companies. That is not in the best interests of shareholders. A vote is cast to withhold on such nominee(s).</i>	For
1b	Elect Director Jean-Luc Belingard	For
1c	Elect Director D. Gary Gilliland	For
1d	Elect Director David P. King	For
1e	Elect Director Garheng Kong	Against
1f	Elect Director Robert E. Mittelstaedt, Jr.	For
1g	Elect Director Peter M. Neupert	For
1h	Elect Director Richelle P. Parham	For
1i	Elect Director Adam H. Schechter	For
1j	Elect Director R. Sanders Williams	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Laboratory Corporation of America Holdings

Proposal Number	Proposal Text	Vote Instruction
5	Report on Zika Virus Controls for Primates and Employees <i>Voter Rationale: The People for the Ethical Treatment of Animals asks the board to report annually on measures taken to prevent, detect and control Zika virus infection of nonhuman primates and human employees at the Company's U.S. facilities and surrounding communities. PETA argues monkeys at the Company's facilities may be exposed to the Zika virus through mosquitoes since they live outside in Texas where more than 7 cases of Zika virus have been detected. However, there have been no cases of Zika virus transmission from mosquitoes in the United States. PETA's aim seems to be to draw attention to the use of animals in medical laboratories generally rather than over a existing problem raised by the requested report. Therefore, a vote is cast against.</i>	Against

Lam Research Corporation

Meeting Date: 11/08/2017 **Country:** USA **Primary Security ID:** 512807108
Record Date: 09/11/2017 **Meeting Type:** Annual

Primary CUSIP: 512807108

Shares Voted: 96

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Martin B. Anstice <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all other nominees.</i>	For
1.2	Elect Director Eric K. Brandt	For
1.3	Elect Director Michael R. Cannon	For
1.4	Elect Director Youssef A. El-Mansy	For
1.5	Elect Director Christine A. Heckart	For
1.6	Elect Director Young Bum (YB) Koh	For
1.7	Elect Director Catherine P. Lego	For
1.8	Elect Director Stephen G. Newberry	For
1.9	Elect Director Abhijit Y. Talwalkar	For
1.10	Elect Director Lih Shyng (Rick L.) Tsai	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Lam Research Corporation

Proposal Number	Proposal Text	Vote Instruction
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
5	Adopt Policy to Annually Disclose EEO-1 Data <i>Voter Rationale: This proposal seeks a report from the Company on its Equal Employment policies and practices. The Company asserts it is in full compliance with all legal requirements. This report would be a good way for it to check on that. A vote is cast in favor.</i>	For

Lazard Ltd

Meeting Date: 04/25/2017

Country: Bermuda

Primary Security ID: G54050102

Record Date: 03/02/2017

Meeting Type: Annual

Primary CUSIP: G54050102

Shares Voted: 102

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Kenneth M. Jacobs <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Michelle Jarrard	For
1.3	Elect Director Philip A. Laskawy	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Lazard Ltd

Proposal Number	Proposal Text	Vote Instruction
4	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		
5	Limit/Prohibit Accelerated Vesting of Awards	For
<i>Voter Rationale: This proposal requests the Board adopt a policy prohibiting the vesting of equity-based awards for senior executives due to voluntary resignation to enter government service. Currently, the Compensation Committee has the discretion to accelerate the vesting of equity-based awards after a voluntary resignation from the company when an employee starts a government service career. The proponent approves of employees from the private sector entering public service, but in 2014, a company employee resigned to become a Counselor to the U.S. Treasury Secretary and received equity awards valued between \$6.0 and \$30.0 million. According to the proponent, that situation runs counter to the purpose of equity compensation. We agree with the proponent that the acceleration of the equity awards provides a windfall to the executives unrelated to company performance. A vote is cast in favor of the proposal.</i>		

Leggett & Platt, Incorporated

Meeting Date: 05/09/2017

Country: USA

Primary Security ID: 524660107

Record Date: 03/03/2017

Meeting Type: Annual

Primary CUSIP: 524660107

Shares Voted: 79

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Robert E. Brunner	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1b	Elect Director Robert G. Culp, III	For
1c	Elect Director R. Ted Enloe, III	For
1d	Elect Director Manuel A. Fernandez	For
1e	Elect Director Matthew C. Flanigan	For
1f	Elect Director Karl G. Glassman	For
1g	Elect Director Joseph W. McClanathan	For
1h	Elect Director Judy C. Odom	For
1i	Elect Director Phoebe A. Wood	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Leggett & Platt, Incorporated

Proposal Number	Proposal Text	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Lennar Corporation

Meeting Date: 04/18/2017

Country: USA

Primary Security ID: 526057104

Record Date: 02/21/2017

Meeting Type: Annual

Primary CUSIP: 526057104

Shares Voted: 117

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Irving Bolotin <i>Voter Rationale: A vote is cast against all nominees to the Board in response to the directors lack of oversight of Company risk by failing to have developed a policy for the responsible use of Company stock in connection with pledging activity (a vote will not be cast against nominee Shalala because she is new to the board). At this Company five executive officers have pledged stock (Class A and Class B) with a \$105.3 million aggregate value or 1.06% of the common shares outstanding or market value without a clear rationale. Pledging of Company stock at any amount as collateral for a loan is not a responsible use of equity and may have a detrimental impact on shareholders if the officer or director is forced to sell Company stock, for example to meet a margin call. The forced sale of a significant amount of Company stock could potentially have a negative impact on the stock price. In addition, pledging of shares may be utilized as part of hedging or monetization strategies that would potentially immunize an executive against economic exposure to the stock, even while maintaining voting rights.</i>	Withhold
1.2	Elect Director Steven L. Gerard	Withhold
1.3	Elect Director Theron I. 'Tig' Gilliam	Withhold
1.4	Elect Director Sherrill W. Hudson	Withhold
1.5	Elect Director Sidney Lapidus	Withhold
1.6	Elect Director Teri P. McClure	Withhold
1.7	Elect Director Stuart Miller	Withhold

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Lennar Corporation

Proposal Number	Proposal Text	Vote Instruction
1.8	Elect Director Armando Olivera	Withhold
1.9	Elect Director Donna Shalala	For
1.10	Elect Director Jeffrey Sonnenfeld	Withhold
2	Ratify Deloitte & Touche LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	For
	<i>Voter Rationale: This proposal eliminates unequal voting rights. It is in the best interests of shareholders for all shareholders to have equal voting rights. A vote is cast in favor of the proposal.</i>	

Leucadia National Corporation

Meeting Date: 05/25/2017

Country: USA

Primary Security ID: 527288104

Record Date: 03/30/2017

Meeting Type: Annual

Primary CUSIP: 527288104

Shares Voted: 193

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Leucadia National Corporation

Proposal Number	Proposal Text	Vote Instruction
1.5	Elect Director Brian P. Friedman	For
1.6	Elect Director Richard B. Handler	For
1.7	Elect Director Robert E. Joyal	For
1.8	Elect Director Jeffrey C. Keil	For
1.9	Elect Director Michael T. O'Kane	For
1.10	Elect Director Stuart H. Reese	For
1.11	Elect Director Joseph S. Steinberg	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		
4	Ratify Deloitte & Touche LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

Level 3 Communications, Inc.

Meeting Date: 03/16/2017

Country: USA

Primary Security ID: 52729N308

Record Date: 01/25/2017

Meeting Type: Special

Primary CUSIP: 52729N308

Shares Voted: 173

Proposal Number	Proposal Text	Vote Instruction
1	Approve Merger Agreement	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Level 3 Communications, Inc.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: This proposal seeks shareholder approval of the Company being acquired by CenturyLink, Inc. in a Cash and Stock – Fixed Exchange Ratio valued at \$25.2 billion at announcement. The Company is a multinational telecommunications and Internet service provider. CenturyLink, Inc. is a telecommunications company. Upon completion of the transaction, the Company will own 49% of the combined firm. The Board recommends shareholder approval because a) the expected cost synergies that the Board believes will be \$975 million of annual run-rate cash synergies; b) the expectation that the merger will be accretive to free cash flow the first full year after completion of the merger; c) the combined firm will benefit from enhanced network capabilities and geographic reach; and d) the expectation of increased scale of the Company's operations and a reduction in the combined firm's net cash expense over the next few years. Per the terms of the transaction, each Company share will receive \$26.50 in cash and 1.4286 CenturyLink, Inc. shares per Company share: \$69.92 per share at announcement which represents a premium of 29.4% based on the closing prices of the shares on the last day of trading before the transaction was announced. An opinion has been issued by Citi & Lazard that the terms are fair to the Company's shareholders. Market reaction has been positive. A vote is cast in favor of this proposal.</i>	
2	Advisory Vote on Golden Parachutes	Against
	<i>Voter Rationale: This advisory vote proposal seeks shareholder approval of the merger-related "golden parachute" executive compensation arrangements which may be paid in connection with the proposed merger. The outcome of this advisory vote will have no effect on whether the merger is consummated. The arrangements are not in the best interests of shareholders because they provide for accelerated vesting of unvested equity awards in an amount that is excessive. Therefore, a vote is cast against.</i>	
3	Adjourn Meeting	For
	<i>Voter Rationale: This proposal seeks an adjournment to seek more votes, if necessary, for the merger. Since the merger is being supported, a vote is cast in favor.</i>	

Level 3 Communications, Inc.

Meeting Date: 05/25/2017 **Country:** USA **Primary Security ID:** 52729N308
Record Date: 03/31/2017 **Meeting Type:** Annual

Primary CUSIP: 52729N308

Shares Voted: 174

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director James O. Ellis, Jr.	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Jeff K. Storey	For
1c	Elect Director Kevin P. Chilton	For
1d	Elect Director Steven T. Clontz	For
1e	Elect Director Irene M. Esteves	For
1f	Elect Director T. Michael Glenn	For
1g	Elect Director Spencer B. Hays	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Level 3 Communications, Inc.

Proposal Number	Proposal Text	Vote Instruction
1h	Elect Director Michael J. Mahoney	For
1i	Elect Director Kevin W. Mooney	For
1j	Elect Director Peter Seah Lim Huat	For
1k	Elect Director Peter Van Oppen	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		
4	Ratify KPMG LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

Liberty Interactive Corporation

Meeting Date: 05/24/2017

Country: USA

Primary Security ID: 53071M104

Record Date: 04/03/2017

Meeting Type: Annual

Primary CUSIP: 53071M104

Shares Voted: 44

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Evan D. Malone	Withhold
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders. The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are retired nominees serving on more than five other boards. It is not in the best interest of the shareholders for directors to be spread over so many boards. A vote is withheld from such nominees.</i>		
1.2	Elect Director David E. Rapley	For
1.3	Elect Director Larry E. Romrell	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Liberty Interactive Corporation

Proposal Number	Proposal Text	Vote Instruction
2	Ratify KPMG LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Lincoln National Corporation

Meeting Date: 05/26/2017 **Country:** USA **Primary Security ID:** 534187109
Record Date: 03/20/2017 **Meeting Type:** Annual

Primary CUSIP: 534187109

Shares Voted: 136

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Deirdre P. Connelly <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director William H. Cunningham	For
1.3	Elect Director Dennis R. Glass	For
1.4	Elect Director George W. Henderson, III	For
1.5	Elect Director Eric G. Johnson	For
1.6	Elect Director Gary C. Kelly	For
1.7	Elect Director M. Leanne Lachman	For
1.8	Elect Director Michael F. Mee	For
1.9	Elect Director Patrick S. Pittard	For
1.10	Elect Director Isaiah Tidwell	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Lincoln National Corporation

Proposal Number	Proposal Text	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest.&#160; Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests.&#160; Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company&#8217;s performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5a	Eliminate Supermajority Vote Requirement for Existing Preferred Stock and Bylaw Amendments <i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	For
5b	Eliminate Supermajority Vote Requirement to Remove Directors <i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	For
5c	Eliminate Supermajority Vote Requirement for Business Combinations <i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	For

LKQ Corporation

Meeting Date: 05/08/2017 **Country:** USA **Primary Security ID:** 501889208
Record Date: 03/16/2017 **Meeting Type:** Annual

Primary CUSIP: 501889208

Shares Voted: 182

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

LKQ Corporation

Proposal Number	Proposal Text	Vote Instruction
1c	Elect Director Robert M. Hanser	For
1d	Elect Director Joseph M. Holsten	For
1e	Elect Director Blythe J. McGarvie	For
1f	Elect Director Paul M. Meister	For
1g	Elect Director John F. O'Brien	For
1h	Elect Director Guhan Subramanian	For
1i	Elect Director William M. Webster, IV	For
1j	Elect Director Dominick Zarcone	For
2	Ratify Deloitte & Touche LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	

Lockheed Martin Corporation

Meeting Date: 04/27/2017

Country: USA

Primary Security ID: 539830109

Record Date: 02/24/2017

Meeting Type: Annual

Primary CUSIP: 539830109

Shares Voted: 150

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Daniel F. Akerson	Against
	<i>Voter Rationale: A vote is cast against the board in response to provisions that inhibit shareholder rights.</i>	
1b	Elect Director Nolan D. Archibald	Against
1c	Elect Director Rosalind G. Brewer	Against
1d	Elect Director David B. Burritt	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Lockheed Martin Corporation

Proposal Number	Proposal Text	Vote Instruction
1e	Elect Director Bruce A. Carlson	Against
1f	Elect Director James O. Ellis, Jr.	Against
1g	Elect Director Thomas J. Falk	Against
1h	Elect Director Ilene S. Gordon	Against
1i	Elect Director Marillyn A. Hewson	Against
1j	Elect Director James M. Loy	Against
1k	Elect Director Joseph W. Ralston	Against
1l	Elect Director Anne Stevens	Against
2	Ratify Ernst & Young LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
4	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		
5	Adopt Holy Land Principles	For
<i>Voter Rationale: A vote is cast in favor of this proposal to support fair work place policies in the Palestinian territories.</i>		

Loews Corporation

Meeting Date: 05/09/2017

Country: USA

Primary Security ID: 540424108

Record Date: 03/16/2017

Meeting Type: Annual

Primary CUSIP: 540424108

Shares Voted: 164

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Lawrence S. Bacow	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Loews Corporation

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders. The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are nominees who serve on an excessive number of other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is withheld from such nominees.</i>	
1b	Elect Director Ann E. Berman	For
1c	Elect Director Joseph L. Bower	For
1d	Elect Director Charles D. Davidson	For
1e	Elect Director Charles M. Diker	For
1f	Elect Director Jacob A. Frenkel	Against
1g	Elect Director Paul J. Fribourg	Against
1h	Elect Director Walter L. Harris	Against
1i	Elect Director Philip A. Laskawy	For
1j	Elect Director Ken Miller	For
1k	Elect Director Andrew H. Tisch	Against
1l	Elect Director James S. Tisch	Against
1m	Elect Director Jonathan M. Tisch	Against
1n	Elect Director Anthony Welters	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Ratify Deloitte & Touche LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Lowe's Companies, Inc.

Meeting Date: 06/02/2017

Country: USA

Primary Security ID: 548661107

Record Date: 03/24/2017

Meeting Type: Annual

Primary CUSIP: 548661107

Shares Voted: 516

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Raul Alvarez <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are nominees who serve on an excessive number of other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is withheld from such nominees. A vote is cast for all other nominees because there is a two-thirds majority of independent outsiders on the board.</i>	Withhold
1.2	Elect Director Angela F. Braly	For
1.3	Elect Director Sandra B. Cochran	For
1.4	Elect Director Laurie Z. Douglas	For
1.5	Elect Director Richard W. Dreiling	For
1.6	Elect Director Robert L. Johnson	For
1.7	Elect Director Marshall O. Larsen	For
1.8	Elect Director James H. Morgan	For
1.9	Elect Director Robert A. Niblock	For
1.10	Elect Director Bertram L. Scott	For
1.11	Elect Director Eric C. Wiseman	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Lowe's Companies, Inc.

Proposal Number	Proposal Text	Vote Instruction
5	Assess Climate Benefits and Feasibility of Adopting Quantitative Renewable Production Goals	For

Voter Rationale: The proponent requests the board to provide a report evaluating climate benefits from adopting quantitative/time bound goals for increasing renewable energy sourcing/production. According to the proponent, the company promotes the sale/installation of solar panels for homeowners but, the company has not welcomed that technology for its own operations. The report requested by the proponent would provide shareholders with valuable information to evaluate the company's commitment to reducing greenhouse gas emissions. A vote is cast in favor.

LyondellBasell Industries N.V.

Meeting Date: 05/24/2017 **Country:** Netherlands **Primary Security ID:** N53745100
Record Date: 04/26/2017 **Meeting Type:** Annual

Primary CUSIP: N/A

Shares Voted: 197

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Robert G. Gwin	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1b	Elect Director Jacques Aigrain	For
1c	Elect Director Lincoln Benet	For
1d	Elect Director Jagjeet S. Bindra	For
1e	Elect Director Robin Buchanan	For
1f	Elect Director Stephen F. Cooper	For
1g	Elect Director Nance K. Dicciani	For
1h	Elect Director Claire S. Farley	For
1i	Elect Director Isabella D. Goren	For
1j	Elect Director Bruce A. Smith	For
1k	Elect Director Rudy van der Meer	For
2	Adoption of Dutch Statutory Annual Accounts	For
<i>Voter Rationale: The acceptance of financial statements and statutory reports is a routine, bookkeeping matter that does not materially affect shareholders. No objection has been made. A vote is cast in favor.</i>		
3	Approve Discharge of Management Board	For
<i>Voter Rationale: The discharge of the management board is a symbolic, basically procedural non-binding vote. A vote in favor is cast.</i>		

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

LyondellBasell Industries N.V.

Proposal Number	Proposal Text	Vote Instruction
4	Approve Discharge of Supervisory Board <i>Voter Rationale: The discharge of the supervisory board is a symbolic, basically procedural, non-binding matter. A vote in favor is cast.</i>	For
5	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
6	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
7	Approve Dividends of EUR 0.85 Per Share <i>Voter Rationale: This proposal seeks approval of the company's allocation of dividends. The allocation of dividends is normally in the best interests of shareholders and no objection has been made. A vote is cast in favor.</i>	For
8	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
9	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital <i>Voter Rationale: The Company seeks authority to repurchase its own shares. The Company has not stated what be the purposes of its repurchases. That is not in the best interests of shareholders. A vote is cast to abstain.</i>	Abstain
11	Amend Omnibus Stock Plan <i>Voter Rationale: This proposal seeks approval of performance criteria for an existing stock compensation plan. Although the types of criteria are listed, the Company does not disclose enough about them to enable a shareholder to determine what type of award will be generated by what type of performance. That is not in the best interests of shareholders. Therefore, a vote is cast against.</i>	Against

M&T Bank Corporation

Meeting Date: 04/18/2017

Country: USA

Primary Security ID: 55261F104

Record Date: 02/28/2017

Meeting Type: Annual

Primary CUSIP: 55261F104

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

M&T Bank Corporation

Shares Voted: 92

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Brent D. Baird	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority. There is such a majority here but some incumbent nominees failed to attend 75% of their meetings without a valid excuse. A vote is cast in favor of all nominees except for the nominee with such poor attendance record.</i>	
1.2	Elect Director C. Angela Bontempo	For
1.3	Elect Director Robert T. Brady	For
1.4	Elect Director T. Jefferson Cunningham, III	For
1.5	Elect Director Gary N. Geisel	For
1.6	Elect Director Richard A. Grossi	For
1.7	Elect Director John D. Hawke, Jr.	For
1.8	Elect Director Newton P.S. Merrill	For
1.9	Elect Director Melinda R. Rich	Withhold
1.10	Elect Director Robert E. Sadler, Jr.	For
1.11	Elect Director Denis J. Salamone	For
1.12	Elect Director David S. Scharfstein	For
1.13	Elect Director Herbert L. Washington	For
1.14	Elect Director Robert G. Wilmers	For
2	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Ratify PricewaterhouseCoopers LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Macy's, Inc.

Meeting Date: 05/19/2017

Country: USA

Primary Security ID: 55616P104

Record Date: 03/23/2017

Meeting Type: Annual

Primary CUSIP: 55616P104

Shares Voted: 181

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Francis S. Blake <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director John A. Bryant	For
1c	Elect Director Deirdre P. Connelly	For
1d	Elect Director Jeff Gennette	For
1e	Elect Director Leslie D. Hale	For
1f	Elect Director William H. Lenehan	For
1g	Elect Director Sara Levinson	For
1h	Elect Director Terry J. Lundgren	For
1i	Elect Director Joyce M. Roche	For
1j	Elect Director Paul C. Varga	For
1k	Elect Director Marna C. Whittington	For
1l	Elect Director Annie Young-Scrivner	For
2	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Macy's, Inc.

Proposal Number	Proposal Text	Vote Instruction
5	Amend Executive Incentive Bonus Plan	Against
<i>Voter Rationale: This proposal asks shareholders to approve or amend the company's annual incentive bonus plan for senior executive officers. Section 162(m) of the Internal Revenue Code requires that shareholders reapprove the plan every five years. A vote is cast against this proposal because the plan does not disclose specific performance goals upon which awards are based.</i>		

Mallinckrodt plc

Meeting Date: 03/01/2017 **Country:** Ireland **Primary Security ID:** G5785G107
Record Date: 01/04/2017 **Meeting Type:** Annual

Primary CUSIP: N/A

Shares Voted: 63

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Melvin D. Booth	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1b	Elect Director David R. Carlucci	For
1c	Elect Director J. Martin Carroll	For
1d	Elect Director Diane H. Gulyas	For
1e	Elect Director JoAnn A. Reed	For
1f	Elect Director Angus C. Russell	For
1g	Elect Director Virgil D. Thompson - Withdrawn Resolution	
1h	Elect Director Mark C. Trudeau	For
1i	Elect Director Kneeland C. Youngblood	For
1j	Elect Director Joseph A. Zaccagnino	For
2	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Mallinckrodt plc

Proposal Number	Proposal Text	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Authorize Share Repurchase up to 10 Percent of Issued Share Capital <i>Voter Rationale: The Company seeks authority to repurchase its own shares. Stock repurchases are usually in the best interests of shareholders because they send a positive message to the market that the Company is confident in its future and they can be used to improve earnings per share or stabilize prices. A vote is cast in favor.</i>	For
5	Determine Price Range for Reissuance of Treasury Shares <i>Voter Rationale: This is a procedural item. A vote is cast in favor.</i>	For
6a	Amend Memorandum of Association <i>Voter Rationale: This proposal makes various good housekeeping amendments to the Company's articles. A vote is cast in favor.</i>	For
6b	Amend Articles of Association <i>Voter Rationale: This proposal makes various good housekeeping amendments to the Company's articles. A vote is cast in favor.</i>	For
7	Approve Reduction in Share Capital <i>Voter Rationale: This proposal authorizes the board to reduce its authorized capital if it thinks it is necessary. The board is in the best position to determine the appropriate size of authorized capital. Therefore, a vote is cast in favor.</i>	For

Marathon Oil Corporation

Meeting Date: 05/31/2017 **Country:** USA **Primary Security ID:** 565849106
Record Date: 04/03/2017 **Meeting Type:** Annual
Primary CUSIP: 565849106

Shares Voted: 504

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Marathon Oil Corporation

Proposal Number	Proposal Text	Vote Instruction
1e	Elect Director Philip Lader	For
1f	Elect Director Michael E. J. Phelps	For
1g	Elect Director Dennis H. Reilley	For
1h	Elect Director Lee M. Tillman	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
4	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		

Marathon Petroleum Corporation

Meeting Date: 04/26/2017

Country: USA

Primary Security ID: 56585A102

Record Date: 02/27/2017

Meeting Type: Annual

Primary CUSIP: 56585A102

Shares Voted: 313

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Marathon Petroleum Corporation

Proposal Number	Proposal Text	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Amend Omnibus Stock Plan <i>Voter Rationale: This proposal seeks approval of performance criteria for an existing stock compensation plan. Although the types of criteria are listed, the Company does not disclose enough about them to enable a shareholder to determine what type of award will be generated by what type of performance. That is not in the best interests of shareholders. Therefore, a vote is cast against.</i>	Against
5	Report on Environmental and Human Rights Due Diligence <i>Voter Rationale: This shareholder proposal asks the company to prepare a report that describes its due diligence process that is used in identifying environmental and social risks (includes indigenous rights risk) when reviewing potential acquisitions. Without proper due diligence, the proponent stated the company is exposed to reputational, regulatory, and financial lost risks. The proponent turns the spotlight on the company's indirect, 28% interest in the Bakken Pipeline Project – an oil pipeline from North Dakota to Illinois that is opposed by the Standing Rock Tribe because a potential spill could contaminate their water source and sacred sites. The entities constructing and operating the pipeline have had previous environmental or social performance issues. According to the company, it respects human/cultural rights and its due diligence risk assessment is highly customized to the transaction involved – it did not provide detailed disclosure on its evaluation of the Bakken project. The report requested by the proponent would allow shareholders to determine if the company took reasonable steps to address the Standing Rock Tribe's concerns. A vote is cast in favor.</i>	For
6	Report on Strategy for Aligning with 2 Degree Scenario <i>Voter Rationale: This shareholder proposal asks the board to publish an assessment of the long-term impact on the company's portfolio of the effort to restrict global warming to no more than two degrees Celsius over pre-industrial levels (The Paris Agreement - 2015). The company is in the oil refinery business and in its 2016 annual report it stated the Paris agreement is not legally binding and that future activities in response to the agreement are unknown. The report requested by the proponent would add more depth to the information the company currently makes public regarding the impact of climate change on its portfolio and help guide company shareholders to make an informed opinion on the challenges/risks the company faces regarding the Agreement. A vote is cast in favor.</i>	For
7	Adopt Simple Majority Vote <i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	For

Marriott International, Inc.

Meeting Date: 05/05/2017

Country: USA

Primary Security ID: 571903202

Record Date: 03/13/2017

Meeting Type: Annual

Primary CUSIP: 571903202

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Marriott International, Inc.

Shares Voted: 190

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director J.W. Marriott, Jr.	Against
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is no such majority here. A vote is cast for outsiders and against insiders.</i>	
1.2	Elect Director Mary K. Bush	Against
1.3	Elect Director Bruce W. Duncan	Against
1.4	Elect Director Deborah Marriott Harrison	Against
1.5	Elect Director Frederick A. 'Fritz' Henderson	Against
1.6	Elect Director Eric Hippeau	For
1.7	Elect Director Lawrence W. Kellner	Against
1.8	Elect Director Debra L. Lee	Against
1.9	Elect Director Aylwin B. Lewis	Against
1.10	Elect Director George Munoz	Against
1.11	Elect Director Steven S. Reinemund	Against
1.12	Elect Director W. Mitt Romney	For
1.13	Elect Director Susan C. Schwab	Against
1.14	Elect Director Arne M. Sorenson	Against
2	Ratify Ernst & Young LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Adopt Holy Land Principles	For
	<i>Voter Rationale: A vote is cast in favor of this proposal that promotes equal opportunity employment in the Palestinian territories.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Marsh & McLennan Companies, Inc.

Meeting Date: 05/18/2017

Country: USA

Primary Security ID: 571748102

Record Date: 03/20/2017

Meeting Type: Annual

Primary CUSIP: 571748102

Shares Voted: 306

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Anthony K. Anderson <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Oscar Fanjul	For
1c	Elect Director Daniel S. Glaser	For
1d	Elect Director H. Edward Hanway	For
1e	Elect Director Deborah C. Hopkins	For
1f	Elect Director Elaine La Roche	For
1g	Elect Director Steven A. Mills	For
1h	Elect Director Bruce P. Nolop	For
1i	Elect Director Marc D. Oken	For
1j	Elect Director Morton O. Schapiro	For
1k	Elect Director Lloyd M. Yates	For
1l	Elect Director R. David Yost	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Marsh & McLennan Companies, Inc.

Proposal Number	Proposal Text	Vote Instruction
5	Adopt Holy Land Principles <i>Voter Rationale: This shareholder proposal requests the Company adopt the Holy Land Principles (HLP) that are directed towards its operations in Israel and the Palestinian Territories. The HLP is a code of conduct for U.S. companies operating in those two locations and its eight principles attempt to ensure non-discriminatory practices. Recruitment of underrepresented employee groups and developing training programs for minority workers are among the principles contained in the HLP. Ensuring fair and equal treatment of workers strengthens the Company's ability to operate in a contentious environment. Therefore, a vote is cast in favor.</i>	For

Martin Marietta Materials, Inc.

Meeting Date: 05/18/2017 **Country:** USA **Primary Security ID:** 573284106
Record Date: 03/10/2017 **Meeting Type:** Annual

Primary CUSIP: 573284106

Shares Voted: 38

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Sue W. Cole <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Michael J. Quillen	For
1.3	Elect Director John J. Koraleski	For
1.4	Elect Director Stephen P. Zelnak, Jr.	For
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Martin Marietta Materials, Inc.

Proposal Number	Proposal Text	Vote Instruction
5	Adopt Proxy Access Right	For
<i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>		

Masco Corporation

Meeting Date: 05/12/2017	Country: USA	Primary Security ID: 574599106
Record Date: 03/17/2017	Meeting Type: Annual	
Primary CUSIP: 574599106		
Shares Voted: 195		

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Keith J. Allman	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1b	Elect Director J. Michael Losh	For
1c	Elect Director Christopher A. O'Herlihy	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		
4	Ratify PricewaterhouseCoopers LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Mastercard Incorporated

Meeting Date: 06/27/2017

Country: USA

Primary Security ID: 57636Q104

Record Date: 04/27/2017

Meeting Type: Annual

Primary CUSIP: 57636Q104

Shares Voted: 561

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Richard Haythornthwaite <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Ajay Banga	For
1c	Elect Director Silvio Barzi	For
1d	Elect Director David R. Carlucci	For
1e	Elect Director Steven J. Freiberg	For
1f	Elect Director Julius Genachowski	For
1g	Elect Director Merit E. Janow	For
1h	Elect Director Nancy J. Karch	For
1i	Elect Director Oki Matsumoto	For
1j	Elect Director Rima Qureshi	For
1k	Elect Director Jose Octavio Reyes Lagunes	For
1l	Elect Director Jackson Tai	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Amend Omnibus Stock Plan <i>Voter Rationale: This proposal seeks approval of performance criteria for an existing stock compensation plan. Although the types of criteria are listed, the Company does not disclose enough about them to enable a shareholder to determine what type of award will be generated by what type of performance. That is not in the best interests of shareholders. Therefore, a vote is cast against.</i>	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Mastercard Incorporated

Proposal Number	Proposal Text	Vote Instruction
5	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
6	Report on Gender Pay Gap <i>Voter Rationale: This shareholder proposal asks the board to provide a report to reduce the gender pay gap at the company. The company said it is committed to equal pay for equal work and the report requested by the proponent would help shareholders to determine if a reduction is necessary - a vote is cast in favor.</i>	For

Mattel, Inc.

Meeting Date: 05/19/2017

Country: USA

Primary Security ID: 577081102

Record Date: 03/24/2017

Meeting Type: Annual

Primary CUSIP: 577081102

Shares Voted: 204

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Michael J. Dolan <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Trevor A. Edwards	For
1c	Elect Director Frances D. Fergusson	For
1d	Elect Director Margaret H. Georgiadis	For
1e	Elect Director Ann Lewnes	For
1f	Elect Director Dominic Ng	For
1g	Elect Director Vasant M. Prabhu	For
1h	Elect Director Dean A. Scarborough	For
1i	Elect Director Christopher A. Sinclair	For
1j	Elect Director Dirk Van de Put	For
1k	Elect Director Kathy White Loyd	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Mattel, Inc.

Proposal Number	Proposal Text	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Approve Executive Incentive Bonus Plan <i>Voter Rationale: This proposal asks shareholders to approve or amend the company's annual incentive bonus plan for senior executive officers. Section 162(m) of the Internal Revenue Code requires that shareholders reapprove the plan every five years. A vote is cast against this proposal because the plan does not disclose specific performance goals upon which awards are based.</i>	Against

McCormick & Company, Incorporated

Meeting Date: 03/29/2017

Country: USA

Primary Security ID: 579780206

Record Date: 01/03/2017

Meeting Type: Annual

Primary CUSIP: 579780206

Shares Voted: 68

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

McCormick & Company, Incorporated

Proposal Number	Proposal Text	Vote Instruction
1g	Elect Director Maritza G. Montiel	For
1h	Elect Director Margaret M.V. Preston	For
1i	Elect Director Gary Rodkin	For
1j	Elect Director Jacques Tapiero	For
1k	Elect Director Alan D. Wilson	For
2	Ratify Ernst & Young LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	

McDonald's Corporation

Meeting Date: 05/24/2017

Country: USA

Primary Security ID: 580135101

Record Date: 03/27/2017

Meeting Type: Annual

Primary CUSIP: 580135101

Shares Voted: 488

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Lloyd Dean	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Stephen Easterbrook	For
1c	Elect Director Robert Eckert	For
1d	Elect Director Margaret Georgiadis	For
1e	Elect Director Enrique Hernandez, Jr.	For
1f	Elect Director Jeanne Jackson	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

McDonald's Corporation

Proposal Number	Proposal Text	Vote Instruction
1g	Elect Director Richard Lenny	For
1h	Elect Director John Mulligan	For
1i	Elect Director Sheila Penrose	For
1j	Elect Director John Rogers, Jr.	For
1k	Elect Director Miles White	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Amend Omnibus Stock Plan	Against
	<i>Voter Rationale: This proposal seeks approval of performance criteria for an existing stock compensation plan. Although the types of criteria are listed, the Company does not disclose enough about them to enable a shareholder to determine what type of award will be generated by what type of performance. That is not in the best interests of shareholders. Therefore, a vote is cast against.</i>	
5	Ratify Ernst & Young LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
6	Provide Vote Counting to Exclude Abstentions	Against
	<i>Voter Rationale: This shareholder proposal seeks to have the Company exclude abstentions when calculating the support proposals receive. Under the current system, from a practical standpoint abstentions count as a vote against both management and shareholder proposals in calculating the percentage of support a proposal receives. Abstentions allow shareholders to use their vote to send a message of ambivalence or disapproval without outwardly supporting or opposing a proposal. A shareholder may also choose to abstain on an issue where a real or perceived conflict exists. Thus abstentions serve a valuable purpose. The proponent has not submitted any evidence of abuse of the system. For those reasons, a vote is cast against.</i>	
7	Reduce Ownership Threshold for Shareholders to Call a Special Meeting	For
	<i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

McDonald's Corporation

Proposal Number	Proposal Text	Vote Instruction
8	<p>Issue New Series of Preferred Stock with the Right to Elect own Director</p> <p><i>Voter Rationale: This shareholder proposal asks the Board to adopt a plan whereby the Company would issue Owner/Operators ("Franchisees") a special class of stock with the right to elect one Board nominee director, but holding no financial interest in the Company. The proponent, Marco Consulting Group Trust I, argues that the Company's main revenue and profits emanate from Franchisees. Having a Franchisee representative on the Board to speak on behalf of those who have a high stake in the Company would enhance the alignment between the Company and the Franchisees, as well as bring experience to the Board. The Board, however, disputes this proposal and asks the Company to create a dual-class structure to nominate a new Board member without shareholder consent. It is the Board's belief that Board nominations come solely from shareholders. In view of the experience that a Franchisee Board member could bring to the board and magnitude of Company's business that comes from franchised restaurants, a vote is cast for this proposal.</i></p>	For
9	<p>Adopt Holy Land Principles</p> <p><i>Voter Rationale: This shareholder proposal requests the Company adopt the Holy Land Principles (HLP) that are directed towards its operations in Israel and the Palestinian Territories. The HLP is a code of conduct for U.S. companies operating in those two locations and its eight principles attempt to ensure non-discriminatory practices. Recruitment of underrepresented employee groups and developing training programs for minority workers are among the principles contained in the HLP. Ensuring fair and equal treatment of workers strengthens the Company's ability to operate in a contentious environment. Therefore, a vote is cast in favor.</i></p>	For
10	<p>Adopt Policy to Ban Non-Therapeutic Use of Antibiotics in Meat Supply Chain</p> <p><i>Voter Rationale: This shareholder proposal asks the board to adopt a policy to prohibit the use of antibiotics used in human medicine from its global meat supply chain and state a timeline for global adoption. There are growing public health concerns regarding the non-therapeutic use of medically-important antibiotics in the animal farming industry, as this practice has been found, by regulatory and research bodies, to facilitate the development and dispersion of drug-resistant pathogens. Last year the company adopted a new policy applying to U.S. restaurants sourcing chickens by 2017 that are not raised with antibiotics – however, this commitment does not extend to chickens sourced outside the U.S. and for beef and pork products. The company states that the policy details a vision for antibiotics across all protein suppliers (poultry, beef, pork, dairy and eggs) and furthermore, it covers the entirety of the company's global operations, spanning 119 countries as of year-end 2015. However, according to the company it is premature to set a timeline for implementation of antibiotics for proteins other than chicken, as agricultural practices vary by market and by species around the world. This proposal does provide the company with the autonomy to determine implementation timelines that are best suited to the company's business and sourcing needs and company shareholders would benefit from more detailed disclosure about how the company plans to expand these policies throughout its meat supply chain, particularly given growing health concerns and industry trends. Therefore, a vote is cast in favor of the proposal.</i></p>	For
11	<p>Assess Environmental Impact of Polystyrene Foam Cups</p> <p><i>Voter Rationale: This shareholder proposal requests that the Company provide a report on the effect non-recyclable brand packaging has on the environment. The proponent argues that the Company's use of polystyrene-based foam cups (especially in international markets) expose humans to possible carcinogens, are rarely recycled, and can crumble into small particles, can be toxic to birds and other sea animals. The Board maintains that while 2 percent of its packaging in international markets are made of polystyrene foam it always considers the effect packaging has on the environment. The Board notes its partnering with the Environmental Defense Fund in an effort to decrease the effect its packaging has on the environment. The Company does not reveal it plans to completely eliminate polystyrene-based packaging from its entire global supply chain. Such a report could provide shareholders with useful information on the progress of the Company's packaging plans to become more environmentally friendly. A vote is cast in favor.</i></p>	For
12	<p>Report on Charitable Contributions</p> <p><i>Voter Rationale: This shareholder proposal asks the Company to provide a report which discloses its policies and procedures for charitable contributions made with corporate assets, contributions made, the business rationale for each contribution, the personnel participating in the decision to contribute and the actual or estimated benefits to the Company as a result of the contribution. Unlike corporate political contributions, which are difficult to determine, the information sought here is already available to shareholders. However, a charitable gift, by definition is made as a goodwill gesture and not with the intent of receiving some measurable quid pro quo benefit in return. Therefore, a vote is cast against this proposal.</i></p>	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

McKesson Corporation

Meeting Date: 07/26/2017

Country: USA

Primary Security ID: 58155Q103

Record Date: 05/31/2017

Meeting Type: Annual

Primary CUSIP: 58155Q103

Shares Voted: 126

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Andy D. Bryant <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director N. Anthony Coles	For
1c	Elect Director John H. Hammergren	For
1d	Elect Director M. Christine Jacobs	For
1e	Elect Director Donald R. Knauss	For
1f	Elect Director Marie L. Knowles	For
1g	Elect Director Edward A. Mueller	For
1h	Elect Director Susan R. Salka	For
2	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Require Independent Board Chairman <i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</i>	For
6	Provide Right to Act by Written Consent <i>Voter Rationale: This proposal allows shareholders to act by written consent. If the majority of shareholders wish to exercise their ownership rights by written consent, they should be allowed to do so. A vote is cast in favor.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Mead Johnson Nutrition Company

Meeting Date: 05/31/2017

Country: USA

Primary Security ID: 582839106

Record Date: 04/13/2017

Meeting Type: Special

Primary CUSIP: 582839106

Shares Voted: 109

Proposal Number	Proposal Text	Vote Instruction
1	Approve Merger Agreement <i>Voter Rationale: This proposal seeks shareholder approval of the Company being acquired by Reckitt Benckiser (RBG) for \$16.5 billion in cash. The Company is a global leader in pediatric nutrition and RBG is a British company in the business of producing health, hygiene and home products. The Board recommends shareholder approval because: none of the other alternatives to this transaction evaluated by the board was likely to create value for shareholders greater than the consideration offered by RBG and the cash form of consideration provides certainty of value to company shareholders. Per the terms of the merger, each share of company stock will receive \$90.00, which represents a premium of 29.5% to the unaffected date 02-01-17. An opinion has been issued by Goldman Sachs and Morgan Stanley that the terms are fair to the Company's shareholders. For those reasons, a vote is cast in favor of the proposal.</i>	For
2	Adjourn Meeting <i>Voter Rationale: This proposal seeks to adjourn the meeting to obtain additional proxies if necessary, in order to support the merger. Since we support the merger, a vote is cast in favor.</i>	For
3	Advisory Vote on Golden Parachutes <i>Voter Rationale: This advisory vote proposal seeks shareholder approval of the merger-related "golden parachute" executive compensation arrangements which may be paid in connection with the proposed merger. The outcome of this advisory vote will have no effect on whether the merger is consummated. The arrangements are not in the best interests of shareholders because they provide: a total payment in excess of 2.99 times salary and bonus; a gross up for excise taxes; that a recipient can receive cash payments and accelerated vesting of un-vested equity awards even if he or she does not lose his job; for accelerated vesting of un-vested equity awards in an amount that is excessive. Therefore, a vote is cast against.</i>	Against

Medtronic plc

Meeting Date: 12/08/2017

Country: Ireland

Primary Security ID: G5960L103

Record Date: 10/10/2017

Meeting Type: Annual

Primary CUSIP: 585055106

Shares Voted: 815

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Richard H. Anderson <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not such a majority. Therefore, a vote is cast in favor of all independent outsiders and against all insiders.</i>	For
1b	Elect Director Craig Arnold	Against
1c	Elect Director Scott C. Donnelly	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Medtronic plc

Proposal Number	Proposal Text	Vote Instruction
1d	Elect Director Randall J. Hogan, III	Against
1e	Elect Director Omar Ishrak	Against
1f	Elect Director Shirley Ann Jackson	Against
1g	Elect Director Michael O. Leavitt	Against
1h	Elect Director James T. Lenehan	For
1i	Elect Director Elizabeth G. Nabel	Against
1j	Elect Director Denise M. O'Leary	For
1k	Elect Director Kendall J. Powell	Against
1l	Elect Director Robert C. Pozen	Against
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Audit Committee to Fix Their Remuneration	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
4	Amend Omnibus Stock Plan	Against
<i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 9.20% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>		

Merck & Co., Inc.

Meeting Date: 05/23/2017

Country: USA

Primary Security ID: 58933Y105

Record Date: 03/27/2017

Meeting Type: Annual

Primary CUSIP: 58933Y105

Shares Voted: 1,638

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Leslie A. Brun	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Merck & Co., Inc.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Thomas R. Cech	For
1c	Elect Director Pamela J. Craig	For
1d	Elect Director Kenneth C. Frazier	For
1e	Elect Director Thomas H. Gloner	For
1f	Elect Director Rochelle B. Lazarus	For
1g	Elect Director John H. Noseworthy	For
1h	Elect Director Carlos E. Represas	For
1i	Elect Director Paul B. Rothman	For
1j	Elect Director Patricia F. Russo	For
1k	Elect Director Craig B. Thompson	For
1l	Elect Director Wendell P. Weeks	For
1m	Elect Director Peter C. Wendell	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Ratify PricewaterhouseCoopers LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
5	Require Independent Board Chairman	For
	<i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Merck & Co., Inc.

Proposal Number	Proposal Text	Vote Instruction
6	Adopt Holy Land Principles <i>Voter Rationale: This shareholder proposal requests the Company adopt the Holy Land Principles (HLP) that are directed towards its operations in Israel and the Palestinian Territories. The HLP is a code of conduct for U.S. companies operating in those two locations and its eight principles attempt to ensure non-discriminatory practices. Recruitment of underrepresented employee groups and developing training programs for minority workers are among the principles contained in the HLP. Ensuring fair and equal treatment of workers strengthens the Company's ability to operate in a contentious environment. Therefore, a vote is cast in favor.</i>	Against
7	Report on Risks of Doing Business in Conflict-Affected Areas <i>Voter Rationale: This shareholder proposal asks the Company to provide a report which addresses the policies and procedures taken to assess and minimize the risks of working in international conflict areas. It is the proponent's belief that the Company should avoid doing business in areas of belligerent occupation. The Board believes that the implementation of its current policies have already addressed these concerns. The Company does, however admit in its 10-K that political instability may have a negative effect on the business operations. Shareholders could benefit from such a report. A vote is cast in favor.</i>	For
8	Report on Board Oversight of Product Safety and Quality <i>Voter Rationale: A vote for this proposal is warranted, as additional information regarding the company's product safety policies and practices would aid shareholders in assessing the company's management of related issues and potential concerns.</i>	For

MetLife, Inc.

Meeting Date: 06/13/2017 **Country:** USA **Primary Security ID:** 59156R108
Record Date: 04/14/2017 **Meeting Type:** Annual
Primary CUSIP: 59156R108

Shares Voted: 647

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Cheryl W. Grise <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are nominees who serve on an excessive number of other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is withheld from such nominees. A vote is cast for all other nominees because there is a two-thirds majority of independent outsiders on the board.</i>	For
1.2	Elect Director Carlos M. Gutierrez	For
1.3	Elect Director David L. Herzog	For
1.4	Elect Director R. Glenn Hubbard	For
1.5	Elect Director Steven A. Kandarian	For
1.6	Elect Director Alfred F. Kelly, Jr.	For
1.7	Elect Director Edward J. Kelly, III	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

MetLife, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.8	Elect Director William E. Kennard	For
1.9	Elect Director James M. Kilts	Against
1.10	Elect Director Catherine R. Kinney	For
1.11	Elect Director Denise M. Morrison	For
2	Ratify Deloitte & Touche LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
4	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
<i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>		

MetLife, Inc.

Meeting Date: 10/19/2017

Country: USA

Primary Security ID: 59156R108

Record Date: 09/05/2017

Meeting Type: Special

Primary CUSIP: 59156R108

Shares Voted: 646

Proposal Number	Proposal Text	Vote Instruction
1	Amend Certificate of Incorporation to Modify the Dividend Payment Tests for the Series A Preferred Stock and the Series C Preferred Stock	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

MetLife, Inc.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: This proposal asks shareholders to amend preferred stock dividend payment tests (regarding shareholders' equity and net income) in the company's certificate of incorporation so that the company can continue to pay preferred or common stock dividends or repurchasing common shares. On August 7th of this year, the company spun off Brighthouse Financial, Inc. and a substantial portion of the company's shareholder equity was distributed to its shareholders. That distribution resulted in shareholders' equity dropping to a level such that a preferred stock dividend payment test would not pass. The proposed amendment to the dividend payment tests would change the definition of shareholders' equity to measurement periods prior to Aug. 4, 2017. Considering the sound rationale and the risk to common shareholders if the proposal is not passed, a vote is cast in favor.</i>	
2	Adjourn Meeting	For
	<i>Voter Rationale: This proposal seeks to adjourn the meeting to obtain additional proxies if necessary, in order to support proposal one. Since we support proposal one, a vote is cast in favor.</i>	

Mettler-Toledo International Inc.

Meeting Date: 05/04/2017	Country: USA	Primary Security ID: 592688105
Record Date: 03/06/2017	Meeting Type: Annual	
Primary CUSIP: 592688105		
Shares Voted: 16		

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Robert F. Spoerry	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Wah-Hui Chu	For
1.3	Elect Director Francis A. Contino	For
1.4	Elect Director Olivier A. Filliol	For
1.5	Elect Director Richard Francis	For
1.6	Elect Director Constance L. Harvey	For
1.7	Elect Director Michael A. Kelly	For
1.8	Elect Director Hans Ulrich Maerki	For
1.9	Elect Director Thomas P. Salice	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Mettler-Toledo International Inc.

Proposal Number	Proposal Text	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Michael Kors Holdings Limited

Meeting Date: 08/03/2017

Country: Virgin Isl (UK)

Primary Security ID: G60754101

Record Date: 06/01/2017

Meeting Type: Annual

Primary CUSIP: N/A

Shares Voted: 97

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director John D. Idol <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Robin Freestone	For
1c	Elect Director Ann Korologos	For
2	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Assess Feasibility of Adopting Quantitative Renewable Energy Goals <i>Voter Rationale: This shareholder proposal requests the company to provide a report on the feasibility of adopting energy efficiency and renewable energy goals. A vote is cast in favor of this proposal because the company does not provide any information concerning its energy use or its efforts to reduce its carbon emissions.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Microchip Technology Incorporated

Meeting Date: 08/22/2017

Country: USA

Primary Security ID: 595017104

Record Date: 06/28/2017

Meeting Type: Annual

Primary CUSIP: 595017104

Shares Voted: 137

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Steve Sanghi <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Matthew W. Chapman	For
1.3	Elect Director L.B. Day	For
1.4	Elect Director Esther L. Johnson	For
1.5	Elect Director Wade F. Meyercord	For
2	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 8.65% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
3	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
5	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Micron Technology, Inc.

Meeting Date: 01/18/2017

Country: USA

Primary Security ID: 595112103

Record Date: 11/21/2016

Meeting Type: Annual

Primary CUSIP: 595112103

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Micron Technology, Inc.

Shares Voted: 613

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Robert L. Bailey	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Richard M. Beyer	For
1.3	Elect Director Patrick J. Byrne	For
1.4	Elect Director D. Mark Durcan	For
1.5	Elect Director Mercedes Johnson	For
1.6	Elect Director Lawrence N. Mondry	For
1.7	Elect Director Robert E. Switz	For
2	Amend Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 17.17% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	
3	Adopt NOL Rights Plan (NOL Pill)	For
	<i>Voter Rationale: This proposal seeks shareholder approval of the Company's net operating loss poison pill ("NOL pill"). The purpose of the NOL pill is to protect shareholder value by preserving the Company's ability to use certain tax assets, such as NOLs, to offset future income and thereby reduce potential future federal income tax obligations. In general we oppose poison pills, which serve to entrench management. This NOL pill, however, is not designed to deter a hostile takeover; rather, it will protect the ability of the Company to use its NOLs and other tax attributes for the benefit of the Company and its shareholders. Because the Company could greatly benefit from these attributes, a vote is cast in favor.</i>	
4	Ratify PricewaterhouseCoopers LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
5	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Microsoft Corporation

Meeting Date: 11/29/2017

Country: USA

Primary Security ID: 594918104

Record Date: 09/29/2017

Meeting Type: Annual

Primary CUSIP: 594918104

Shares Voted: 4,636

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director William H. Gates, III <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Reid G. Hoffman	For
1.3	Elect Director Hugh F. Johnston	For
1.4	Elect Director Teri L. List-Stoll	For
1.5	Elect Director Satya Nadella	For
1.6	Elect Director Charles H. Noski	For
1.7	Elect Director Helmut Panke	For
1.8	Elect Director Sandra E. Peterson	For
1.9	Elect Director Penny S. Pritzker	For
1.10	Elect Director Charles W. Scharf	For
1.11	Elect Director Arne M. Sorenson	For
1.12	Elect Director John W. Stanton	For
1.13	Elect Director John W. Thompson	For
1.14	Elect Director Padmasree Warrior	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Microsoft Corporation

Proposal Number	Proposal Text	Vote Instruction
5	Amend Executive Incentive Bonus Plan <i>Voter Rationale: This proposal asks shareholders to approve or amend the Company's annual incentive bonus plan for senior executive officers. Section 162(m) of the Internal Revenue Code requires that shareholders reapprove the plan every five years. A vote is cast against this proposal because the plan does not disclose specific performance goals upon which awards are based.</i>	Against
6	Approve Omnibus Stock Plan <i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 7.72% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	Against

Mid-America Apartment Communities, Inc.

Meeting Date: 05/23/2017

Country: USA

Primary Security ID: 59522J103

Record Date: 03/17/2017

Meeting Type: Annual

Primary CUSIP: 59522J103

Shares Voted: 67

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director H. Eric Bolton, Jr. <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Russell R. French	For
1c	Elect Director Alan B. Graf, Jr.	For
1d	Elect Director Toni Jennings	For
1e	Elect Director James K. Lowder	For
1f	Elect Director Thomas H. Lowder	For
1g	Elect Director Monica McGurk	For
1h	Elect Director Claude B. Nielsen	For
1i	Elect Director Philip W. Norwood	For
1j	Elect Director W. Reid Sanders	For
1k	Elect Director Gary Shorb	For
1l	Elect Director David P. Stockert	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Mid-America Apartment Communities, Inc.

Proposal Number	Proposal Text	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against

Mohawk Industries, Inc.

Meeting Date: 05/18/2017 **Country:** USA **Primary Security ID:** 608190104
Record Date: 03/24/2017 **Meeting Type:** Annual

Primary CUSIP: 608190104

Shares Voted: 38

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Richard C. Ill <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Jeffrey S. Lorberbaum	For
1.3	Elect Director Karen A. Smith Bogart	For
2	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Mohawk Industries, Inc.

Proposal Number	Proposal Text	Vote Instruction
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Approve Omnibus Stock Plan <i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 5.10% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	Against

Molson Coors Brewing Company

Meeting Date: 05/17/2017

Country: USA

Primary Security ID: 60871R209

Record Date: 03/24/2017

Meeting Type: Annual

Primary CUSIP: 60871R209

Shares Voted: 110

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Roger G. Eaton <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	For
1.2	Elect Director Charles M. Herington	For
1.3	Elect Director H. Sanford Riley	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For

Mondelez International, Inc.

Meeting Date: 05/17/2017

Country: USA

Primary Security ID: 609207105

Record Date: 03/08/2017

Meeting Type: Annual

Primary CUSIP: 609207105

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Mondelez International, Inc.

Shares Voted: 916

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Lewis W.K. Booth <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Charles E. Bunch	For
1c	Elect Director Lois D. Juliber	For
1d	Elect Director Mark D. Ketchum	For
1e	Elect Director Jorge S. Mesquita	For
1f	Elect Director Joseph Neubauer	For
1g	Elect Director Nelson Peltz	For
1h	Elect Director Fredric G. Reynolds	For
1i	Elect Director Irene B. Rosenfeld	For
1j	Elect Director Christiana S. Shi	For
1k	Elect Director Patrick T. Siewert	For
1l	Elect Director Ruth J. Simmons	For
1m	Elect Director Jean-Francois M. L. van Boxmeer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: <This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Assess Environmental Impact of Non-Recyclable Packaging <i>Voter Rationale: This proposal requests the Company assess the impact of continuing to use non-recyclable packaging in its materials. The Company does not disclose a comprehensive consumer packaging policy or program. Such a report could provide useful information to shareholders on an important topic. A vote is cast in favor.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Mondelez International, Inc.

Proposal Number	Proposal Text	Vote Instruction
6	Create a Committee to Prepare a Report Regarding the Impact of Plant Closures on Communities and Alternatives	For
<i>Voter Rationale: This shareholder proposal asks the board to create a committee composed of company management and employees that would prepare a report regarding the impact on communities from the closure of company manufacturing facilities and alternatives that could be put into place to lessen the impact of the closures in the future. The proponent noted that over the last two decades the company has closed/reduced a significant number of its plants across the U.S. and Canada and that lost production capacity went to non-union suppliers as well as Mexico. According to the proponent, employees that were terminated were not able to find work that was comparable to what they were doing and had to take low wage jobs, retire, or move to new locations. The formation of the committee requested in this proposal – partially composed of company employees, would give those members an opportunity to express their personal viewpoint directly to management on how their strategic planning would affect their livelihood. A vote is cast in favor.</i>		

Monsanto Company

Meeting Date: 01/27/2017	Country: USA	Primary Security ID: 61166W101
Record Date: 12/05/2016	Meeting Type: Annual	
Primary CUSIP: 61166W101		
Shares Voted: 258		

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Dwight M. 'Mitch' Barns	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1b	Elect Director Gregory H. Boyce	For
1c	Elect Director David L. Chicoine	For
1d	Elect Director Janice L. Fields	For
1e	Elect Director Hugh Grant	For
1f	Elect Director Arthur H. Harper	For
1g	Elect Director Laura K. Ipsen	For
1h	Elect Director Marcos M. Lutz	For
1i	Elect Director C. Steven McMillan	For
1j	Elect Director Jon R. Moeller	For
1k	Elect Director George H. Poste	For
1l	Elect Director Robert J. Stevens	For
1m	Elect Director Patricia Verduin	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Monsanto Company

Proposal Number	Proposal Text	Vote Instruction
2	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Amend Omnibus Stock Plan <i>Voter Rationale: This proposal seeks approval of performance criteria for an existing stock compensation plan. Although the types of criteria are listed, the Company does not disclose enough about them to enable a shareholder to determine what type of award will be generated by what type of performance. That is not in the best interests of shareholders. Therefore, a vote is cast against.</i>	Against
6	Report on Lobbying Payments and Policy <i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	For
7	Report on Effectiveness and Risks of Glyphosate Use <i>Voter Rationale: This proposal requests that the Board report to shareholders on how the Company is assessing the effectiveness and risks associated with the Company's policy responses to public policy developments intended to control pollution and food contamination from glyphosate (an herbicide that is probably carcinogenic). This would provide shareholders with useful information on an important topic. A vote is cast in favor.</i>	For

Monster Beverage Corporation

Meeting Date: 06/19/2017

Country: USA

Primary Security ID: 61174X109

Record Date: 04/24/2017

Meeting Type: Annual

Primary CUSIP: 61174X109

Shares Voted: 240

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Rodney C. Sacks	Withhold

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Monster Beverage Corporation

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	
1.2	Elect Director Hilton H. Schlosberg	Withhold
1.3	Elect Director Mark J. Hall	Withhold
1.4	Elect Director Norman C. Epstein	For
1.5	Elect Director Gary P. Fayard	For
1.6	Elect Director Benjamin M. Polk	For
1.7	Elect Director Sydney Selati	For
1.8	Elect Director Harold C. Taber, Jr.	For
1.9	Elect Director Kathy N. Waller	Withhold
1.10	Elect Director Mark S. Vidergauz	For
2	Ratify Deloitte & Touche LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Approve Non-Employee Director Omnibus Stock Plan	Against
	<i>Voter Rationale: This proposal establishes a stock plan for outside directors. Stock is granted without regard to company performance or director attendance. That is not in the best interests of shareholders. A vote is cast against.</i>	
4	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
5	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
6	Adopt Proxy Access Right	For
	<i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Monster Beverage Corporation

Proposal Number	Proposal Text	Vote Instruction
7	Report on Sustainability, Including Water Risks <i>Voter Rationale: This proposal requests the Board to prepare a "sustainability" (how companies interact with their workers and the communities where they operate, source and sell their products) report which will include a review of current company policies and practices related to social, environmental and economic sustainability and a summary of long-term plans to integrate sustainability objectives throughout the company's operations. The proponent states that good corporate citizenship goes beyond the traditional business functions of creating jobs and paying taxes, to include corporate practices designed to protect human rights, worker rights, and the environment, and a commitment to pay a sustainable living wage to its employees and workers of suppliers. Such a report would provide shareholders with useful information in evaluating company's plans, policies, and practices. A vote is cast in favor.</i>	For

Moody's Corporation

Meeting Date: 04/25/2017	Country: USA	Primary Security ID: 615369105
Record Date: 02/28/2017	Meeting Type: Annual	
Primary CUSIP: 615369105		
Shares Voted: 99		

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Basil L. Anderson <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Jorge A. Bermudez	For
1.3	Elect Director Darrell Duffie	For
1.4	Elect Director Kathryn M. Hill	For
1.5	Elect Director Ewald Kist	For
1.6	Elect Director Raymond W. McDaniel, Jr.	For
1.7	Elect Director Henry A. McKinnell, Jr.	For
1.8	Elect Director Leslie F. Seidman	For
1.9	Elect Director Bruce Van Saun	For
2	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Moody's Corporation

Proposal Number	Proposal Text	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross-ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Morgan Stanley

Meeting Date: 05/22/2017 **Country:** USA **Primary Security ID:** 617446448
Record Date: 03/27/2017 **Meeting Type:** Annual
Primary CUSIP: 617446448

Shares Voted: 856

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Erskine B. Bowles <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	Against
1b	Elect Director Alistair Darling	For
1c	Elect Director Thomas H. Glocer	For
1d	Elect Director James P. Gorman	Against
1e	Elect Director Robert H. Herz	For
1f	Elect Director Nobuyuki Hirano	Against
1g	Elect Director Klaus Kleinfeld	Against
1h	Elect Director Jami Miscik	For
1i	Elect Director Dennis M. Nally	For
1j	Elect Director Hutham S. Olayan	Against
1k	Elect Director James W. Owens	For
1l	Elect Director Ryosuke Tamakoshi	Against
1m	Elect Director Perry M. Traquina	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Morgan Stanley

Proposal Number	Proposal Text	Vote Instruction
1n	Elect Director Rayford Wilkins, Jr.	For
2	Ratify Deloitte & Touche LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Amend Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 11.16% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	
6	Amend Non-Employee Director Omnibus Stock Plan	Against
	<i>Voter Rationale: This proposal adds shares to an existing stock plan for outside directors. The plan is not a good one because it does not award stock on the basis of company performance or director attendance. A vote is cast against the proposal.</i>	
7	Provide Vote Counting to Exclude Abstentions	Against
	<i>Voter Rationale: This shareholder proposal seeks to have the Company exclude abstentions when calculating the support proposals receive. Under the current system, from a practical standpoint abstentions count as a vote against both management and shareholder proposals in calculating the percentage of support a proposal receives. Abstentions allow shareholders to use their vote to send a message of ambivalence or disapproval without outwardly supporting or opposing a proposal. A shareholder may also choose to abstain on an issue where a real or perceived conflict exists. Thus abstentions serve a valuable purpose. The proponent has not submitted any evidence of abuse of the system. For those reasons, a vote is cast against.</i>	
8	Prohibit Accelerated Vesting of Awards to Pursue Government Service	For
	<i>Voter Rationale: This proposal requests that the Board of Directors adopt a policy prohibiting the vesting of equity-based awards for senior executives due to a voluntary resignation to enter government service (a Government Service Golden Parachute). The proponent commends an employee entering government service but, points out that it is standard practice that unvested awards are forfeited upon a voluntary resignation. Furthermore, allowing discretionary vesting of equity awards to executives who voluntarily resign to pursue a government service career runs contrary to the purpose of equity compensation and provides windfall payments to executives without a clear benefit to shareholders. A vote is cast for this proposal because company shareholders should not shoulder the costs associated with the executive's personal decision.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Motorola Solutions, Inc.

Meeting Date: 05/15/2017

Country: USA

Primary Security ID: 620076307

Record Date: 03/17/2017

Meeting Type: Annual

Primary CUSIP: 620076307

Shares Voted: 98

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Gregory Q. Brown <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this company, insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees.</i>	For
1b	Elect Director Kenneth D. Denman	For
1c	Elect Director Egon P. Durban	Against
1d	Elect Director Clayton M. Jones	For
1e	Elect Director Judy C. Lewent	For
1f	Elect Director Gregory K. Mondre	Against
1g	Elect Director Anne R. Pramaggiore	For
1h	Elect Director Samuel C. Scott, III	For
1i	Elect Director Joseph M. Tucci	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
5	Report on Lobbying Payments and Policy <i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the company and provide useful information to shareholders. A vote is cast in favor.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Motorola Solutions, Inc.

Proposal Number	Proposal Text	Vote Instruction
6	Report on Efforts to Ensure Supply Chain Has No Forced Labor	For
<i>Voter Rationale: This proposal asks the company to institute a code of corporate conduct based on the principles set forth by the United Nations ILO concerning workplace human rights standards by its international suppliers and its own international production facilities and to commit to a compliance program by outside monitors. A vote is cast for this proposal because human rights abuses at company foreign units or suppliers can lead to a reputational risk that can damage shareholder value.</i>		

Murphy Oil Corporation

Meeting Date: 05/10/2017 **Country:** USA **Primary Security ID:** 626717102
Record Date: 03/13/2017 **Meeting Type:** Annual

Primary CUSIP: 626717102

Shares Voted: 96

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director T. Jay Collins	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1b	Elect Director Steven A. Cosse	For
1c	Elect Director Claiborne P. Deming	For
1d	Elect Director Lawrence R. Dickerson	For
1e	Elect Director Roger W. Jenkins	For
1f	Elect Director Elisabeth W. Keller	For
1g	Elect Director James V. Kelley	For
1h	Elect Director Walentin Mirosh	For
1i	Elect Director R. Madison Murphy	For
1j	Elect Director Jeffrey W. Nolan	For
1k	Elect Director Neal E. Schmale	For
1l	Elect Director Laura A. Sugg	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Murphy Oil Corporation

Proposal Number	Proposal Text	Vote Instruction
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Amend Omnibus Stock Plan <i>Voter Rationale: This proposal seeks approval of performance criteria for an existing stock compensation plan. Although the types of criteria are listed, the Company does not disclose enough about them to enable a shareholder to determine what type of award will be generated by what type of performance. That is not in the best interests of shareholders. Therefore, a vote is cast against.</i>	Against
5	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

Mylan N.V.

Meeting Date: 06/22/2017

Country: Netherlands

Primary Security ID: N59465109

Record Date: 05/25/2017

Meeting Type: Annual

Primary CUSIP: 628530107

Shares Voted: 274

Proposal Number	Proposal Text	Vote Instruction
1A	Elect Director Heather Bresch <i>Voter Rationale: At vote is cast against the board in response to the Board's inadequate oversight during the pricing scandal involving the pharmaceutical drug EpiPen. The price hikes have impacted shareholder returns and harmed the Company's reputation in the marketplace. A vote is cast for the nominee who is new to the board.</i>	Against
1B	Elect Director Wendy Cameron	Against
1C	Elect Director Robert J. Cindrich	Against
1D	Elect Director Robert J. Coury	Against
1E	Elect Director JoEllen Lyons Dillon	Against
1F	Elect Director Neil Dimick	Against
1G	Elect Director Melina Higgins	Against
1H	Elect Director Rajiv Malik	Against
1I	Elect Director Mark W. Parrish	Against
1J	Elect Director Randall L. (Pete) Vanderveen	Against
1K	Elect Director Sjoerd S. Vollebregt	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Mylan N.V.

Proposal Number	Proposal Text	Vote Instruction
2	Adopt Financial Statements and Statutory Reports <i>Voter Rationale: The acceptance of financial statements and statutory reports is a routine, bookkeeping matter that does not materially affect shareholders. No objection has been made. A vote is cast in favor.</i>	For
3	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
4	Instruction to Deloitte Accountants B.V. for the Audit of the Company's Dutch Statutory Annual Accounts for Fiscal Year 2017 <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Abstain
6	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
7	Authorize Repurchase of Shares <i>Voter Rationale: The Company seeks authority to repurchase its own shares. The Company has not stated what be the purposes of its repurchases. That is not in the best interests of shareholders. A vote is cast to abstain.</i>	Abstain

Nabors Industries Ltd.

Meeting Date: 06/06/2017

Country: Bermuda

Primary Security ID: G6359F103

Record Date: 04/07/2017

Meeting Type: Annual

Primary CUSIP: G6359F103

Shares Voted: 200

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Tanya S. Beder <i>Voter Rationale: The board has failed to implement a shareholder proposal that received a majority vote the prior year. As representatives of the shareholders, directors should implement those proposals that receive a majority vote. Because of their failure to do so, a vote is cast to withhold authority for all nominees to the board - except the nominee new to the board.</i>	For
1.2	Elect Director James R. Crane	Withhold

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Nabors Industries Ltd.

Proposal Number	Proposal Text	Vote Instruction
1.3	Elect Director John P. Kotts	Withhold
1.4	Elect Director Michael C. Linn	Withhold
1.5	Elect Director Anthony G. Petrello	Withhold
1.6	Elect Director Dag Skattum	Withhold
1.7	Elect Director John Yearwood	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
3	Approve Remuneration Report	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
4	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		
5	Adopt Proxy Access Right	For
<i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>		

Nasdaq, Inc.

Meeting Date: 05/10/2017

Country: USA

Primary Security ID: 631103108

Record Date: 03/13/2017

Meeting Type: Annual

Primary CUSIP: 631103108

Shares Voted: 68

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Nasdaq, Inc.

Proposal Number	Proposal Text	Vote Instruction
1d	Elect Director Adena T. Friedman	For
1e	Elect Director Glenn H. Hutchins	For
1f	Elect Director Essa Kazim	For
1g	Elect Director Thomas A. Kloet	For
1h	Elect Director Michael R. Splinter	For
1i	Elect Director Lars R. Wedenborn	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		
4	Ratify Ernst & Young LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		
5	Provide Right to Act by Written Consent	For
<i>Voter Rationale: This proposal allows shareholders to act by written consent. If the majority of shareholders wish to exercise their ownership rights by written consent, they should be allowed to do so. A vote is cast in favor.</i>		

National Oilwell Varco, Inc.

Meeting Date: 05/17/2017

Country: USA

Primary Security ID: 637071101

Record Date: 03/24/2017

Meeting Type: Annual

Primary CUSIP: 637071101

Shares Voted: 226

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

National Oilwell Varco, Inc.

Proposal Number	Proposal Text	Vote Instruction
1C	Elect Director Marcela E. Donadio	For
1D	Elect Director Ben A. Guill	For
1E	Elect Director James T. Hackett	For
1F	Elect Director David D. Harrison	For
1G	Elect Director Eric L. Mattson	For
1H	Elect Director William R. Thomas	For
2	Ratify Ernst & Young LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Adopt Proxy Access Right	For
	<i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	

Navient Corporation

Meeting Date: 05/25/2017

Country: USA

Primary Security ID: 63938C108

Record Date: 03/30/2017

Meeting Type: Annual

Primary CUSIP: 63938C108

Shares Voted: 173

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Navient Corporation

Proposal Number	Proposal Text	Vote Instruction
1c	Elect Director William M. Diefenderfer, III	For
1d	Elect Director Diane Suitt Gilleland	For
1e	Elect Director Katherine A. Lehman	For
1f	Elect Director Linda A. Mills	For
1g	Elect Director John (Jack) F. Remondi	For
1h	Elect Director Jane J. Thompson	For
1i	Elect Director Laura S. Unger	For
1j	Elect Director Barry L. Williams	For
1k	Elect Director David L. Yowan	For
2	Ratify KPMG LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Amend Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 13.84% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	

NetApp, Inc.

Meeting Date: 09/14/2017

Country: USA

Primary Security ID: 64110D104

Record Date: 07/17/2017

Meeting Type: Annual

Primary CUSIP: 64110D104

Shares Voted: 162

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director T. Michael Nevens	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

NetApp, Inc.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Alan L. Earhart	For
1c	Elect Director Gerald Held	For
1d	Elect Director Kathryn M. Hill	For
1e	Elect Director George Kurian	For
1f	Elect Director George T. Shaheen	For
1g	Elect Director Stephen M. Smith	For
1h	Elect Director Richard P. Wallace	For
2	Amend Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 14.03% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	
3	Amend Qualified Employee Stock Purchase Plan	For
	<i>Voter Rationale: This proposal adds shares to an employee stock ownership plan, which gives an equity stake in the company to all fulltime and many part-time workers, thus encouraging quality work. That is in the best interests of shareholders. A vote is cast in favor.</i>	
4	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
5	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
6	Ratify Deloitte & Touche LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
7	Adopt Policy to Annually Disclose EEO-1 Data	For
	<i>Voter Rationale: This proposal seeks a report from the Company on its Equal Employment policies and practices. The Company asserts it is in full compliance with all legal requirements. This report would be a good way for it to check on that. A vote is cast in favor.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

NetApp, Inc.

Proposal Number	Proposal Text	Vote Instruction
8	Adopt Proxy Access Right	For
<i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>		

Netflix, Inc.

Meeting Date: 06/06/2017 **Country:** USA **Primary Security ID:** 64110L106
Record Date: 04/10/2017 **Meeting Type:** Annual

Primary CUSIP: 64110L106

Shares Voted: 256

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Reed Hastings	Withhold
<i>Voter Rationale: A vote is cast against all nominees to the Board for its lack of oversight of company risk by failing to enforce its policy on the responsible use of Company stock in connection with pledging activity. At this Company, one director has pledged stock worth \$111.4 million or 0.21% of outstanding shares. The high amount of pledged shares are not in the best interests of shareholders because the director may be forced to sell company stock (for example, to meet a margin call). The forced sale of a significant amount of company stock may negatively impact the company's stock price and may violate insider trading policies. In addition, share pledging may be utilized as part of hedging or monetization strategies that would potentially immunize an executive against economic exposure to the company's stock, even while maintaining voting rights.</i>		
1.2	Elect Director Jay C. Hoag	Withhold
1.3	Elect Director A. George (Skip) Battle	Withhold
2	Ratify Ernst & Young LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
4	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		
5	Adopt Proxy Access Right	For
<i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>		

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Netflix, Inc.

Proposal Number	Proposal Text	Vote Instruction
6	Report on Sustainability <i>Voter Rationale: This shareholder proposal requests the board to issue an annual independently verified stand-alone Sustainability Report describing the company's short- and long-term responses to ESG-related issues. Although the Company states that it is aware of sustainability issues, it does not publicly report information on the management of GHG emissions and waste reduction efforts. A sustainability report would allow the shareholders to assess how ESG-related issues may impact their investment. A vote is cast in favor of this proposal.</i>	For
7	Report on Feasibility of Net-Zero GHG Emissions <i>Voter Rationale: This shareholder proposal requests that the Board provide a report that assesses the likelihood of the Company reaching a net-zero greenhouse gas emission status for its facilities by 2030. The proponent notes that almost every national government has recognized that reductions are required in GHG emissions to maintain a global average temperatures below 2 degree Celsius above pre-industrial levels. Although the Company has stated its awareness of sustainability issues, it does not publicly disclose its policies to climate change. Additional information on the Company's GHG emissions and climate change polices would help shareholders evaluate the issues. A vote is cast for this proposal.</i>	For
8	Declassify the Board of Directors <i>Voter Rationale: This proposal declassifies the board, which means that all directors would be elected annually instead of different classes being elected for staggered terms. This enhances the accountability of directors. A vote is cast in favor.</i>	For
9	Adopt Simple Majority Vote <i>Voter Rationale: This proposal would eliminate all requirements for more than a 51% majority vote, thereby eliminating the Company's supermajority vote requirement on various issues coming to a shareholder vote. A simple majority vote on a given issue would take its place. A vote is cast in favor of the proposal.</i>	For
10	Require a Majority Vote for the Election of Directors <i>Voter Rationale: This shareholder proposal requests the board to amend its corporate documents to provide nominees for the Board must receive the vote of a majority of shares cast at an annual meeting of shareholders in order to be elected. Requiring a majority vote for election/re-election would give real teeth to the vote no campaigns that are now just symbolic protest votes waged against incumbent directors who shareholders feel are not responsive. A vote is cast in favor.</i>	For

Newell Brands Inc.

Meeting Date: 05/09/2017

Country: USA

Primary Security ID: 651229106

Record Date: 03/17/2017

Meeting Type: Annual

Primary CUSIP: 651229106

Shares Voted: 286

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Newell Brands Inc.

Proposal Number	Proposal Text	Vote Instruction
1c	Elect Director Kevin C. Conroy	For
1d	Elect Director Scott S. Cowen	For
1e	Elect Director Michael T. Cowhig	For
1f	Elect Director Domenico De Sole	For
1g	Elect Director Martin E. Franklin	For
1h	Elect Director Ros L'Esperance	For
1i	Elect Director Michael B. Polk	For
1j	Elect Director Steven J. Strobel	For
1k	Elect Director Michael A. Todman	For
1l	Elect Director Raymond G. Viault	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	

Newfield Exploration Company

Meeting Date: 05/16/2017

Country: USA

Primary Security ID: 651290108

Record Date: 03/20/2017

Meeting Type: Annual

Primary CUSIP: 651290108

Shares Voted: 117

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Lee K. Boothby	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Newfield Exploration Company

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Pamela J. Gardner	For
1c	Elect Director Steven W. Nance	For
1d	Elect Director Roger B. Plank	For
1e	Elect Director Thomas G. Ricks	For
1f	Elect Director Juanita M. Romans	For
1g	Elect Director John (Jack) W. Schanck	For
1h	Elect Director J. Terry Strange	For
1i	Elect Director J. Kent Wells	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Ratify PricewaterhouseCoopers LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
5	Approve Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 6.59% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	
6	Approve Omnibus Stock Plan	Against
	<i>Voter Rationale: This proposal seeks approval of performance criteria for an existing stock compensation plan. Although the types of criteria are listed, the Company does not disclose enough about them to enable a shareholder to determine what type of award will be generated by what type of performance. That is not in the best interests of shareholders. Therefore, a vote is cast against.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Newfield Exploration Company

Proposal Number	Proposal Text	Vote Instruction
7	Amend Qualified Employee Stock Purchase Plan	For
<i>Voter Rationale: This proposal adds shares to an employee stock ownership plan, which gives an equity stake in the company to all fulltime and many part-time workers, thus encouraging quality work. That is in the best interests of shareholders. A vote is cast in favor.</i>		

Newmont Mining Corporation

Meeting Date: 04/20/2017 **Country:** USA **Primary Security ID:** 651639106
Record Date: 02/21/2017 **Meeting Type:** Annual

Primary CUSIP: 651639106

Shares Voted: 315

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Gregory H. Boyce	Withhold
<i>Voter Rationale: This company has underperformed its peer group for the past five years. Given that performance, a vote is cast against all nominees to the board.</i>		
1.2	Elect Director Bruce R. Brook	Withhold
1.3	Elect Director J. Kofi Bucknor	Withhold
1.4	Elect Director Vincent A. Calarco	Withhold
1.5	Elect Director Joseph A. Carrabba	Withhold
1.6	Elect Director Noreen Doyle	Withhold
1.7	Elect Director Gary J. Goldberg	Withhold
1.8	Elect Director Veronica M. Hagen	Withhold
1.9	Elect Director Jane Nelson	Withhold
1.10	Elect Director Julio M. Quintana	Withhold
2	Ratify Ernst & Young LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Newmont Mining Corporation

Proposal Number	Proposal Text	Vote Instruction
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Report on Human Rights Risk Assessment Process <i>Voter Rationale: This shareholder proposal requests that the Company report on its process for identifying and analyzing potential and actual human rights risks of its operations and supply chain. Such a report would be prudent for the Company and provide shareholders with important information. A vote is cast in favor.</i>	For

News Corporation

Meeting Date: 11/15/2017	Country: USA	Primary Security ID: 65249B109
Record Date: 09/18/2017	Meeting Type: Annual	
Primary CUSIP: 65249B109		
Shares Voted: 300		

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director K. Rupert Murdoch <i>Voter Rationale: The board has failed to submit the adoption or renewal of a poison pill to a shareholder vote at this year's annual meeting. It is in the best interests of shareholders to prohibit the adoption of a new pill without shareholder approval. Since poison pills can be used to discourage takeovers that are beneficial to shareholders. Therefore, a vote is cast to withhold for all directors.</i>	Against
1b	Elect Director Lachlan K. Murdoch	Against
1c	Elect Director Robert J. Thomson	Against
1d	Elect Director Kelly Ayotte	Against
1e	Elect Director Jose Maria Aznar	Against
1f	Elect Director Natalie Bancroft	Against
1g	Elect Director Peter L. Barnes	Against
1h	Elect Director Joel I. Klein	Against
1i	Elect Director James R. Murdoch	Against
1j	Elect Director Ana Paula Pessoa	Against
1k	Elect Director Masroor Siddiqui	Against
2	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

News Corporation

Proposal Number	Proposal Text	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		

NextEra Energy, Inc.

Meeting Date: 05/18/2017 **Country:** USA **Primary Security ID:** 65339F101
Record Date: 03/23/2017 **Meeting Type:** Annual

Primary CUSIP: 65339F101

Shares Voted: 278

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Sherry S. Barrat	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1b	Elect Director James L. Camaren	For
1c	Elect Director Kenneth B. Dunn	For
1d	Elect Director Naren K. Gursahaney	For
1e	Elect Director Kirk S. Hachigian	For
1f	Elect Director Toni Jennings	For
1g	Elect Director Amy B. Lane	For
1h	Elect Director James L. Robo	For
1i	Elect Director Rudy E. Schupp	For
1j	Elect Director John L. Skolds	For
1k	Elect Director William H. Swanson	For
1l	Elect Director Hansel E. Tookes, II	For
2	Ratify Deloitte & Touche LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

NextEra Energy, Inc.

Proposal Number	Proposal Text	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Approve Non-Employee Director Restricted Stock Plan <i>Voter Rationale: This proposal establishes a restricted stock plan for outside directors. Stock is granted without regard to company performance or director attendance. That is not in the best interests of shareholders. A vote is cast against.</i>	Against
6	Report on Political Contributions <i>Voter Rationale: This proposal requests the company provide a report, updated semiannually, on its direct and indirect political contributions and trade association expenditures made with corporate funds. Some, but not all, of this information is available in public filings but they are scattered throughout different states and are not readily and easily available in total to shareholders. A vote is cast for this proposal because it would provide useful and more comprehensive information regarding the Company's political contributions.</i>	For

Nielsen Holdings plc

Meeting Date: 05/23/2017 **Country:** United Kingdom **Primary Security ID:** G6518L108
Record Date: 03/24/2017 **Meeting Type:** Annual

Primary CUSIP: N/A

Shares Voted: 200

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director James A. Attwood, Jr. <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, insiders serve on some of those committees. A vote is cast against insider nominees who serve on those committees. The total number of boards upon which they serve is another factor to consider in evaluating nominees of the board. Here, there are either nominees with fulltime jobs serving on more than three other boards or retired nominees serving on more than five other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is also cast against such nominees as well. Since there is a two-thirds majority of independent outsiders on the entire board, a vote is cast in favor of all other nominees.</i>	Against
1b	Elect Director Mitch Barns	For
1c	Elect Director Karen M. Hoguet	For
1d	Elect Director James M. Kilts	Against
1e	Elect Director Harish Manwani	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Nielsen Holdings plc

Proposal Number	Proposal Text	Vote Instruction
1f	Elect Director Robert Pozen	For
1g	Elect Director David Rawlinson	For
1h	Elect Director Javier G. Teruel	For
1i	Elect Director Lauren Zalaznick	For
2	Ratify Ernst & Young LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
3	Reappoint Ernst & Young LLP as UK Statutory Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders. Therefore, a vote is cast in favor.</i>		
4	Authorise the Audit Committee to Fix Remuneration of UK Statutory Auditors	For
<i>Voter Rationale: Here, the amount of remuneration the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the auditors' remuneration.</i>		
5	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
6	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		
7	Approve Director's Remuneration Report	For
<i>Voter Rationale: See item 5.</i>		

NIKE, Inc.

Meeting Date: 09/21/2017

Country: USA

Primary Security ID: 654106103

Record Date: 07/21/2017

Meeting Type: Annual

Primary CUSIP: 654106103

Shares Voted: 792

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Alan B. Graf, Jr.	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

NIKE, Inc.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director John C. Lechleiter	For
1.3	Elect Director Michelle A. Peluso	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Amend Executive Incentive Bonus Plan	Against
	<i>Voter Rationale: This proposal asks shareholders to approve or amend the Company's annual incentive bonus plan for senior executive officers. Section 162(m) of the Internal Revenue Code requires that shareholders reapprove the plan every five years. A vote is cast against this proposal because the plan does not disclose specific performance goals upon which awards are based.</i>	
5	Report on Political Contributions Disclosure	For
	<i>Voter Rationale: This proposal requests the company provide a report, updated semiannually, on its direct and indirect political contributions and trade association expenditures made with corporate funds. Some, but not all, of this information is available in public filings but they are scattered throughout different states and are not readily and easily available in total to shareholders. A vote is cast for this proposal because it would provide useful and more comprehensive information regarding the Company's political contributions.</i>	
6	Ratify PricewaterhouseCoopers LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	

NiSource Inc.

Meeting Date: 05/09/2017

Country: USA

Primary Security ID: 65473P105

Record Date: 03/14/2017

Meeting Type: Annual

Primary CUSIP: 65473P105

Shares Voted: 192

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Richard A. Abdo	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

NiSource Inc.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Peter A. Altabef	For
1.3	Elect Director Aristides S. Candris	For
1.4	Elect Director Wayne S. DeVeydt	For
1.5	Elect Director Joseph Hamrock	For
1.6	Elect Director Deborah A. Henretta	For
1.7	Elect Director Michael E. Jesanis	For
1.8	Elect Director Kevin T. Kabat	For
1.9	Elect Director Richard L. Thompson	For
1.10	Elect Director Carolyn Y. Woo	For
2	Ratify Deloitte & Touche LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	

Noble Energy, Inc.

Meeting Date: 04/25/2017

Country: USA

Primary Security ID: 655044105

Record Date: 02/24/2017

Meeting Type: Annual

Primary CUSIP: 655044105

Shares Voted: 254

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Jeffrey L. Berenson	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Noble Energy, Inc.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	
1b	Elect Director Michael A. Cawley	Against
1c	Elect Director Edward F. Cox	Against
1d	Elect Director James E. Craddock	Against
1e	Elect Director Thomas J. Edelman	For
1f	Elect Director Kirby L. Hedrick	For
1g	Elect Director David L. Stover	Against
1h	Elect Director Scott D. Urban	For
1i	Elect Director William T. Van Kleef	For
1j	Elect Director Molly K. Williamson	For
2	Ratify KPMG LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Approve Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 11.37% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	
6	Assess Portfolio Impacts of Policies to Meet 2 Degree Scenario	For
	<i>Voter Rationale: This shareholder proposal requests the Company provide an annual assessment of long-term portfolio impacts of public climate change policies on the Company's operations. This would provide shareholders with useful information on an important topic. A vote is cast in favor.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Nordstrom, Inc.

Meeting Date: 05/16/2017

Country: USA

Primary Security ID: 655664100

Record Date: 03/07/2017

Meeting Type: Annual

Primary CUSIP: 655664100

Shares Voted: 69

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Shellye L. Archambeau <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Stacy Brown-Philpot	For
1c	Elect Director Tanya L. Domier	For
1d	Elect Director Blake W. Nordstrom	For
1e	Elect Director Erik B. Nordstrom	For
1f	Elect Director Peter E. Nordstrom	For
1g	Elect Director Philip G. Satre	For
1h	Elect Director Brad D. Smith	For
1i	Elect Director Gordon A. Smith	For
1j	Elect Director Bradley D. Tilden	For
1k	Elect Director B. Kevin Turner	For
1l	Elect Director Robert D. Walter	For
2	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Nordstrom, Inc.

Proposal Number	Proposal Text	Vote Instruction
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5	Amend Omnibus Stock Plan	Against
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Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 19.13% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.

Norfolk Southern Corporation

Meeting Date: 05/11/2017 **Country:** USA **Primary Security ID:** 655844108
Record Date: 03/02/2017 **Meeting Type:** Annual

Primary CUSIP: 655844108

Shares Voted: 173

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

1.2	Elect Director Erskine B. Bowles	For
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1.3	Elect Director Robert A. Bradway - Withdrawn	
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1.4	Elect Director Wesley G. Bush	For
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1.5	Elect Director Daniel A. Carp	For
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1.6	Elect Director Mitchell E. Daniels, Jr.	For
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1.7	Elect Director Marcela E. Donadio	For
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1.8	Elect Director Steven F. Leer	For
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1.9	Elect Director Michael D. Lockhart	For
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1.10	Elect Director Amy E. Miles	For
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1.11	Elect Director Martin H. Nesbitt	For
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1.12	Elect Director James A. Squires	For
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1.13	Elect Director John R. Thompson	For
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Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Norfolk Southern Corporation

Proposal Number	Proposal Text	Vote Instruction
2	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Northern Trust Corporation

Meeting Date: 04/25/2017 **Country:** USA **Primary Security ID:** 665859104
Record Date: 02/27/2017 **Meeting Type:** Annual

Primary CUSIP: 665859104

Shares Voted: 126

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Linda Walker Bynoe <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Susan Crown	For
1c	Elect Director Dean M. Harrison	For
1d	Elect Director Jay L. Henderson	For
1e	Elect Director Michael G. O'Grady	For
1f	Elect Director Jose Luis Prado	For
1g	Elect Director Thomas E. Richards	For
1h	Elect Director John W. Rowe	For
1i	Elect Director Martin P. Slark	For
1j	Elect Director David H. B. Smith, Jr.	For
1k	Elect Director Donald Thompson	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Northern Trust Corporation

Proposal Number	Proposal Text	Vote Instruction
1l	Elect Director Charles A. Tribbett, III	For
1m	Elect Director Frederick H. Waddell	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		
4	Approve Omnibus Stock Plan	Against
<i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 12.76% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>		
5	Ratify KPMG LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		

Northrop Grumman Corporation

Meeting Date: 05/17/2017

Country: USA

Primary Security ID: 666807102

Record Date: 03/21/2017

Meeting Type: Annual

Primary CUSIP: 666807102

Shares Voted: 105

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Wesley G. Bush	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1.2	Elect Director Marianne C. Brown	For
1.3	Elect Director Victor H. Fazio	For
1.4	Elect Director Donald E. Felsing	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Northrop Grumman Corporation

Proposal Number	Proposal Text	Vote Instruction
1.5	Elect Director Ann M. Fudge	For
1.6	Elect Director Bruce S. Gordon	For
1.7	Elect Director William H. Hernandez	For
1.8	Elect Director Madeleine A. Kleiner	For
1.9	Elect Director Karl J. Krapek	For
1.10	Elect Director Gary Roughead	For
1.11	Elect Director Thomas M. Schoewe	For
1.12	Elect Director James S. Turley	For
1.13	Elect Director Mark A. Welsh, III	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		
4	Ratify Deloitte & Touche LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

NRG Energy, Inc.

Meeting Date: 04/27/2017

Country: USA

Primary Security ID: 629377508

Record Date: 03/13/2017

Meeting Type: Annual

Primary CUSIP: 629377508

Shares Voted: 187

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director E. Spencer Abraham	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

NRG Energy, Inc.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. However, the Company has underperformed its peer group for the past five years. Given that performance, a vote is cast in favor of new nominees and against existing directors who are nominees to the Board. Dissident New York City Pension Fund opposes the nomination of Barry Smitherman because of his disregard to climate change, stating that it is a "hoax". The dissident believes the views of Barry Smitherman make him unqualified to serve on the board. The dissident notes that the Company's current strategy is producing results with a total shareholder return of 36.0 percent for the period of December 3, 2015 through January 13, 2017. Given the Company's belief that nominees should understand the Company's risk, a vote is cast against Barry Smitherman.</i>	
1b	Elect Director Kirbyjon H. Caldwell	Against
1c	Elect Director Lawrence S. Coben	Against
1d	Elect Director Terry G. Dallas	Against
1e	Elect Director Mauricio Gutierrez	Against
1f	Elect Director William E. Hantke	Against
1g	Elect Director Paul W. Hobby	Against
1h	Elect Director Anne C. Schaumburg	Against
1i	Elect Director Evan J. Silverstein	Against
1j	Elect Director Barry T. Smitherman	Against
1k	Elect Director Thomas H. Weidemeyer	Against
1l	Elect Director C. John Wilder	For
1m	Elect Director Walter R. Young	Against
2	Amend Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 4.86% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	
3	Amend Qualified Employee Stock Purchase Plan	For
	<i>Voter Rationale: This proposal adds shares to an employee stock ownership plan, which gives an equity stake in the company to all fulltime and many part-time workers, thus encouraging quality work. That is in the best interests of shareholders. A vote is cast in favor.</i>	
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
5	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

NRG Energy, Inc.

Proposal Number	Proposal Text	Vote Instruction
6	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
7	Report on Political Contributions <i>Voter Rationale: This proposal requests the company provide a report, updated semiannually, on its direct and indirect political contributions and trade association expenditures made with corporate funds. Some, but not all, of this information is available in public filings but they are scattered throughout different states and are not readily and easily available in total to shareholders. A vote is cast for this proposal because it would provide useful and more comprehensive information regarding the Company's political contributions.</i>	For

Nucor Corporation

Meeting Date: 05/11/2017

Country: USA

Primary Security ID: 670346105

Record Date: 03/13/2017

Meeting Type: Annual

Primary CUSIP: 670346105

Shares Voted: 189

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Patrick J. Dempsey <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	Withhold
1.2	Elect Director John J. Ferriola	Withhold
1.3	Elect Director Gregory J. Hayes	Withhold
1.4	Elect Director Victoria F. Haynes	For
1.5	Elect Director Bernard L. Kasriel	For
1.6	Elect Director Christopher J. Kearney	For
1.7	Elect Director Laurette T. Koellner	For
1.8	Elect Director John H. Walker	For
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Nucor Corporation

Proposal Number	Proposal Text	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Report on Lobbying Payments and Policy <i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	For
6	Adopt Quantitative Company-Wide GHG Goals <i>Voter Rationale: This proposal requests that the Board report to shareholders on how the Company is responding to rising regulatory, competitive, and public pressure to significantly reduce carbon dioxide and other greenhouse gas emissions. This would provide shareholders with useful information on an important topic. A vote is cast in favor.</i>	For

NVIDIA Corporation

Meeting Date: 05/23/2017 **Country:** USA **Primary Security ID:** 67066G104
Record Date: 03/24/2017 **Meeting Type:** Annual

Primary CUSIP: 67066G104

Shares Voted: 351

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Robert K. Burgess <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Tench Coxo	For
1c	Elect Director Persis S. Drell	For
1d	Elect Director James C. Gaither	For
1e	Elect Director Jen-Hsun Huang	For
1f	Elect Director Dawn Hudson	For
1g	Elect Director Harvey C. Jones	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

NVIDIA Corporation

Proposal Number	Proposal Text	Vote Instruction
1h	Elect Director Michael G. McCaffery	For
1i	Elect Director William J. Miller	For
1j	Elect Director Mark L. Perry	For
1k	Elect Director A. Brooke Seawell	For
1l	Elect Director Mark A. Stevens	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		
4	Ratify PricewaterhouseCoopers LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

Occidental Petroleum Corporation

Meeting Date: 05/12/2017	Country: USA	Primary Security ID: 674599105
Record Date: 03/14/2017	Meeting Type: Annual	
Primary CUSIP: 674599105		
Shares Voted: 454		

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Spencer Abraham	Against
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority. There is such a majority here but some incumbent nominees failed to attend 75% of their meetings without a valid excuse. A vote is cast in favor of all nominees except for the nominee with such poor attendance record. The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are nominees who serve on an excessive number of other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is withheld from such nominees.</i>		
1b	Elect Director Howard I. Atkins	For
1c	Elect Director Eugene L. Batchelder	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Occidental Petroleum Corporation

Proposal Number	Proposal Text	Vote Instruction
1d	Elect Director John E. Feick	For
1e	Elect Director Margaret M. Foran	For
1f	Elect Director Carlos M. Gutierrez	For
1g	Elect Director Vicki Hollub	For
1h	Elect Director William R. Klesse	For
1i	Elect Director Jack B. Moore	Against
1j	Elect Director Avedick B. Poladian	For
1k	Elect Director Elisse B. Walter	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		
4	Ratify KPMG LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
5	Assess Portfolio Impacts of Policies to Meet 2 Degree Scenario	For
<i>Voter Rationale: This proposal requests that the Board provide a comprehensive report addressing the impact climate change regulations have on the Company's operations the consideration of these regulations in investment decisions. This would provide shareholders with useful information on an important topic. A vote is cast in favor.</i>		
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
<i>Voter Rationale: The board seeks shareholder approval to reduce the ownership threshold required to call a special meeting from 25 percent to 15 percent of outstanding shares. That would be in the best interests of shareholders. A vote is cast in favor.</i>		
7	Report on Methane Emissions and Flaring Targets	For
<i>Voter Rationale: This proposal requests that the Board report to shareholders on how the Company is responding to rising regulatory, competitive, and public pressure to significantly reduce methane emissions and flaring. This would provide shareholders with useful information on an important topic. A vote is cast in favor.</i>		

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Occidental Petroleum Corporation

Proposal Number	Proposal Text	Vote Instruction
8	Report on Political Contributions and Expenditures <i>Voter Rationale: This proposal requests the company provide a report, updated semiannually, on its direct and indirect political contributions and trade association expenditures made with corporate funds. Some, but not all, of this information is available in public filings but they are scattered throughout different states and are not readily and easily available in total to shareholders. A vote is cast for this proposal because it would provide useful and more comprehensive information regarding the Company's political contributions.</i>	For

Olin Corporation

Meeting Date: 04/27/2017 **Country:** USA **Primary Security ID:** 680665205
Record Date: 02/28/2017 **Meeting Type:** Annual
Primary CUSIP: 680665205

Shares Voted: 1

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Gray G. Benoist <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director John E. Fischer	For
1.3	Elect Director Richard M. Rompala	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Omnicom Group Inc.

Meeting Date: 05/25/2017

Country: USA

Primary Security ID: 681919106

Record Date: 04/05/2017

Meeting Type: Annual

Primary CUSIP: 681919106

Shares Voted: 140

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director John D. Wren <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Bruce Crawford	For
1.3	Elect Director Alan R. Batkin	For
1.4	Elect Director Mary C. Choksi	For
1.5	Elect Director Robert Charles Clark	For
1.6	Elect Director Leonard S. Coleman, Jr.	For
1.7	Elect Director Susan S. Denison	For
1.8	Elect Director Deborah J. Kissire	For
1.9	Elect Director John R. Murphy	For
1.10	Elect Director John R. Purcell	For
1.11	Elect Director Linda Johnson Rice	For
1.12	Elect Director Valerie M. Williams	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

ONEOK, Inc.

Meeting Date: 05/24/2017

Country: USA

Primary Security ID: 682680103

Record Date: 03/27/2017

Meeting Type: Annual

Primary CUSIP: 682680103

Shares Voted: 126

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Brian L. Derksen <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Julie H. Edwards	For
1.3	Elect Director John W. Gibson	For
1.4	Elect Director Randall J. Larson	For
1.5	Elect Director Steven J. Malcolm	For
1.6	Elect Director Kevin S. McCarthy - WITHDRAWN RESOLUTION	
1.7	Elect Director Jim W. Mogg	For
1.8	Elect Director Pattye L. Moore	For
1.9	Elect Director Gary D. Parker	For
1.10	Elect Director Eduardo A. Rodriguez	For
1.11	Elect Director Terry K. Spencer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

ONEOK, Inc.

Meeting Date: 06/30/2017

Country: USA

Primary Security ID: 682680103

Record Date: 05/19/2017

Meeting Type: Special

Primary CUSIP: 682680103

Shares Voted: 126

Proposal Number	Proposal Text	Vote Instruction
1	Issue Shares in Connection with the Merger <i>Voter Rationale: This proposal seeks shareholder approval of the Company issuing shares for the acquisition of ONEOK Partners, L.P. in a transaction valued at \$11.6 billion. The Company, the sole general partner of ONEOK Partners, L.P. is a diversified energy company. ONEOK Partners, L.P., owns an interstate pipeline system that transports natural gas mainly in the upper Midwest and Mid Continent regions of the United States. The Board recommends shareholder approval because: a) the belief that the transaction will be cash flow accretive, providing an opportunity for incremental value; b) the transaction is expected to provide substantial tax benefits; c) belief that the Company will generate \$1.5 billion of incremental cash flow coverage over a five year period; d) the expectation that shareholders will realize a quarterly dividend increase; e) the investment-grade credit ratings that the combined firm is expected to receive; and f) the combined firm will attract additional investors which allow for more funds to finance future growth. Per the terms of the transaction, each ONEOK Partners, L.P. share will receive 0.985 Company shares per ONEOK Partners, L.P. share: \$54.28 per share at announcement which represents a premium of 25.8% based on the closing prices of the shares on the last day of trading before the transaction was announced. An opinion has been issued by J.P. Morgan that the terms are fair to the Company's shareholders. A vote is cast for this proposal.</i>	For
2	Increase Authorized Common Stock <i>Voter Rationale: The company seeks to increase the number of common shares authorized. The company cites no specific reason for the increase and the amount requested is in excess of 50% of the amount currently available. For those reasons, a vote against is cast.</i>	Against
3	Adjourn Meeting <i>Voter Rationale: The board seeks shareholder approval to adjourn the meeting, if necessary, to permit further solicitation of proxies if there are insufficient votes at the time of the meeting to approve the transaction. Since the transaction is supported, a vote is cast in favor.</i>	For

Oracle Corporation

Meeting Date: 11/15/2017

Country: USA

Primary Security ID: 68389X105

Record Date: 09/18/2017

Meeting Type: Annual

Primary CUSIP: 68389X105

Shares Voted: 1,795

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Jeffrey S. Berg	Withhold

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Oracle Corporation

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: The Company's Chief Technology Officer and Chairman of the Board, Lawrence Ellison has pledged 260 million shares of the Company's common stock as security valued at \$11.8 billion, which represents nearly 6.28% of the Company's outstanding shares. Pledging of Company stock at any amount as collateral for a loan is not a responsible use of equity and may have a detrimental impact on shareholders if the officer or director is forced to sell Company stock, for example to meet a margin call. The forced sale of a significant amount of Company stock could potentially have a negative impact on the Company's stock price, and may also violate Company insider trading policies. In addition, pledging of shares may be utilized as part of hedging or monetization strategies that would potentially immunize an executive against economic exposure to the Company's stock, even while maintaining voting rights. This is especially concerning in this case, given the magnitude of the pledged shares, as any forced sale of such shares could have a significant impact on the Company's stock price. That is not in the best interest of shareholders. Therefore, a vote is cast against all nominees to the Board.</i>	
1.2	Elect Director Michael J. Boskin	Withhold
1.3	Elect Director Safra A. Catz	Withhold
1.4	Elect Director Bruce R. Chizen	Withhold
1.5	Elect Director George H. Conrades	Withhold
1.6	Elect Director Lawrence J. Ellison	Withhold
1.7	Elect Director Hector Garcia-Molina	Withhold
1.8	Elect Director Jeffrey O. Henley	Withhold
1.9	Elect Director Mark V. Hurd	Withhold
1.10	Elect Director Renee J. James	Withhold
1.11	Elect Director Leon E. Panetta	Withhold
1.12	Elect Director Naomi O. Seligman	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Amend Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 20.26% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	
5	Ratify Ernst & Young LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Oracle Corporation

Proposal Number	Proposal Text	Vote Instruction
6	Political Contributions Disclosure <i>Voter Rationale: This proposal requests the company provide a report, updated semiannually, on its direct and indirect political contributions and trade association expenditures made with corporate funds. Some, but not all, of this information is available in public filings but they are scattered throughout different states and are not readily and easily available in total to shareholders. A vote is cast for this proposal because it would provide useful and more comprehensive information regarding the Company's political contributions.</i>	For
7	Gender Pay Gap <i>Voter Rationale: This shareholder proposal asks the board to provide a report to reduce the gender pay gap at the company. It appears the company has initiatives to create a more gender balanced organization and is committed to compensating its employees fairly regardless of gender. The report requested by the proponent would help validate that claim, a vote is cast in favor.</i>	For
8	Amend Proxy Access Right <i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	For

O'Reilly Automotive, Inc.

Meeting Date: 05/09/2017 **Country:** USA **Primary Security ID:** 67103H107
Record Date: 02/28/2017 **Meeting Type:** Annual
Primary CUSIP: 67103H107

Shares Voted: 56

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director David O'Reilly <i>Voter Rationale: <p>In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</p></i>	Against
1b	Elect Director Charles H. O'Reilly Jr.	Against
1c	Elect Director Larry O'Reilly	Against
1d	Elect Director Rosalie O'Reilly Wooten	Against
1e	Elect Director Jay D. Burchfield	For
1f	Elect Director Thomas T. Hendrickson	For
1g	Elect Director Paul R. Lederer	For
1h	Elect Director John R. Murphy	For
1i	Elect Director Ronald Rashkow	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

O'Reilly Automotive, Inc.

Proposal Number	Proposal Text	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: <p>This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</p></i>	For
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: <p>This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</p></i>	One Year
4	Approve Omnibus Stock Plan <i>Voter Rationale: <p>A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 9.33% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</p></i>	Against
5	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: <p>The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</p></i>	For
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting <i>Voter Rationale: <p>This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</p></i>	For

PACCAR Inc

Meeting Date: 04/25/2017

Country: USA

Primary Security ID: 693718108

Record Date: 02/28/2017

Meeting Type: Annual

Primary CUSIP: 693718108

Shares Voted: 208

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

PACCAR Inc

Proposal Number	Proposal Text	Vote Instruction
1.3	Elect Director Roderick C. McGeary	For
1.4	Elect Director Mark A. Schulz	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		
4	Eliminate Supermajority Vote Requirement	For
<i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>		
5	Adopt Proxy Access Right	For
<i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>		

Parker-Hannifin Corporation

Meeting Date: 10/25/2017

Country: USA

Primary Security ID: 701094104

Record Date: 08/31/2017

Meeting Type: Annual

Primary CUSIP: 701094104

Shares Voted: 80

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Lee C. Banks	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1.2	Elect Director Robert G. Bohn	For
1.3	Elect Director Linda S. Harty	For
1.4	Elect Director Robert J. Kohlhepp	For
1.5	Elect Director Kevin A. Lobo	For
1.6	Elect Director Klaus-Peter Muller	For
1.7	Elect Director Candy M. Obourn	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Parker-Hannifin Corporation

Proposal Number	Proposal Text	Vote Instruction
1.8	Elect Director Joseph Scaminace	For
1.9	Elect Director Wolfgang R. Schmitt	For
1.10	Elect Director Ake Svensson	For
1.11	Elect Director James R. Verrier	For
1.12	Elect Director James L. Wainscott	For
1.13	Elect Director Thomas L. Williams	For
2	Ratify Deloitte & Touche LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	

Patterson Companies, Inc.

Meeting Date: 09/18/2017 **Country:** USA **Primary Security ID:** 703395103
Record Date: 07/21/2017 **Meeting Type:** Annual
Primary CUSIP: 703395103

Shares Voted: 49

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director John D. Buck	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Alex N. Blanco	For
1.3	Elect Director Jody H. Feragen	For
1.4	Elect Director Sarena S. Lin	For
1.5	Elect Director Ellen A. Rudnick	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Patterson Companies, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.6	Elect Director Neil A. Schrimsher	For
1.7	Elect Director Les C. Vinney	For
1.8	Elect Director James W. Wiltz	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		
4	Ratify Ernst & Young LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

Paychex, Inc.

Meeting Date: 10/11/2017

Country: USA

Primary Security ID: 704326107

Record Date: 08/14/2017

Meeting Type: Annual

Primary CUSIP: 704326107

Shares Voted: 191

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director B. Thomas Golisano	Against
<i>Voter Rationale: The Company's Chairman (B. Thomas Golisano) and SVP of Information Technology and Product Development (Michael Gioja) pledged 7.8 million shares of the Company's common stock as security valued at \$459 million, which represents 2.16% of the Company's outstanding shares and 20.4% of the Chairman's total and 14.7% of the SVP's total. Pledging of company stock at any amount as collateral for a loan is not a responsible use of equity and may have a detrimental impact on shareholders if the officer or director is forced to sell company stock, for example to meet a margin call. The forced sale of a significant amount of company stock could potentially have a negative impact on the company's stock price, and may also violate company insider trading policies. In addition, pledging of shares may be utilized as part of hedging or monetization strategies that would potentially immunize an executive against economic exposure to the company's stock, even while maintaining voting rights. This is especially concerning in this case, given the magnitude of the pledged shares, as any forced sale of such shares could have a significant impact on the company's stock price. That is not in the best interests of shareholders. Therefore, a vote is cast against all nominees for the board.</i>		
1b	Elect Director Thomas F. Bonadio	Against
1c	Elect Director Joseph G. Doody	Against
1d	Elect Director David J.S. Flaschen	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Paychex, Inc.

Proposal Number	Proposal Text	Vote Instruction
1e	Elect Director Phillip Horsley	Against
1f	Elect Director Grant M. Inman	Against
1g	Elect Director Martin Mucci	Against
1h	Elect Director Joseph M. Tucci	Against
1i	Elect Director Joseph M. Velli	Against
1j	Elect Director Kara Wilson	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		
4	Ratify PricewaterhouseCoopers LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

PayPal Holdings, Inc.

Meeting Date: 05/24/2017

Country: USA

Primary Security ID: 70450Y103

Record Date: 04/05/2017

Meeting Type: Annual

Primary CUSIP: 70450Y103

Shares Voted: 669

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

PayPal Holdings, Inc.

Proposal Number	Proposal Text	Vote Instruction
1e	Elect Director Belinda J. Johnson	For
1f	Elect Director Gail J. McGovern	For
1g	Elect Director David M. Moffett	For
1h	Elect Director Daniel H. Schulman	For
1i	Elect Director Frank D. Yeary	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
3	Amend Certificate of Incorporation	For
	<i>Voter Rationale: This proposal makes various good housekeeping amendments to the Company's articles. A vote is cast in favor.</i>	
4	Ratify PricewaterhouseCoopers LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
5	Provide Right to Act by Written Consent	For
	<i>Voter Rationale: This proposal allows shareholders to act by written consent. If the majority of shareholders wish to exercise their ownership rights by written consent, they should be allowed to do so. A vote is cast in favor.</i>	
6	Report on Sustainability	For
	<i>Voter Rationale: This proposal requests the Board to prepare a "sustainability" (how companies interact with their workers and the communities where they operate, source and sell their products) report which will include a review of current Company policies and practices related to social, environmental and economic sustainability and a summary of long-term plans to integrate sustainability objectives throughout the Company's operations. The proponent states that good corporate citizenship goes beyond the traditional business functions of creating jobs and paying taxes, to include corporate practices designed to protect human rights, worker rights, and the environment, and a commitment to pay a sustainable living wage to its employees and workers of suppliers. Such a report would provide shareholders with useful information in evaluating Company's plans, policies, and practices. A vote is cast in favor.</i>	
7	Report on Feasibility of Net-Zero GHG Emissions	For
	<i>Voter Rationale: This proposal requests that the Board report to shareholders on how the Company is responding to rising regulatory, competitive, and public pressure to significantly reduce carbon dioxide and other greenhouse gas emissions. This would provide shareholders with useful information on an important topic. A vote is cast in favor.</i>	

Pentair plc

Meeting Date: 05/09/2017

Country: Ireland

Primary Security ID: G7S00T104

Record Date: 03/06/2017

Meeting Type: Annual

Primary CUSIP: 709631105

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Pentair plc

Shares Voted: 99

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Glynis A. Bryan	Against
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for outsiders and against insiders.</i>	
1b	Elect Director Jerry W. Burris	For
1c	Elect Director Carol Anthony (John) Davidson	Against
1d	Elect Director Jacques Esculier	Against
1e	Elect Director Edward P. Garden	For
1f	Elect Director T. Michael Glenn	Against
1g	Elect Director David H. Y. Ho	For
1h	Elect Director Randall J. Hogan	Against
1i	Elect Director David A. Jones	Against
1j	Elect Director Ronald L. Merriman	For
1k	Elect Director William T. Monahan	For
1l	Elect Director Billie Ida Williamson	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
5	Determine Price Range for Reissuance of Treasury Shares	For
	<i>Voter Rationale: This price range is reasonable. A vote is cast in favor.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Pentair plc

Proposal Number	Proposal Text	Vote Instruction
6	Provide Proxy Access Right	For
<i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>		

People's United Financial, Inc.

Meeting Date: 04/20/2017 Country: USA Primary Security ID: 712704105
Record Date: 02/24/2017 Meeting Type: Annual

Primary CUSIP: 712704105

Shares Voted: 185

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director John P. Barnes	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1b	Elect Director Collin P. Baron	For
1c	Elect Director Kevin T. Bottomley	For
1d	Elect Director George P. Carter	For
1e	Elect Director William F. Cruger, Jr.	For
1f	Elect Director John K. Dwight	For
1g	Elect Director Jerry Franklin	For
1h	Elect Director Janet M. Hansen	For
1i	Elect Director Nancy McAllister	For
1j	Elect Director Mark W. Richards	For
1k	Elect Director Kirk W. Walters	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
3	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

People's United Financial, Inc.

Proposal Number	Proposal Text	Vote Instruction
4	Approve Executive Incentive Bonus Plan <i>Voter Rationale: This proposal asks shareholders to approve or amend the Company's annual incentive bonus plan for senior executive officers. Section 162(m) of the Internal Revenue Code requires that shareholders reapprove the plan every five years. A vote is cast against this proposal because the plan does not disclose specific performance goals upon which awards are based.</i>	Against
5	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 23.96% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
6	Amend Certificate of Incorporation Concerning Shareholder Nominations and Proposals <i>Voter Rationale: This proposal seeks shareholder approval of various amendments to the Company's articles of association. The amendments are essentially housekeeping in nature and not against the best interest of shareholders. A vote is cast in favor of the proposal.</i>	For
7	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

Pepsico, Inc.

Meeting Date: 05/03/2017	Country: USA	Primary Security ID: 713448108
Record Date: 03/01/2017	Meeting Type: Annual	
Primary CUSIP: 713448108		
Shares Voted: 851		

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Pepsico, Inc.

Proposal Number	Proposal Text	Vote Instruction
1f	Elect Director Rona A. Fairhead	For
1g	Elect Director Richard W. Fisher	For
1h	Elect Director William R. Johnson	For
1i	Elect Director Indra K. Nooyi	For
1j	Elect Director David C. Page	For
1k	Elect Director Robert C. Pohlad	For
1l	Elect Director Daniel Vasella	For
1m	Elect Director Darren Walker	For
1n	Elect Director Alberto Weisser	For
2	Ratify KPMG LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Report on Plans to Minimize Pesticides' Impact on Pollinators	For
	<i>Voter Rationale: A vote is cast in favor of this proposal requesting a report on the Company's approach to pesticides in its supply chain.</i>	
6	Adopt Holy Land Principles	For
	<i>Voter Rationale: A vote is cast in favor of this proposal for equal opportunity employment in the Palestinian territories.</i>	

PerkinElmer, Inc.

Meeting Date: 04/25/2017

Country: USA

Primary Security ID: 714046109

Record Date: 02/27/2017

Meeting Type: Annual

Primary CUSIP: 714046109

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

PerkinElmer, Inc.

Shares Voted: 65

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Peter Barrett	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Samuel R. Chapin	For
1c	Elect Director Robert F. Friel	For
1d	Elect Director Sylvie Gregoire	For
1e	Elect Director Nicholas A. Lopardo	For
1f	Elect Director Alexis P. Michas	For
1g	Elect Director Patrick J. Sullivan	For
1h	Elect Director Frank Witney	For
2	Ratify Deloitte & Touche LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross-ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	

Perrigo Company plc

Meeting Date: 07/20/2017

Country: Ireland

Primary Security ID: G97822103

Record Date: 05/26/2017

Meeting Type: Annual

Primary CUSIP: 714290103

Shares Voted: 85

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Bradley A. Alford	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Perrigo Company plc

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Laurie Brlas	For
1.3	Elect Director Rolf A. Classon	For
1.4	Elect Director Gary M. Cohen	For
1.5	Elect Director John T. Hendrickson	For
1.6	Elect Director Adriana Karaboutis	For
1.7	Elect Director Jeffrey B. Kindler	For
1.8	Elect Director Donal O'Connor	For
1.9	Elect Director Geoffrey M. Parker	For
1.10	Elect Director Theodore R. Samuels	For
1.11	Elect Director Jeffrey C. Smith	For
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Authorize Share Repurchase Program	Abstain
	<i>Voter Rationale: The Company seeks authority to repurchase its own shares. The Company has not stated what be the purposes of its repurchases. That is not in the best interests of shareholders. A vote is cast to abstain.</i>	
6	Determine Price Range for Reissuance of Treasury Shares	For
	<i>Voter Rationale: This is a procedural item, a vote is cast in favor.</i>	
7	Provide Proxy Access Right	For
	<i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Pfizer Inc.

Meeting Date: 04/27/2017

Country: USA

Primary Security ID: 717081103

Record Date: 02/28/2017

Meeting Type: Annual

Primary CUSIP: 717081103

Shares Voted: 3,601

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Dennis A. Ausiello <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are nominees who serve on an excessive number of other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is withheld from such nominees. A vote is cast for all other nominees because there is a two-thirds majority of independent outsiders on the board.</i>	For
1.2	Elect Director Ronald E. Blaylock	For
1.3	Elect Director W. Don Cornwell	For
1.4	Elect Director Joseph J. Echevarria	For
1.5	Elect Director Frances D. Fergusson	For
1.6	Elect Director Helen H. Hobbs	For
1.7	Elect Director James M. Kilts	Against
1.8	Elect Director Shantanu Narayen	For
1.9	Elect Director Suzanne Nora Johnson	For
1.10	Elect Director Ian C. Read	For
1.11	Elect Director Stephen W. Sanger	For
1.12	Elect Director James C. Smith	For
2	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Pfizer Inc.

Proposal Number	Proposal Text	Vote Instruction
5	Adopt Holy Land Principles <i>Voter Rationale: A vote is cast in favor of the Company signing up for a set a principles to ensure equal opportunity employment for firms operating in a conflict zone.</i>	For
6	Amend Bylaws - Call Special Meetings <i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>	For
7	Require Independent Board Chairman <i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</i>	For

PG&E Corporation

Meeting Date: 05/30/2017 **Country:** USA **Primary Security ID:** 69331C108
Record Date: 03/31/2017 **Meeting Type:** Annual

Primary CUSIP: 69331C108

Shares Voted: 302

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Lewis Chew <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Anthony F. Earley, Jr.	For
1.3	Elect Director Fred J. Fowler	For
1.4	Elect Director Jeh C. Johnson	For
1.5	Elect Director Richard C. Kelly	For
1.6	Elect Director Roger H. Kimmel	For
1.7	Elect Director Richard A. Meserve	For
1.8	Elect Director Forrest E. Miller	For
1.9	Elect Director Eric D. Mullins	For
1.10	Elect Director Rosendo G. Parra	For
1.11	Elect Director Barbara L. Rambo	For
1.12	Elect Director Anne Shen Smith	For
1.13	Elect Director Geisha J. Williams	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

PG&E Corporation

Proposal Number	Proposal Text	Vote Instruction
2	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Cease Charitable Contributions <i>Voter Rationale: This shareholder proposal asks the company to cease making charitable contributions unless a majority of the company's customers approve the program through a public vote. The company is a public utility operating in northern and central California. The proponent objects to some of the recipients of the company's contributions and stated many of the company's customers are of moderate/low income levels and they have never been asked if they would like a lower utility bill or have a portion of their payment given to charities selected by the company. In 2015 the company reported 82% of its contributions went to underserved communities (low income) in its service area and the funds are primarily focused on education, encouragement of economic vitality; the environment and emergency preparedness. Furthermore, the company points out the funds spent for those endeavors come from company shareholders and have no impact on customer electric/gas rates. It appears the company is being a good corporate citizen by deploying its charitable contributions to the right area and causes and future decision making regarding the company's charitable giving program should remain under company control. A vote is cast against the proposal.</i>	Against

Philip Morris International Inc.

Meeting Date: 05/03/2017

Country: USA

Primary Security ID: 718172109

Record Date: 03/10/2017

Meeting Type: Annual

Primary CUSIP: 718172109

Shares Voted: 921

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Harold Brown <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are either nominees with fulltime jobs serving on more than three other boards or retired nominees serving on more than five other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is withheld from such nominees. Also, a vote is cast for all other nominees since two-thirds of the Board is made up of independent outsiders.</i>	For
1.2	Elect Director Andre Calantzopoulos	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Philip Morris International Inc.

Proposal Number	Proposal Text	Vote Instruction
1.3	Elect Director Louis C. Camilleri	For
1.4	Elect Director Massimo Ferragamo	For
1.5	Elect Director Werner Geissler	For
1.6	Elect Director Jennifer Li	For
1.7	Elect Director Jun Makihara	For
1.8	Elect Director Sergio Marchionne	Against
1.9	Elect Director Kalpana Morparia	For
1.10	Elect Director Lucio A. Noto	For
1.11	Elect Director Frederik Paulsen	For
1.12	Elect Director Robert B. Polet	For
1.13	Elect Director Stephen M. Wolf	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has underperformed its peer companies and for compensation it has overcompensated its executive officers. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures do not reflect the Company's performance for shareholders, and are not in the best interests of shareholders. Therefore, a vote is cast against this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Approve Restricted Stock Plan	Against
	<i>Voter Rationale: This proposal establishes a restricted stock plan for key executives. The plan fails to specify performance standards upon which the stock will be granted, without which a judgment cannot be made as to the plan's validity. A vote is cast against.</i>	
5	Approve Non-Employee Director Restricted Stock Plan	Against
	<i>Voter Rationale: A stock compensation plan for non-employee directors is amended pursuant to this proposal. The proposal is flawed for the following reason(s): the plan is not based on specific performance objectives or attendance. A vote is cast against the proposal.</i>	
6	Ratify PricewaterhouseCoopers SA as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Philip Morris International Inc.

Proposal Number	Proposal Text	Vote Instruction
7	Establish a Board Committee on Human Rights <i>Voter Rationale: This shareholder proposal asks the board to create a Review Committee to review/monitor the company's human rights policy to ensure its lobbying activities and marketing practices as well as those of industry bodies to which it belongs do not undermine efforts by sovereign countries to protect their citizens health. The proponent cites a New York Times article that the US Chamber of Commerce (of which the company is a member) has tried to undermine other countries efforts to protect their citizens from smoking through lobbying, pitting countries against each other in trade forums, and defending the ability of the tobacco industry to sue under future international trade agreements. Also, that article indicated that the company intended to stop Uruguay from implementing tobacco regulation through the proposed Trans Pacific Partnership. The risks to the Company's reputation given the business line merit a board level committee to best handle contentious human rights issues. A vote is cast in favor.</i>	For
8	Participate in OECD Mediation for Human Rights Violations <i>Voter Rationale: This shareholder proposal asks the Company to participate in mediation of alleged human rights violations if mediation is offered by a governmental National Contact Point (NCP) for the Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises. NCPs are agencies established by governments that are members and non-members of the OECD. Human rights subject to mediation would be at a minimum, those expressed in the ILO Declaration of Fundamental Principles and Rights at Work – such as abolition of child labor, elimination of discrimination in respect of employment etc. Also, participation in the NCP is voluntary and the outcome of the mediation is non-binding. The proponent argues this non-judicial grievance mechanism is needed when formal legal mechanisms are inadequate - for example, the proponent stated mediation through the NCP is needed by agricultural workers in the U.S. because they are excluded from the National Labor Relations Act (protects workers' rights to organize and collectively bargain). The non-legal mechanism described above, would be another avenue the Company's workers could pursue to resolve alleged human rights violations encountered at the company. A vote is cast in favor of the proposal.</i>	For

Phillips 66

Meeting Date: 05/03/2017	Country: USA	Primary Security ID: 718546104
Record Date: 03/10/2017	Meeting Type: Annual	
Primary CUSIP: 718546104		

Shares Voted: 263

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director William R. Loomis, Jr. <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Glenn F. Tilton	For
1c	Elect Director Marna C. Whittington	For
2	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Phillips 66

Proposal Number	Proposal Text	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		

Pinnacle West Capital Corporation

Meeting Date: 05/17/2017 Country: USA Primary Security ID: 723484101
Record Date: 03/09/2017 Meeting Type: Annual

Primary CUSIP: 723484101

Shares Voted: 66

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Donald E. Brandt	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1.2	Elect Director Denis A. Cortese	For
1.3	Elect Director Richard P. Fox	For
1.4	Elect Director Michael L. Gallagher	For
1.5	Elect Director Roy A. Herberger, Jr.	For
1.6	Elect Director Dale E. Klein	For
1.7	Elect Director Humberto S. Lopez	For
1.8	Elect Director Kathryn L. Munro	For
1.9	Elect Director Bruce J. Nordstrom	For
1.10	Elect Director Paula J. Sims	For
1.11	Elect Director David P. Wagener	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Pinnacle West Capital Corporation

Proposal Number	Proposal Text	Vote Instruction
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Amend Omnibus Stock Plan <i>Voter Rationale: A stock plan for key executives is amended by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. Thus, a vote is cast against the amendment.</i>	Against
5	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

Pioneer Natural Resources Company

Meeting Date: 05/18/2017

Country: USA

Primary Security ID: 723787107

Record Date: 03/23/2017

Meeting Type: Annual

Primary CUSIP: 723787107

Shares Voted: 101

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Edison C. Buchanan <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Andrew F. Cates	For
1.3	Elect Director Timothy L. Dove	For
1.4	Elect Director Phillip A. Gobe	For
1.5	Elect Director Larry R. Grillot	For
1.6	Elect Director Stacy P. Methvin	For
1.7	Elect Director Royce W. Mitchell	For
1.8	Elect Director Frank A. Risch	For
1.9	Elect Director Scott D. Sheffield	For
1.10	Elect Director Mona K. Sutphen	For
1.11	Elect Director J. Kenneth Thompson	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Pioneer Natural Resources Company

Proposal Number	Proposal Text	Vote Instruction
1.12	Elect Director Phoebe A. Wood	For
1.13	Elect Director Michael D. Wortley	For
2	Ratify Ernst & Young LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Report on Annual Sustainability	For
	<i>Voter Rationale: This proposal requests that the Board prepare a sustainability report which will include a review of the Company's short- and long-term practices related to social, environmental and governance issues. The proponent states that a company's environmental, social, and governance practices have a significant relation to a company's performance. Such a report would provide shareholders with useful information in evaluating Company's plans, policies, and practices. A vote is cast in favor.</i>	

PPG Industries, Inc.

Meeting Date: 04/20/2017 **Country:** USA **Primary Security ID:** 693506107
Record Date: 02/17/2017 **Meeting Type:** Annual
Primary CUSIP: 693506107

Shares Voted: 157

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Stephen F. Angel	Against
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	
1.2	Elect Director Hugh Grant	For
1.3	Elect Director Melanie L. Healey	For
1.4	Elect Director Michele J. Hooper	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

PPG Industries, Inc.

Proposal Number	Proposal Text	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against

PPL Corporation

Meeting Date: 05/17/2017

Country: USA

Primary Security ID: 69351T106

Record Date: 02/28/2017

Meeting Type: Annual

Primary CUSIP: 69351T106

Shares Voted: 403

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Rodney C. Adkins <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director John W. Conway	For
1.3	Elect Director Steven G. Elliott	For
1.4	Elect Director Raja Rajamannar	For
1.5	Elect Director Craig A. Rogerson	For
1.6	Elect Director William H. Spence	For
1.7	Elect Director Natica von Althann	For
1.8	Elect Director Keith H. Williamson	For
1.9	Elect Director Armando Zagalo de Lima	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

PPL Corporation

Proposal Number	Proposal Text	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 3.10% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
5	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
6	Assess Portfolio Impacts of Policies to Meet 2 Degree Scenario <i>Voter Rationale: This proposal requests that the Board provide a comprehensive report addressing the impact climate change regulations have on the Company's operations and the consideration of these regulations in investment decisions. This would provide shareholders with useful information on an important topic. A vote is cast in favor.</i>	For

Praxair, Inc.

Meeting Date: 04/25/2017

Country: USA

Primary Security ID: 74005P104

Record Date: 03/01/2017

Meeting Type: Annual

Primary CUSIP: 74005P104

Shares Voted: 169

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Praxair, Inc.

Proposal Number	Proposal Text	Vote Instruction
1d	Elect Director Edward G. Galante	For
1e	Elect Director Raymond W. LeBoeuf	For
1f	Elect Director Larry D. McVay	For
1g	Elect Director Martin H. Richenhagen	For
1h	Elect Director Wayne T. Smith	For
1i	Elect Director Robert L. Wood	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross-ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
4	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		
5	Amend Omnibus Stock Plan	Against
<i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 8.65% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>		

Praxair, Inc.

Meeting Date: 09/27/2017

Country: USA

Primary Security ID: 74005P104

Record Date: 08/08/2017

Meeting Type: Special

Primary CUSIP: 74005P104

Shares Voted: 171

Proposal Number	Proposal Text	Vote Instruction
1	Approve Merger Agreement	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Praxair, Inc.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: This proposal seeks shareholder approval of the Company merging with LindeAG (merger of equals) Stock – Fixed Exchange Ratio transaction valued at \$73.8 billion. The Company produces, sells, and distributes atmospheric gases such as oxygen, nitrogen, argon, and rare gases. The Company also supplies metallic and ceramic coatings and powders. German company Linde Aktiengesellschaft (LindeAG) is a gases and engineering company that offers a wide range of industrial and medical gases. Upon completion of the merger, each company will own 50 percent of the combined firm. The Board recommends shareholder approval because: a) the belief that LindeAG's multinational recognition and the Company's effective business model provides for a leading industrial gas company; b) the complementary nature of the businesses is expected to result in enhanced global footprint; c) expected annual synergies that the board believes will be \$1.2 billion; and d) shareholders will benefit from the upside potential of the combined firm. Per the terms of the transaction, each Company share will receive 1.00 share of the combined company: \$127.17 per Company share as of Sept. 1, 2017 (on a fully diluted basis); 1.54 shares of the combined company \$195.84 per LindeAG share as of Sept. 1, 2017. An opinion has been issued by Credit Suisse that the terms are fair to the Company's shareholders. Market reaction to the announcement has been positive. A vote is cast for this proposal.</i>	
2	Approve the Creation of Distributable Reserves	For
	<i>Voter Rationale: This proposal seeks shareholder approval of the Company creating distributable reserves which will allow the combined firm to allocate dividends and share repurchases. The allocation of dividends is normally in the best interests of shareholders and no objection has been made. A vote is cast in favor.</i>	
3	Advisory Vote on Golden Parachutes	Against
	<i>Voter Rationale: This advisory vote proposal seeks shareholder approval of the merger-related "golden parachute" executive compensation arrangements which may be paid in connection with the proposed merger. The outcome of this advisory vote will have no effect on whether the merger is consummated. The arrangements are not in the best interests of shareholders because they provide: a total payment in excess of 2.99 times salary and bonus; for accelerated vesting of unvested equity awards in an amount that is excessive. Therefore, a vote is cast against.</i>	
4	Adjourn Meeting	For
	<i>Voter Rationale: The board seeks shareholder approval to adjourn the meeting, if necessary, to permit further solicitation of proxies if there are insufficient votes at the time of the meeting to approve the transaction. Since the transaction is supported, a vote is cast in favor.</i>	

Principal Financial Group, Inc.

Meeting Date: 05/16/2017	Country: USA	Primary Security ID: 74251V102
Record Date: 03/22/2017	Meeting Type: Annual	
Primary CUSIP: 74251V102		
Shares Voted: 159		

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Principal Financial Group, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.4	Elect Director Scott M. Mills	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		
4	Ratify Ernst & Young, LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

Prologis, Inc.

Meeting Date: 05/03/2017

Country: USA

Primary Security ID: 74340W103

Record Date: 03/09/2017

Meeting Type: Annual

Primary CUSIP: 74340W103

Shares Voted: 314

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Hamid R. Moghadam	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1b	Elect Director George L. Fotiades	For
1c	Elect Director Lydia H. Kennard	For
1d	Elect Director J. Michael Losh	For
1e	Elect Director Irving F. Lyons, III	For
1f	Elect Director David P. O'Connor	For
1g	Elect Director Olivier Piani	For
1h	Elect Director Jeffrey L. Skelton	For
1i	Elect Director Carl B. Webb	For
1j	Elect Director William D. Zollars	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Prologis, Inc.

Proposal Number	Proposal Text	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

Prudential Financial, Inc.

Meeting Date: 05/09/2017

Country: USA

Primary Security ID: 744320102

Record Date: 03/10/2017

Meeting Type: Annual

Primary CUSIP: 744320102

Shares Voted: 255

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Thomas J. Baltimore, Jr. <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Gilbert F. Casellas	For
1.3	Elect Director Mark B. Grier	For
1.4	Elect Director Martina Hund-Mejean	For
1.5	Elect Director Karl J. Krapek	For
1.6	Elect Director Peter R. Lighte	For
1.7	Elect Director George Paz	For
1.8	Elect Director Sandra Pianalto	For
1.9	Elect Director Christine A. Poon	For
1.10	Elect Director Douglas A. Scovanner	For
1.11	Elect Director John R. Strangfeld	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Prudential Financial, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.12	Elect Director Michael A. Todman	For
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Require Independent Board Chairman <i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</i>	For

Public Service Enterprise Group Incorporated

Meeting Date: 04/18/2017

Country: USA

Primary Security ID: 744573106

Record Date: 02/17/2017

Meeting Type: Annual

Primary CUSIP: 744573106

Shares Voted: 300

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Public Service Enterprise Group Incorporated

Proposal Number	Proposal Text	Vote Instruction
1.7	Elect Director Thomas A. Renyi	For
1.8	Elect Director Hak Cheol (H.C.) Shin	For
1.9	Elect Director Richard J. Swift	For
1.10	Elect Director Susan Tomasky	For
1.11	Elect Director Alfred W. Zollar	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
3	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		
4	Ratify Deloitte & Touche LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

Public Storage

Meeting Date: 04/26/2017

Country: USA

Primary Security ID: 74460D109

Record Date: 03/01/2017

Meeting Type: Annual

Primary CUSIP: 74460D109

Shares Voted: 89

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Ronald L. Havner, Jr.	Against
<i>Voter Rationale: A vote is cast to withhold on all nominees because the company maintains a charter that prohibits or restricts shareholders' ability to amend the company bylaws that is not in the best interests of shareholders.</i>		
1.2	Elect Director Tamara Hughes Gustavson	Against
1.3	Elect Director Uri P. Harkham	Against
1.4	Elect Director Leslie S. Heisz	Against
1.5	Elect Director B. Wayne Hughes, Jr.	Against
1.6	Elect Director Avedick B. Poladian	Against
1.7	Elect Director Gary E. Pruitt	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Public Storage

Proposal Number	Proposal Text	Vote Instruction
1.8	Elect Director Ronald P. Spogli	Against
1.9	Elect Director Daniel C. Staton	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross-ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		
4	Ratify Ernst & Young LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

PulteGroup, Inc.

Meeting Date: 05/03/2017 **Country:** USA **Primary Security ID:** 745867101
Record Date: 03/10/2017 **Meeting Type:** Annual
Primary CUSIP: 745867101

Shares Voted: 177

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Brian P. Anderson	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1.2	Elect Director Bryce Blair	For
1.3	Elect Director Richard W. Dreiling	For
1.4	Elect Director Thomas J. Folliard	For
1.5	Elect Director Joshua Gotbaum	For
1.6	Elect Director Cheryl W. Grise	For
1.7	Elect Director Andre J. Hawaux	For
1.8	Elect Director Ryan R. Marshall	For
1.9	Elect Director Patrick J. O'Leary	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

PulteGroup, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.10	Elect Director John R. Peshkin	For
1.11	Elect Director Scott F. Powers	For
1.12	Elect Director William J. Pulte	For
2	Ratify Ernst & Young LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
4	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		

PVH Corp.

Meeting Date: 06/15/2017

Country: USA

Primary Security ID: 693656100

Record Date: 04/20/2017

Meeting Type: Annual

Primary CUSIP: 693656100

Shares Voted: 47

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Mary Baglivo	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1b	Elect Director Brent Callinicos	For
1c	Elect Director Emanuel Chirico	For
1d	Elect Director Juan R. Figuereo	For
1e	Elect Director Joseph B. Fuller	For
1f	Elect Director V. James Marino	For
1g	Elect Director G. Penny McIntyre	For
1h	Elect Director Amy McPherson	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

PVH Corp.

Proposal Number	Proposal Text	Vote Instruction
1i	Elect Director Henry Nasella	For
1j	Elect Director Edward R. Rosenfeld	For
1k	Elect Director Craig Rydin	For
1l	Elect Director Amanda Sourry	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
3	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		
4	Ratify Ernst & Young LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		

Qorvo, Inc.

Meeting Date: 08/08/2017

Country: USA

Primary Security ID: 74736K101

Record Date: 06/15/2017

Meeting Type: Annual

Primary CUSIP: 74736K101

Shares Voted: 75

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Qorvo, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.6	Elect Director John R. Harding	For
1.7	Elect Director David H. Y. Ho	For
1.8	Elect Director Roderick D. Nelson	For
1.9	Elect Director Walden C. Rhines	For
1.10	Elect Director Susan L. Spradley	For
1.11	Elect Director Walter H. Wilkinson, Jr.	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Amend Omnibus Stock Plan	Against
<i>Voter Rationale: This proposal seeks approval of performance criteria for an existing stock compensation plan. Although the types of criteria are listed, the Company does not disclose enough about them to enable a shareholder to determine what type of award will be generated by what type of performance. That is not in the best interests of shareholders. Therefore, a vote is cast against.</i>		
4	Ratify KPMG LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

QUALCOMM Incorporated

Meeting Date: 03/07/2017

Country: USA

Primary Security ID: 747525103

Record Date: 01/09/2017

Meeting Type: Annual

Primary CUSIP: 747525103

Shares Voted: 876

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Barbara T. Alexander	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are nominees who serve on an excessive number of other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is withheld from such nominees. Therefore, a vote is cast against nominees on an excessive number of boards, and for all other nominees since the board is two-thirds independent.</i>		
1b	Elect Director Jeffrey W. Henderson	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

QUALCOMM Incorporated

Proposal Number	Proposal Text	Vote Instruction
1c	Elect Director Thomas W. Horton	For
1d	Elect Director Paul E. Jacobs	For
1e	Elect Director Ann M. Livermore	For
1f	Elect Director Harish Manwani	Withhold
1g	Elect Director Mark D. McLaughlin	For
1h	Elect Director Steve Mollenkopf	For
1i	Elect Director Clark T. "Sandy" Randt, Jr.	For
1j	Elect Director Francisco Ros	For
1k	Elect Director Anthony J. Vinciguerra	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	Proxy Access Amendments	For
	<i>Voter Rationale: This proposal seeks to amend the existing proxy access bylaws. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	

Quanta Services, Inc.

Meeting Date: 05/24/2017

Country: USA

Primary Security ID: 74762E102

Record Date: 03/27/2017

Meeting Type: Annual

Primary CUSIP: 74762E102

Shares Voted: 90

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Quanta Services, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.2	Elect Director Doyle N. Beneby	For
1.3	Elect Director J. Michal Conaway	For
1.4	Elect Director Vincent D. Foster	For
1.5	Elect Director Bernard Fried	For
1.6	Elect Director Worthing F. Jackman	For
1.7	Elect Director David M. McClanahan	For
1.8	Elect Director Margaret B. Shannon	For
1.9	Elect Director Pat Wood, III	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		
4	Ratify PricewaterhouseCoopers LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

Quest Diagnostics Incorporated

Meeting Date: 05/16/2017

Country: USA

Primary Security ID: 74834L100

Record Date: 03/17/2017

Meeting Type: Annual

Primary CUSIP: 74834L100

Shares Voted: 82

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Jenne K. Britell	Against
<i>Voter Rationale: This company has underperformed its broad market index and/or its peer group for the past five years. Given that performance, a vote is cast to withhold authority for all nominees to the board.</i>		
1.2	Elect Director Vicky B. Gregg	Against
1.3	Elect Director Jeffrey M. Leiden	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Quest Diagnostics Incorporated

Proposal Number	Proposal Text	Vote Instruction
1.4	Elect Director Timothy L. Main	Against
1.5	Elect Director Gary M. Pfeiffer	Against
1.6	Elect Director Timothy M. Ring	Against
1.7	Elect Director Stephen H. Rusckowski	Against
1.8	Elect Director Daniel C. Stanzione	Against
1.9	Elect Director Gail R. Wilensky	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
3	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		
4	Ratify PricewaterhouseCoopers LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		
5	Amend Non-Employee Director Omnibus Stock Plan	Against
<i>Voter Rationale: This proposal adds shares to an existing stock plan for outside directors. The plan is not a good one because it does not award stock on the basis of company performance or director attendance. A vote is cast against the proposal.</i>		

Quorum Health Corp

Meeting Date: 05/16/2017

Country: USA

Primary Security ID: 74909E106

Record Date: 03/17/2017

Meeting Type: Annual

Primary CUSIP: 74909E106

Shares Voted: 461

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Quorum Health Corp

Proposal Number	Proposal Text	Vote Instruction
1b	Elect Director William M. Gracey	For
1c	Elect Director James T. Breedlove	For
1d	Elect Director Adam Feinstein	For
1e	Elect Director Joseph A. Hastings	For
1f	Elect Director William S. Hussey	Withhold
1g	Elect Director Barbara R. Paul	Withhold
1h	Elect Director R. Lawrence Van Horn	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Amend Executive Incentive Bonus Plan	Against
	<i>Voter Rationale: This proposal asks shareholders to approve or amend the company's annual incentive bonus plan for senior executive officers. Section 162(m) of the Internal Revenue Code requires that shareholders reapprove the plan every five years. A vote is cast against this proposal because the plan does not disclose specific performance goals upon which awards are based.</i>	
5	Amend Omnibus Stock Plan	Against
	<i>Voter Rationale: This proposal seeks approval of performance criteria for an existing stock compensation plan. Although the types of criteria are listed, the company does not disclose enough about them to enable a shareholder to determine what type of award will be generated by what type of performance. That is not in the best interests of shareholders. Therefore, a vote is cast against.</i>	
6	Ratify Deloitte & Touche, LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	

Ralph Lauren Corporation

Meeting Date: 08/10/2017

Country: USA

Primary Security ID: 751212101

Record Date: 06/12/2017

Meeting Type: Annual

Primary CUSIP: 751212101

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Ralph Lauren Corporation

Shares Voted: 34

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Frank A. Bennack, Jr. <i>Voter Rationale: This company has underperformed its peer group for the past five years. Given that performance, a vote is cast against all nominees to the board.</i>	Withhold
1.2	Elect Director Joel L. Fleishman	Withhold
1.3	Elect Director Hubert Joly	Withhold
2	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Amend Executive Incentive Bonus Plan <i>Voter Rationale: This proposal asks shareholders to approve or amend the Company's annual incentive bonus plan for senior executive officers. Section 162(m) of the Internal Revenue Code requires that shareholders re-approve the plan every five years. A vote is cast against this proposal because the plan does not disclose specific performance goals upon which awards are based.</i>	Against

Range Resources Corporation

Meeting Date: 05/17/2017

Country: USA

Primary Security ID: 75281A109

Record Date: 03/24/2017

Meeting Type: Annual

Primary CUSIP: 75281A109

Shares Voted: 112

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Range Resources Corporation

Proposal Number	Proposal Text	Vote Instruction
1b	Elect Director Anthony V. Dub	For
1c	Elect Director Allen Finkelson	For
1d	Elect Director James M. Funk	For
1e	Elect Director Christopher A. Helms	For
1f	Elect Director Robert A. Innamorati	For
1g	Elect Director Mary Ralph Lowe	For
1h	Elect Director Greg G. Maxwell	For
1i	Elect Director Kevin S. McCarthy	For
1j	Elect Director Steffen E. Palko	For
1k	Elect Director Jeffrey L. Ventura	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Ratify Ernst & Young LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
5	Report on Political Contributions	For
	<i>Voter Rationale: This proposal requests the company provide a report, updated semiannually, on its direct and indirect political contributions and trade association expenditures made with corporate funds. Some, but not all, of this information is available in public filings but they are scattered throughout different states and are not readily and easily available in total to shareholders. A vote is cast for this proposal because it would provide useful and more comprehensive information regarding the Company's political contributions.</i>	

Raytheon Company

Meeting Date: 05/25/2017

Country: USA

Primary Security ID: 755111507

Record Date: 04/04/2017

Meeting Type: Annual

Primary CUSIP: 755111507

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Raytheon Company

Shares Voted: 174

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Tracy A. Atkinson	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Robert E. Beauchamp	For
1c	Elect Director Vernon E. Clark	For
1d	Elect Director Stephen J. Hadley	For
1e	Elect Director Thomas A. Kennedy	For
1f	Elect Director Letitia A. Long	For
1g	Elect Director George R. Oliver	For
1h	Elect Director Dinesh C. Paliwal	For
1i	Elect Director William R. Spivey	For
1j	Elect Director James A. Winnefeld, Jr.	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Approve Executive Incentive Bonus Plan	Against
	<i>Voter Rationale: This proposal asks shareholders to approve or amend the company's annual incentive bonus plan for senior executive officers. Section 162(m) of the Internal Revenue Code requires that shareholders reapprove the plan every five years. A vote is cast against this proposal because the plan does not disclose specific performance goals upon which awards are based.</i>	
5	Ratify PricewaterhouseCoopers LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Realty Income Corporation

Meeting Date: 05/16/2017

Country: USA

Primary Security ID: 756109104

Record Date: 03/09/2017

Meeting Type: Annual

Primary CUSIP: 756109104

Shares Voted: 153

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Kathleen R. Allen <i>Voter Rationale: A vote is cast to withhold on all nominees to the board because shareholders do not have the right to amend the bylaws, which represents a diminution of shareholders' rights and a material governance failure.</i>	Against
1b	Elect Director John P. Case	Against
1c	Elect Director A. Larry Chapman	Against
1d	Elect Director Priya Cherian Huskins	Against
1e	Elect Director Michael D. McKee	Against
1f	Elect Director Gregory T. McLaughlin	Against
1g	Elect Director Ronald L. Merriman	Against
1h	Elect Director Stephen E. Sterrett	Against
2	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Red Hat, Inc.

Meeting Date: 08/10/2017

Country: USA

Primary Security ID: 756577102

Record Date: 06/15/2017

Meeting Type: Annual

Primary CUSIP: 756577102

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Red Hat, Inc.

Shares Voted: 106

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Sohaib Abbasi	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director W. Steve Albrecht	For
1.3	Elect Director Charlene T. Begley	For
1.4	Elect Director Narendra K. Gupta	For
1.5	Elect Director Kimberly L. Hammonds	For
1.6	Elect Director William S. Kaiser	For
1.7	Elect Director Donald H. Livingstone	For
1.8	Elect Director James M. Whitehurst	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Ratify PricewaterhouseCoopers LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	

Regency Centers Corporation

Meeting Date: 04/27/2017

Country: USA

Primary Security ID: 758849103

Record Date: 03/10/2017

Meeting Type: Annual

Primary CUSIP: 758849103

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Regency Centers Corporation

Shares Voted: 87

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Martin E. Stein, Jr. <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the board). The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are nominees who serve on an excessive number of other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is withheld from such nominees. A vote is cast for all other nominees because there is a two-thirds majority of independent outsiders on the board.</i>	For
1b	Elect Director Joseph Azrack	For
1c	Elect Director Raymond L. Bank	For
1d	Elect Director Bryce Blair	For
1e	Elect Director C. Ronald Blankenship	For
1f	Elect Director Mary Lou Fiala	For
1g	Elect Director Chaim Katzman	Against
1h	Elect Director Peter Linneman	For
1i	Elect Director David P. O'Connor	For
1j	Elect Director John C. Schweitzer	For
1k	Elect Director Thomas G. Wattles	For
2	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

Regeneron Pharmaceuticals, Inc.

Meeting Date: 06/09/2017

Country: USA

Primary Security ID: 75886F107

Record Date: 04/13/2017

Meeting Type: Annual

Primary CUSIP: 75886F107

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Regeneron Pharmaceuticals, Inc.

Shares Voted: 45

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Bonnie L. Bassler <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here however, some incumbent nominees failed to attend 75% of their meetings without a valid excuse. A vote to withhold authority is cast for those nominees with such poor attendance record and for all other nominees.</i>	For
1.2	Elect Director N. Anthony Coles	For
1.3	Elect Director Joseph L. Goldstein	For
1.4	Elect Director Christine A. Poon	For
1.5	Elect Director P. Roy Vagelos	For
1.6	Elect Director Huda Y. Zoghbi	Against
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 41.26% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
4	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
5	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Regions Financial Corporation

Meeting Date: 04/20/2017

Country: USA

Primary Security ID: 7591EP100

Record Date: 02/21/2017

Meeting Type: Annual

Primary CUSIP: 7591EP100

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Regions Financial Corporation

Shares Voted: 730

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Carolyn H. Byrd <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	For
1b	Elect Director David J. Cooper, Sr.	Against
1c	Elect Director Don DeFosset	Against
1d	Elect Director Samuel A. Di Piazza, Jr.	For
1e	Elect Director Eric C. Fast	For
1f	Elect Director O. B. Grayson Hall, Jr.	Against
1g	Elect Director John D. Johns	Against
1h	Elect Director Ruth Ann Marshall	For
1i	Elect Director Susan W. Matlock	For
1j	Elect Director John E. Maupin, Jr.	Against
1k	Elect Director Charles D. McCrary	Against
1l	Elect Director James T. Prokopanko	For
1m	Elect Director Lee J. Styslinger, III	Against
1n	Elect Director Jose S. Suquet	Against
2	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against

Republic Services, Inc.

Meeting Date: 05/12/2017

Country: USA

Primary Security ID: 760759100

Record Date: 03/15/2017

Meeting Type: Annual

Primary CUSIP: 760759100

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Republic Services, Inc.

Shares Voted: 137

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Manuel Kadre	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are nominees who serve on an excessive number of other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is withheld from such nominees. A vote is cast for all other nominees because there is a two-thirds majority of independent outsiders on the board.</i>	
1b	Elect Director Tomago Collins	For
1c	Elect Director William J. Flynn	For
1d	Elect Director Thomas W. Handley	For
1e	Elect Director Jennifer M. Kirk	For
1f	Elect Director Michael Larson	Against
1g	Elect Director Ramon A. Rodriguez	For
1h	Elect Director Donald W. Slager	For
1i	Elect Director John M. Trani	For
1j	Elect Director Sandra M. Volpe	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Ratify Ernst & Young LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	

ResMed Inc.

Meeting Date: 11/16/2017

Country: USA

Primary Security ID: 761152107

Record Date: 09/19/2017

Meeting Type: Annual

Primary CUSIP: 761152107

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

ResMed Inc.

Shares Voted: 86

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Michael Farrell <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Karen Drexler	For
1c	Elect Director Jack Wareham	For
2	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 15.74% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
4	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
5	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Reynolds American Inc.

Meeting Date: 07/19/2017

Country: USA

Primary Security ID: 761713106

Record Date: 06/12/2017

Meeting Type: Special

Primary CUSIP: 761713106

Shares Voted: 492

Proposal Number	Proposal Text	Vote Instruction
1	Approve Merger Agreement	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Reynolds American Inc.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: This proposal is seeking shareholder approval of being acquired by British American Tobacco, p.l.c. in a Cash and Stock – Fixed Exchange Ratio transaction valued at \$85.1 billion, at announcement. The Company through its subsidiaries, manufactures tobacco and smokeless tobacco products. British American Tobacco, p.l.c. is a holding company for a group of companies that manufactures, markets, and sells cigarettes and other tobacco products. The Board recommends shareholder approval because: a) the complementary nature of the businesses will allow the combined firm to offer more options to its customers; b) the expectation that the combined firm will realize substantial cost synergies, having the opportunity to generate greater earnings than either company would achieve on a standalone basis; c) the balanced form of consideration which provides certainty of value to the Company's shareholders; and d) the Company's historical stock prices compared to its industry peers. Per the terms of the transaction, each Company share will receive \$29.44 in cash and 0.526 British American Tobacco, p.l.c. ADR per Company share*: \$59.64 per share at announcement which represents a premium of 6.6% based on the closing prices of the shares on the last day of trading before the transaction was announced. An opinion has been issued by Goldman Sachs that the terms are fair to the Company's shareholders. Market reaction to the announcement has been positive. A vote is cast for this proposal.</i>	
2	Advisory Vote on Golden Parachutes	Against
	<i>Voter Rationale: This advisory vote proposal seeks shareholder approval of the merger-related "golden parachute" executive compensation arrangements which may be paid in connection with the proposed merger. The outcome of this advisory vote will have no effect on whether the merger is consummated. The arrangements are not in the best interests of shareholders because they provide: a total payment in excess of 2.99 times salary and bonus; a gross up for excise taxes; that a recipient can receive cash payments and accelerated vesting of unvested equity awards even if he or she does not lose his job; for accelerated vesting of unvested equity awards in an amount that is excessive. Therefore, a vote is cast against.</i>	
3	Adjourn Meeting	For
	<i>Voter Rationale: The board seeks shareholder approval to adjourn the meeting, if necessary, to permit further solicitation of proxies if there are insufficient votes at the time of the meeting to approve the transaction. Since the transaction is supported, a vote is cast in favor.</i>	

Rite Aid Corporation

Meeting Date: 07/17/2017 Country: USA Primary Security ID: 767754104

Record Date: 05/31/2017 Meeting Type: Annual

Primary CUSIP: 767754104

Shares Voted: 725

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director John T. Standley	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Joseph B. Anderson, Jr.	For
1c	Elect Director Bruce G. Bodaken	For
1d	Elect Director David R. Jessick	For
1e	Elect Director Kevin E. Lofton	For
1f	Elect Director Myrtle S. Potter	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Rite Aid Corporation

Proposal Number	Proposal Text	Vote Instruction
1g	Elect Director Michael N. Regan	For
1h	Elect Director Frank A. Savage	For
1i	Elect Director Marcy Syms	For
2	Ratify Deloitte & Touche LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	

Robert Half International Inc.

Meeting Date: 05/24/2017

Country: USA

Primary Security ID: 770323103

Record Date: 03/31/2017

Meeting Type: Annual

Primary CUSIP: 770323103

Shares Voted: 76

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Harold M. Messmer, Jr.	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Marc H. Morial	For
1.3	Elect Director Barbara J. Novogradac	For
1.4	Elect Director Robert J. Pace	For
1.5	Elect Director Frederick A. Richman	For
1.6	Elect Director M. Keith Waddell	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Robert Half International Inc.

Proposal Number	Proposal Text	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Rockwell Automation, Inc.

Meeting Date: 02/07/2017

Country: USA

Primary Security ID: 773903109

Record Date: 12/12/2016

Meeting Type: Annual

Primary CUSIP: 773903109

Shares Voted: 76

Proposal Number	Proposal Text	Vote Instruction
A1	Elect Director Steven R. Kalmanson <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
A2	Elect Director James P. Keane	For
A3	Elect Director Blake D. Moret	For
A4	Elect Director Donald R. Parfet	For
A5	Elect Director Thomas W. Rosamilia	For
B	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Rockwell Automation, Inc.

Proposal Number	Proposal Text	Vote Instruction
C	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
D	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Rockwell Collins, Inc.

Meeting Date: 02/02/2017 **Country:** USA **Primary Security ID:** 774341101
Record Date: 12/05/2016 **Meeting Type:** Annual
Primary CUSIP: 774341101

Shares Voted: 77

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Chris A. Davis <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Ralph E. Eberhart	For
1.3	Elect Director David Lilley	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Rockwell Collins, Inc.

Meeting Date: 03/09/2017

Country: USA

Primary Security ID: 774341101

Record Date: 01/18/2017

Meeting Type: Special

Primary CUSIP: 774341101

Shares Voted: 77

Proposal Number	Proposal Text	Vote Instruction
1	<p>Issue Shares in Connection with Merger</p> <p><i>Voter Rationale: This proposal seeks shareholder approval of the Company acquiring B/E Aerospace, Inc. in a Cash and Stock – Floating Exchange Ratio transaction valued at \$6.3 billion. The Company designs, produces, and supports communications and aviation systems globally. B/E Aerospace, Inc. manufactures cabin interior products for commercial aircraft and business jets. The Board recommends shareholder approval because a) there will be increased scale of the Company's operations following the transaction; b) the combined firm will benefit from increased diversification and geographic reach; c) the transaction will allow the Company to meet the digital demands of the commercial aircraft; d) the expected cost synergies that the Board believes will be \$160 million per year; and e) the earnings accretion of the combined company in the first full fiscal year after completing the transaction. Per the terms of the transaction, each B/E Aerospace, Inc. share will receive \$62.00 per share at announcement: \$34.10 in cash and \$27.90 in Company shares, based on 20-day NYSE Volume Weighted Average Price (VWAP) of Company, ending with the trading day immediately prior to the closing date; exchange ratio of 0.3101 or 0.3604 Company shares per B/E Aerospace, Inc. share if VWAP of the Company is greater than \$89.97 or less than \$77.41, respectively, which represents a premium of 22.5% based on the closing prices of the shares on the last day of trading before the transaction was announced. An opinion has been issued by JPMorgan that the terms are fair to the Company's shareholders. A vote is cast in favor of this proposal.</i></p>	For
2	<p>Adjourn Meeting</p> <p><i>Voter Rationale: This proposal seeks an adjournment to seek more votes, if necessary, for the merger. Since the merger is being supported, a vote is cast in favor.</i></p>	For

Roper Technologies, Inc.

Meeting Date: 06/08/2017

Country: USA

Primary Security ID: 776696106

Record Date: 04/13/2017

Meeting Type: Annual

Primary CUSIP: 776696106

Shares Voted: 61

Proposal Number	Proposal Text	Vote Instruction
1.1	<p>Elect Director Amy Woods Brinkley</p> <p><i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are nominees who serve on an excessive number of other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is withheld from such nominees. Therefore, a vote is cast against nominees on an excessive number of boards, and for all other nominees since the board is two-thirds independent.</i></p>	For
1.2	<p>Elect Director John F. Fort, III</p>	For
1.3	<p>Elect Director Brian D. Jellison</p>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Roper Technologies, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.4	Elect Director Robert D. Johnson	For
1.5	Elect Director Robert E. Knowling, Jr.	For
1.6	Elect Director Wilbur J. Prezzano	For
1.7	Elect Director Laura G. Thatcher	For
1.8	Elect Director Richard F. Wallman	Withhold
1.9	Elect Director Christopher Wright	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
3	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		
4	Ratify PricewaterhouseCoopers LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		

Ross Stores, Inc.

Meeting Date: 05/17/2017	Country: USA	Primary Security ID: 778296103
Record Date: 03/21/2017	Meeting Type: Annual	
Primary CUSIP: 778296103		
Shares Voted: 235		

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Ross Stores, Inc.

Proposal Number	Proposal Text	Vote Instruction
1e	Elect Director Sharon D. Garrett	For
1f	Elect Director Stephen D. Milligan	For
1g	Elect Director George P. Orban	For
1h	Elect Director Michael O'Sullivan	Against
1i	Elect Director Lawrence S. Peiros	For
1j	Elect Director Gregory L. Quesnel	For
1k	Elect Director Barbara Rentler	Against
2	Approve Omnibus Stock Plan	Against
<i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 4.49% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
4	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		
5	Ratify Deloitte & Touche LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		

Royal Caribbean Cruises Ltd.

Meeting Date: 05/22/2017

Country: Liberia

Primary Security ID: V7780T103

Record Date: 03/27/2017

Meeting Type: Annual

Primary CUSIP: V7780T103

Shares Voted: 100

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director John F. Brock	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Royal Caribbean Cruises Ltd.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are nominees who serve on an excessive number of other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is withheld from such nominees. A vote is cast for all other nominees because there is a two-thirds majority of independent outsiders on the board.</i>	
1b	Elect Director Richard D. Fain	For
1c	Elect Director William L. Kimsey	For
1d	Elect Director Maritza G. Montiel	For
1e	Elect Director Ann S. Moore	For
1f	Elect Director Eyal M. Ofer	For
1g	Elect Director Thomas J. Pritzker	For
1h	Elect Director William K. Reilly	For
1i	Elect Director Bernt Reitan	For
1j	Elect Director Vagn O. Sorensen	Against
1k	Elect Director Donald Thompson	For
1l	Elect Director Arne Alexander Wilhelmsen	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Ratify Pricewaterhouse Coopers LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	

Ryder System, Inc.

Meeting Date: 05/05/2017

Country: USA

Primary Security ID: 783549108

Record Date: 03/10/2017

Meeting Type: Annual

Primary CUSIP: 783549108

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Ryder System, Inc.

Shares Voted: 32

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Robert J. Eck <i>Voter Rationale: Although this Company has a majority of independent directors on the board and the key nominating/compensation/audit committees consist entirely of independent outsiders, a nominee(s) who is employed full-time serves on the board of more than two other publicly-traded companies. That is not in the best interests of shareholders. A vote is cast to withhold on such nominee(s).</i>	For
1b	Elect Director L. Patrick Hassey	For
1c	Elect Director Michael F. Hilton	For
1d	Elect Director Tamara L. Lundgren	For
1e	Elect Director Abbie J. Smith	Against
1f	Elect Director Hansel E. Tookes, II	For
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Provide Right to Act by Written Consent <i>Voter Rationale: This proposal allows shareholders to act by written consent. If the majority of shareholders wish to exercise their ownership rights by written consent, they should be allowed to do so. A vote is cast in favor.</i>	For

S&P Global Inc.

Meeting Date: 04/26/2017

Country: USA

Primary Security ID: 78409V104

Record Date: 03/06/2017

Meeting Type: Annual

Primary CUSIP: 78409V104

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

S&P Global Inc.

Shares Voted: 154

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Marco Alvera	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are either nominees with full-time jobs serving on more than three other boards or retired nominees serving on more than five other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is withheld from such nominees. Also, a vote is cast for all other nominees since two-thirds of the board is made up of independent outsiders.</i>	
1.2	Elect Director William D. Green	For
1.3	Elect Director Charles E. Haldeman, Jr.	For
1.4	Elect Director Stephanie C. Hill	For
1.5	Elect Director Rebecca Jacoby	For
1.6	Elect Director Monique F. Leroux	Against
1.7	Elect Director Maria R. Morris	For
1.8	Elect Director Douglas L. Peterson	For
1.9	Elect Director Michael Rake	For
1.10	Elect Director Edward B. Rust, Jr.	For
1.11	Elect Director Kurt L. Schmoke	For
1.12	Elect Director Richard E. Thornburgh	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross-ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Ratify Ernst & Young LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

salesforce.com, inc.

Meeting Date: 06/06/2017

Country: USA

Primary Security ID: 79466L302

Record Date: 04/12/2017

Meeting Type: Annual

Primary CUSIP: 79466L302

Shares Voted: 390

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Marc Benioff	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees except for the nominee who failed to attend more than 75% of the shareholder meetings. It is not in the best interest of the shareholders for a nominee to have such poor attendance.</i>	
1b	Elect Director Keith Block	For
1c	Elect Director Craig Conway	For
1d	Elect Director Alan Hassenfeld	For
1e	Elect Director Neelie Kroes	For
1f	Elect Director Colin Powell	For
1g	Elect Director Sanford Robertson	For
1h	Elect Director John V. Roos	For
1i	Elect Director Robin Washington	For
1j	Elect Director Maynard Webb	For
1k	Elect Director Susan Wojcicki	Against
2	Amend Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 14.99% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	
3	Amend Qualified Employee Stock Purchase Plan	For
	<i>Voter Rationale: This proposal adds shares to an employee stock ownership plan, which gives an equity stake in the company to all fulltime and many part-time workers, thus encouraging quality work. That is in the best interests of shareholders. A vote is cast in favor.</i>	
4	Ratify Ernst & Young LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

salesforce.com, inc.

Proposal Number	Proposal Text	Vote Instruction
5	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
6	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
7	Shareholders May Call Special Meeting <i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so . A vote is cast for the proposal.</i>	For

Santander Consumer USA Holdings Inc.

Meeting Date: 06/12/2017

Country: USA

Primary Security ID: 80283M101

Record Date: 04/13/2017

Meeting Type: Annual

Primary CUSIP: 80283M101

Shares Voted: 500

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Jose Doncel <i>Voter Rationale: A vote is cast to withhold on all nominees because the company did not maintain internal controls over financial reporting for the last two years.</i>	Withhold
1.2	Elect Director Stephen A. Ferriss	Withhold
1.3	Elect Director Brian Gunn	Withhold
1.4	Elect Director Victor Hill	Withhold
1.5	Elect Director Edith E. Holiday	For
1.6	Elect Director Mark P. Hurley	Withhold
1.7	Elect Director Jason A. Kulas	Withhold
1.8	Elect Director Javier Maldonado	Withhold
1.9	Elect Director Robert J. McCarthy	Withhold
1.10	Elect Director William F. Muir	For
1.11	Elect Director Scott Powell	Withhold
1.12	Elect Director William Rainer	Withhold

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Santander Consumer USA Holdings Inc.

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

SCANA Corporation

Meeting Date: 04/27/2017 Country: USA Primary Security ID: 80589M102
Record Date: 03/01/2017 Meeting Type: Annual

Primary CUSIP: 80589M102

Shares Voted: 85

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director John F.A.V. Cecil <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director D. Maybank Hagood	For
1.3	Elect Director Alfredo Trujillo	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
5	Declassify the Board of Directors <i>Voter Rationale: This proposal declassifies the board, which means that all directors would be elected annually instead of different classes being elected for staggered terms. This enhances the accountability of directors. A vote is cast in favor.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Schlumberger Limited

Meeting Date: 04/05/2017

Country: Curacao

Primary Security ID: 806857108

Record Date: 02/15/2017

Meeting Type: Annual

Primary CUSIP: 806857108

Shares Voted: 826

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Peter L.S. Currie <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not such a majority. Therefore, a vote is cast in favor of all independent outsiders and against all insiders.</i>	For
1b	Elect Director Miguel M. Galuccio	Against
1c	Elect Director V. Maureen Kempston Darkes	Against
1d	Elect Director Paal Kibsgaard	Against
1e	Elect Director Nikolay Kudryavtsev	Against
1f	Elect Director Helge Lund	Against
1g	Elect Director Michael E. Marks	Against
1h	Elect Director Indra K. Nooyi	Against
1i	Elect Director Lubna S. Olayan	Against
1j	Elect Director Leo Rafael Reif	Against
1k	Elect Director Tore I. Sandvold	Against
1l	Elect Director Henri Seydoux	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Adopt and Approve Financials and Dividends <i>Voter Rationale: The acceptance of financial statements and statutory reports is a routine, bookkeeping matter that does not materially affect shareholders. No objection has been made. A vote is cast in favor.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Schlumberger Limited

Proposal Number	Proposal Text	Vote Instruction
5	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
6	Approve Omnibus Stock Plan <i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 7.28% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	Against
7	Amend Employee Stock Purchase Plan <i>Voter Rationale: This proposal adds shares to an employee stock ownership plan, which gives an equity stake in the company to all fulltime and many part-time workers, thus encouraging quality work. That is in the best interests of shareholders. A vote is cast in favor.</i>	For

Scripps Networks Interactive, Inc.

Meeting Date: 05/09/2017	Country: USA	Primary Security ID: 811065101
Record Date: 03/13/2017	Meeting Type: Annual	
Primary CUSIP: 811065101		
Shares Voted: 57		

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Jarl Mohn <i>Voter Rationale: A vote is cast to withhold on all nominees for having problematic pay practices and not providing a say-on-pay vote on the ballot.</i>	Withhold
1.2	Elect Director Nicholas B. Paumgarten	Withhold
1.3	Elect Director Jeffrey Sagansky	Withhold
1.4	Elect Director Ronald W. Tysoe	Withhold

Scripps Networks Interactive, Inc.

Meeting Date: 11/17/2017	Country: USA	Primary Security ID: 811065101
Record Date: 10/03/2017	Meeting Type: Special	
Primary CUSIP: 811065101		

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Scripps Networks Interactive, Inc.

Shares Voted: 58

Proposal Number	Proposal Text	Vote Instruction
1	Approve Merger Agreement <i>Voter Rationale: This proposal seeks shareholder approval of the Company being acquired by Discovery Communications, Inc. in a Cash and Stock – Floating Exchange Ratio transaction valued at \$11.7 billion. The Company operates television and Internet businesses. Discovery Communications, Inc. provides non-fiction entertainment. The Board recommends shareholder approval because: a) the Company's alternatives going forward, including remaining as a stand-alone entity are less attractive than this merger; b) the transaction will provide an opportunity to increase market presence in international markets; c) the transaction will join two complementary businesses that will deliver substantial cost savings; and d) the balanced form of consideration which provides certainty of value to the Company's shareholders. Per the terms of the transaction, each Company share will receive \$63.00 in cash and \$27.00 in Discovery Series C shares (DISCK): \$90.00 at announcement based on the closing prices of the shares on the last day of trading before the transaction was announced. An opinion has been issued by Allen & Company and J.P. Morgan that the terms are fair to the Company's shareholders. Market reaction to the announcement has been positive. A vote is cast for this proposal.</i>	For
2	Advisory Vote on Golden Parachutes <i>Voter Rationale: This advisory vote proposal seeks shareholder approval of the merger-related "golden parachute" executive compensation arrangements which may be paid in connection with the proposed merger. The outcome of this advisory vote will have no effect on whether the merger is consummated. The arrangements are not in the best interests of shareholders because they provide: a total payment in excess of 2.99 times salary and bonus; a gross up for excise taxes; for accelerated vesting of unvested equity awards in an amount that is excessive. Therefore, a vote is cast against.</i>	Against
3	Adjourn Meeting <i>Voter Rationale: The board seeks shareholder approval to adjourn the meeting, if necessary, to permit further solicitation of proxies if there are insufficient votes at the time of the meeting to approve the transaction. Since the transaction is supported, a vote is cast in favor.</i>	For

Seagate Technology plc

Meeting Date: 10/18/2017

Country: Ireland

Primary Security ID: G7945M107

Record Date: 08/21/2017

Meeting Type: Annual

Primary CUSIP: G7945J104

Shares Voted: 177

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Seagate Technology plc

Proposal Number	Proposal Text	Vote Instruction
1e	Elect Director William T. Coleman	For
1f	Elect Director Jay L. Geldmacher	For
1g	Elect Director William D. Mosley	For
1h	Elect Director Chong Sup Park	For
1i	Elect Director Stephanie Tilenius	For
1j	Elect Director Edward J. Zander	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Amend Qualified Employee Stock Purchase Plan	For
	<i>Voter Rationale: This proposal adds shares to an employee stock ownership plan, which gives an equity stake in the company to all fulltime and many part-time workers, thus encouraging quality work. That is in the best interests of shareholders. A vote is cast in favor.</i>	
5	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
6	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	Against
	<i>Voter Rationale: This seeks to issue securities with preemptive rights (i.e., first refusal of pro-rata share). The number of shares involved is excessive. A vote against is cast.</i>	
7	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For
	<i>Voter Rationale: This seeks to issue securities without preemptive rights (i.e., first refusal of pro-rata share). The shares involved are not excessive. A yes vote is cast.</i>	
8	Determine Price Range for Reissuance of Treasury Shares	Abstain
	<i>Voter Rationale: This proposal seeks approval of setting the price range for the reissuance of treasury shares. The Company has not stated what be the purposes of the reissuance. Therefore, a vote is cast to abstain.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Sealed Air Corporation

Meeting Date: 05/18/2017

Country: USA

Primary Security ID: 81211K100

Record Date: 03/20/2017

Meeting Type: Annual

Primary CUSIP: 81211K100

Shares Voted: 115

Proposal Number	Proposal Text	Vote Instruction
1	Elect Director Michael Chu <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
2	Elect Director Lawrence R. Codey	For
3	Elect Director Patrick Duff	For
4	Elect Director Henry R. Keizer	For
5	Elect Director Jacqueline B. Kosecoff	For
6	Elect Director Neil Lustig	For
7	Elect Director William J. Marino	For
8	Elect Director Jerome A. Peribere	For
9	Elect Director Richard L. Wambold	For
10	Elect Director Jerry R. Whitaker	For
11	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
12	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
13	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Sempra Energy

Meeting Date: 05/12/2017

Country: USA

Primary Security ID: 816851109

Record Date: 03/17/2017

Meeting Type: Annual

Primary CUSIP: 816851109

Shares Voted: 148

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Alan L. Boeckmann <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Kathleen L. Brown	For
1.3	Elect Director Andres Conesa	For
1.4	Elect Director Maria Contreras-Sweet	For
1.5	Elect Director Pablo A. Ferrero	For
1.6	Elect Director William D. Jones	For
1.7	Elect Director Bethany J. Mayer	For
1.8	Elect Director William G. Ouchi	For
1.9	Elect Director Debra L. Reed	For
1.10	Elect Director William C. Rusnack	For
1.11	Elect Director Lynn Schenk	For
1.12	Elect Director Jack T. Taylor	For
1.13	Elect Director James C. Yardley	For
2	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Signet Jewelers Limited

Meeting Date: 06/28/2017

Country: Bermuda

Primary Security ID: G81276100

Record Date: 04/21/2017

Meeting Type: Annual

Primary CUSIP: G81276100

Shares Voted: 41

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director H. Todd Stitzer	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Virginia "Gina" Drosos	For
1c	Elect Director Dale Hilpert *Withdrawn Resolution*	
1d	Elect Director Mark Light	For
1e	Elect Director Helen McCluskey	For
1f	Elect Director Marianne Miller Parrs	For
1g	Elect Director Thomas Plaskett	For
1h	Elect Director Jonathan Sokoloff	For
1i	Elect Director Robert Stack	For
1j	Elect Director Brian Tilzer	For
1k	Elect Director Eugenia Ulasewicz	For
1l	Elect Director Russell Walls	For
2	Ratify KPMG LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote on Executive Compensation Approach	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Simon Property Group, Inc.

Meeting Date: 05/10/2017

Country: USA

Primary Security ID: 828806109

Record Date: 03/15/2017

Meeting Type: Annual

Primary CUSIP: 828806109

Shares Voted: 186

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Glyn F. Aepfel <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Larry C. Glasscock	For
1c	Elect Director Karen N. Horn	For
1d	Elect Director Allan Hubbard	For
1e	Elect Director Reuben S. Leibowitz	For
1f	Elect Director Gary M. Rodkin	For
1g	Elect Director Daniel C. Smith	For
1h	Elect Director J. Albert Smith, Jr.	For
2	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against

Skyworks Solutions, Inc.

Meeting Date: 05/10/2017

Country: USA

Primary Security ID: 83088M102

Record Date: 03/16/2017

Meeting Type: Annual

Primary CUSIP: 83088M102

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Skyworks Solutions, Inc.

Shares Voted: 110

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director David J. Aldrich <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Kevin L. Beebe	For
1.3	Elect Director Timothy R. Furey	For
1.4	Elect Director Liam K. Griffin	For
1.5	Elect Director Balakrishnan S. Iyer	For
1.6	Elect Director Christine King	For
1.7	Elect Director David P. McGlade	For
1.8	Elect Director David J. McLachlan	For
1.9	Elect Director Robert A. Schriesheim	For
2	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

SL Green Realty Corp.

Meeting Date: 06/01/2017

Country: USA

Primary Security ID: 78440X101

Record Date: 03/31/2017

Meeting Type: Annual

Primary CUSIP: 78440X101

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

SL Green Realty Corp.

Shares Voted: 60

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Betsy Atkins <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Marc Holliday	For
1c	Elect Director John S. Levy	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Declassify the Board of Directors <i>Voter Rationale: This proposal declassifies the board, which means that all directors would be elected annually instead of different classes being elected for staggered terms. This enhances the accountability of directors. A vote is cast in favor.</i>	For
4	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
5	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
6	Report on Pay Disparity <i>Voter Rationale: This proposal seeks shareholder approval of the Compensation Committee of the Board of Directors taking into consideration the pay grades and/or salary ranges of all classifications of Company employees when setting target amounts for CEO compensation. The Compensation Committee's compliance with this policy would be described in the Company's proxy statements for annual shareholder meetings. The proponent believes the Compensation Committee should also consider the pay grades/salaries of company employees in setting CEO compensation in addition to the standard use of peer group benchmarks of what other companies pay their CEO's to set its target CEO compensation. The use of peer group benchmarking can lead to pay inflation and that pay difference can impair a collaborative atmosphere at the company and also impact morale. For those reasons, a vote is cast in favor of the proposal.</i>	For

Snap-on Incorporated

Meeting Date: 04/27/2017

Country: USA

Primary Security ID: 833034101

Record Date: 02/27/2017

Meeting Type: Annual

Primary CUSIP: 833034101

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Snap-on Incorporated

Shares Voted: 34

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director David C. Adams	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Karen L. Daniel	For
1.3	Elect Director Ruth Ann M. Gillis	For
1.4	Elect Director James P. Holden	For
1.5	Elect Director Nathan J. Jones	For
1.6	Elect Director Henry W. Kneuppel	For
1.7	Elect Director W. Dudley Lehman	For
1.8	Elect Director Nicholas T. Pinchuk	For
1.9	Elect Director Gregg M. Sherrill	For
1.10	Elect Director Donald J. Stebbins	For
2	Ratify Deloitte & Touche LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	

Southwest Airlines Co.

Meeting Date: 05/17/2017

Country: USA

Primary Security ID: 844741108

Record Date: 03/21/2017

Meeting Type: Annual

Primary CUSIP: 844741108

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Southwest Airlines Co.

Shares Voted: 365

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

Southwest Gas Holdings, Inc.

Meeting Date: 05/04/2017

Country: USA

Primary Security ID: 844895102

Record Date: 03/10/2017

Meeting Type: Annual

Primary CUSIP: 844895102

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Southwest Gas Holdings, Inc.

Shares Voted: 200

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Robert L. Boughner	For
	<i>Voter Rationale: <p>In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</p></i>	
1.2	Elect Director Jose A. Cardenas	For
1.3	Elect Director Thomas E. Chestnut	For
1.4	Elect Director Stephen C. Comer	For
1.5	Elect Director LeRoy C. Hanneman, Jr.	For
1.6	Elect Director John P. Hester	For
1.7	Elect Director Anne L. Mariucci	For
1.8	Elect Director Michael J. Melarkey	For
1.9	Elect Director A. Randall Thoman	For
1.10	Elect Director Thomas A. Thomas	For
2	Approve Omnibus Stock Plan	Against
	<i>Voter Rationale: <p>A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 3.08% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</p></i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: <p>This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</p></i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: <p>This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</p></i>	
5	Ratify PricewaterhouseCoopers LLP as Auditors	For
	<i>Voter Rationale: <p>The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</p></i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Southwest Gas Holdings, Inc.

Meeting Date: 10/17/2017 **Country:** USA **Primary Security ID:** 844895102
Record Date: 08/30/2017 **Meeting Type:** Special

Primary CUSIP: 844895102

Shares Voted: 200

Proposal Number	Proposal Text	Vote Instruction
1	Eliminate Cumulative Voting <i>Voter Rationale: This proposal eliminates cumulative voting, where each shareholder has votes equal to the number of shares multiplied by number of board nominees. A shareholder can lump all votes for one nominee--an effective way to elect someone. A no vote is cast.</i>	Against
2	Adjourn Meeting <i>Voter Rationale: This proposal seeks to adjourn the meeting. Since all matters on the ballot are not being supported, a vote is cast against.</i>	Against

Southwestern Energy Company

Meeting Date: 05/23/2017 **Country:** USA **Primary Security ID:** 845467109
Record Date: 03/29/2017 **Meeting Type:** Annual

Primary CUSIP: 845467109

Shares Voted: 297

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director John D. Gass <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees.</i>	For
1.2	Elect Director Catherine A. Kehr	For
1.3	Elect Director Greg D. Kerley	Against
1.4	Elect Director Jon A. Marshall	For
1.5	Elect Director Elliott Pew	For
1.6	Elect Director Terry W. Rathert	For
1.7	Elect Director Alan H. Stevens	For
1.8	Elect Director William J. Way	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Southwestern Energy Company

Proposal Number	Proposal Text	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 7.96% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
5	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
6	Proxy Voting Tabulation <i>Voter Rationale: This shareholder proposal seeks to have the Company exclude abstentions when calculating the support proposals receive. Under the current system, from a practical standpoint abstentions count as a vote against both management and shareholder proposals in calculating the percentage of support a proposal receives. Abstentions allow shareholders to use their vote to send a message of ambivalence or disapproval without outwardly supporting or opposing a proposal. A shareholder may also choose to abstain on an issue where a real or perceived conflict exists. Thus abstentions serve a valuable purpose. The proponent has not submitted any evidence of abuse of the system. For those reasons, a vote is cast against.</i>	Against

Sprint Corporation

Meeting Date: 08/03/2017

Country: USA

Primary Security ID: 85207U105

Record Date: 06/05/2017

Meeting Type: Annual

Primary CUSIP: 85207U105

Shares Voted: 700

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Sprint Corporation

Proposal Number	Proposal Text	Vote Instruction
1.2	Elect Director Marcelo Claure	Withhold
1.3	Elect Director Patrick Doyle	Withhold
1.4	Elect Director Ronald Fisher	Withhold
1.5	Elect Director Julius Genachowski	Withhold
1.6	Elect Director Michael Mullen	Withhold
1.7	Elect Director Masayoshi Son	Withhold
1.8	Elect Director Sara Martinez Tucker	Withhold
2	Ratify Deloitte & Touche LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
4	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		

Stanley Black & Decker, Inc.

Meeting Date: 04/20/2017	Country: USA	Primary Security ID: 854502101
Record Date: 02/17/2017	Meeting Type: Annual	
Primary CUSIP: 854502101		
Shares Voted: 289		

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Stanley Black & Decker, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.5	Elect Director Robert B. Coutts	For
1.6	Elect Director Debra A. Crew	For
1.7	Elect Director Michael D. Hankin	For
1.8	Elect Director James M. Loree	For
1.9	Elect Director Marianne M. Parrs	For
1.10	Elect Director Robert L. Ryan	For
2	Amend Executive Incentive Bonus Plan	Against
	<i>Voter Rationale: This proposal asks shareholders to approve or amend the Company's annual incentive bonus plan for senior executive officers. Section 162(m) of the Internal Revenue Code requires that shareholders reapprove the plan every five years. A vote is cast against this proposal because the plan does not disclose specific performance goals upon which awards are based.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Ratify Ernst & Young LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	

Staples, Inc.

Meeting Date: 06/12/2017	Country: USA	Primary Security ID: 855030102
Record Date: 04/17/2017	Meeting Type: Annual	
Primary CUSIP: 855030102		
Shares Voted: 387		

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Staples, Inc.

Proposal Number	Proposal Text	Vote Instruction
1b	Elect Director Curtis Feeny	For
1c	Elect Director Paul-Henri Ferrand	For
1d	Elect Director Shira Goodman	For
1e	Elect Director Deborah A. Henretta	For
1f	Elect Director Kunal S. Kamlani	For
1g	Elect Director John F. Lundgren	For
1h	Elect Director Robert E. Sulentic	For
1i	Elect Director Vijay Vishwanath	For
1j	Elect Director Paul F. Walsh	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Amend Executive Incentive Bonus Plan	Against
	<i>Voter Rationale: This proposal asks shareholders to approve or amend the company's annual incentive bonus plan for senior executive officers. Section 162(m) of the Internal Revenue Code requires that shareholders reapprove the plan every five years. A vote is cast against this proposal because the plan does not disclose specific performance goals upon which awards are based.</i>	
5	Ratify Ernst & Young LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	

Staples, Inc.

Meeting Date: 09/06/2017

Country: USA

Primary Security ID: 855030102

Record Date: 08/01/2017

Meeting Type: Special

Primary CUSIP: 855030102

Shares Voted: 390

Proposal Number	Proposal Text	Vote Instruction
1	Approve Merger Agreement	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Staples, Inc.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: This proposal seeks shareholder approval of the Company being acquired by Sycamore Partners Management, L.P. in an all Cash transaction valued at \$6.7 billion. The Company sells office supplies, furniture, and technology. Sycamore Partners Management, L.P. Sycamore Partners Management is a private firm which specializes in retail and consumer investments. The Board recommends shareholder approval because: a) the Company's alternatives going forward, including remaining as a stand-alone entity are less attractive than this merger; b) the belief that the Company is receiving Sycamore Partners Management, L.P.'s best offer; c) the robust market check process, which included solicitations of interest from seven potential partners; d) the cash form of consideration and the premium to the stock's unaffected trading price; and e) the absence of superior offers from other firms. Per the terms of the transaction, each Company share will receive \$10.25 per share in Cash which represents a premium of 3.2% based on the closing prices of the shares on the last day of trading before the transaction was announced. An opinion has been issued by Barclays/Morgan Stanley that the terms are fair to the Company's shareholders. Market reaction to the announcement has been positive. A vote is cast for this proposal.</i>	
2	Advisory Vote on Golden Parachutes	Against
	<i>Voter Rationale: This advisory vote proposal seeks shareholder approval of the merger-related "golden parachute" executive compensation arrangements which may be paid in connection with the proposed merger. The outcome of this advisory vote will have no effect on whether the merger is consummated. The arrangements are not in the best interests of shareholders because they provide a gross up for excise taxes. Therefore, a vote is cast against.</i>	
3	Adjourn Meeting	For
	<i>Voter Rationale: The board seeks shareholder approval to adjourn the meeting, if necessary, to permit further solicitation of proxies if there are insufficient votes at the time of the meeting to approve the transaction. Since the transaction is supported, a vote is cast in favor.</i>	

Starbucks Corporation

Meeting Date: 03/22/2017 **Country:** USA **Primary Security ID:** 855244109
Record Date: 01/12/2017 **Meeting Type:** Annual
Primary CUSIP: 855244109

Shares Voted: 1,728

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Howard Schultz	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director William W. Bradley	For
1c	Elect Director Rosalind Brewer	For
1d	Elect Director Mary N. Dillon	For
1e	Elect Director Robert M. Gates	For
1f	Elect Director Mellody Hobson	For
1g	Elect Director Kevin R. Johnson	For
1h	Elect Director Jorgen Vig Knudstorp	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Starbucks Corporation

Proposal Number	Proposal Text	Vote Instruction
1i	Elect Director Satya Nadella	For
1j	Elect Director Joshua Cooper Ramo	For
1k	Elect Director Clara Shih	For
1l	Elect Director Javier G. Teruel	For
1m	Elect Director Myron E. Ullman, III	For
1n	Elect Director Craig E. Weatherup	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		
4	Ratify Deloitte & Touche LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
5	Amend Proxy Access Right	For
<i>Voter Rationale: This proposal seeks to amend the existing proxy access bylaws. Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>		

State Street Corporation

Meeting Date: 05/17/2017	Country: USA	Primary Security ID: 857477103
Record Date: 03/10/2017	Meeting Type: Annual	
Primary CUSIP: 857477103		
Shares Voted: 215		

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

State Street Corporation

Proposal Number	Proposal Text	Vote Instruction
1b	Elect Director Patrick de Saint-Aignan	For
1c	Elect Director Lynn A. Dugle	For
1d	Elect Director Amelia C. Fawcett	For
1e	Elect Director William C. Freda	For
1f	Elect Director Linda A. Hill	For
1g	Elect Director Joseph L. Hooley	For
1h	Elect Director Sean O'Sullivan	For
1i	Elect Director Richard P. Sergel	For
1j	Elect Director Gregory L. Summe	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Approve Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 9.30% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	
5	Ratify Ernst & Young LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	

Stericycle, Inc.

Meeting Date: 05/24/2017

Country: USA

Primary Security ID: 858912108

Record Date: 03/31/2017

Meeting Type: Annual

Primary CUSIP: 858912108

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Stericycle, Inc.

Shares Voted: 51

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Mark C. Miller <i>Voter Rationale: A vote is cast to withhold on all nominees(except those new to the board) because the company did not maintain internal controls over financial reporting for the last two years.</i>	Against
1b	Elect Director Jack W. Schuler	Against
1c	Elect Director Charles A. Alutto	Against
1d	Elect Director Brian P. Anderson	For
1e	Elect Director Lynn D. Bleil	Against
1f	Elect Director Thomas D. Brown	Against
1g	Elect Director Thomas F. Chen	Against
1h	Elect Director Robert S. Murley	For
1i	Elect Director John Patience	Against
1j	Elect Director Mike S. Zafirovski	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
5	Amend Qualified Employee Stock Purchase Plan <i>Voter Rationale: This proposal adds shares to an employee stock ownership plan, which gives an equity stake in the company to all fulltime and many part-time workers, thus encouraging quality work. That is in the best interests of shareholders. A vote is cast in favor.</i>	For
6	Approve Omnibus Stock Plan <i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 9.67% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Stericycle, Inc.

Proposal Number	Proposal Text	Vote Instruction
7	Amend Proxy Access Right <i>Voter Rationale: This shareholder proposal would enable at least 50 shareholders to aggregate their shares to equal 3% of our stock owned continuously for 3-years in order to make use of shareholder proxy access. The aggregation limit currently is 20 and the new limit is better for shareholders. A vote is cast in favor.</i>	For
8	Pro-rata Vesting of Equity Awards <i>Voter Rationale: This shareholder proposal requests that the board adopt a policy that in the event of a change of control of the Company, there should be no acceleration in the vesting of any equity award to a senior executive, provided that any unvested award may vest on a pro rata basis up to the day of termination. To the extent any such unvested awards are based on performance, the performance goals must have been met. Such a policy would be in the best interests of shareholders. A vote is cast in favor.</i>	For

Stryker Corporation

Meeting Date: 05/03/2017

Country: USA

Primary Security ID: 863667101

Record Date: 03/06/2017

Meeting Type: Annual

Primary CUSIP: 863667101

Shares Voted: 184

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Howard E. Cox, Jr. <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Srikant M. Datar	For
1c	Elect Director Roch Doliveux	For
1d	Elect Director Louise L. Francesconi	For
1e	Elect Director Allan C. Golston	For
1f	Elect Director Kevin A. Lobo	For
1g	Elect Director Andrew K. Silvernail	For
1h	Elect Director Ronda E. Stryker	For
2	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Stryker Corporation

Proposal Number	Proposal Text	Vote Instruction
3	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 15.27% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
4	Amend Restricted Stock Plan <i>Voter Rationale: This proposal adds shares to a restricted stock plan for key executives. The plan fails to specify performance standards upon which the stock will be granted, without which a judgment cannot be made as to the plan's validity. A vote is cast against.</i>	Against
5	Amend Qualified Employee Stock Purchase Plan <i>Voter Rationale: This proposal adds shares to an employee stock ownership plan, which gives an equity stake in the company to all fulltime and many part-time workers, thus encouraging quality work. That is in the best interests of shareholders. A vote is cast in favor.</i>	For
6	Amend Executive Incentive Bonus Plan <i>Voter Rationale: This proposal asks shareholders to approve or amend the Company's annual incentive bonus plan for senior executive officers. Section 162(m) of the Internal Revenue Code requires that shareholders reapprove the plan every five years. A vote is cast against this proposal because the plan does not disclose specific performance goals upon which awards are based.</i>	Against
7	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
8	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

SunTrust Banks, Inc.

Meeting Date: 04/25/2017

Country: USA

Primary Security ID: 867914103

Record Date: 02/15/2017

Meeting Type: Annual

Primary CUSIP: 867914103

Shares Voted: 291

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Dallas S. Clement	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

SunTrust Banks, Inc.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Paul R. Garcia	For
1.3	Elect Director M. Douglas Ivester	For
1.4	Elect Director Kyle Prechtl Legg	For
1.5	Elect Director Donna S. Morea	For
1.6	Elect Director David M. Ratcliffe	For
1.7	Elect Director William H. Rogers, Jr.	For
1.8	Elect Director Agnes Bundy Scanlan	For
1.9	Elect Director Frank P. Scruggs, Jr.	For
1.10	Elect Director Bruce L. Tanner	For
1.11	Elect Director Thomas R. Watjen	For
1.12	Elect Director Phail Wynn, Jr.	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross-ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Ratify Ernst & Young LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	

Symantec Corporation

Meeting Date: 10/05/2017

Country: USA

Primary Security ID: 871503108

Record Date: 08/07/2017

Meeting Type: Annual

Primary CUSIP: 871503108

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Symantec Corporation

Shares Voted: 363

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Gregory S. Clark <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Frank E. Dangeard	For
1c	Elect Director Kenneth Y. Hao	For
1d	Elect Director David W. Humphrey	For
1e	Elect Director Geraldine B. Laybourne	For
1f	Elect Director David L. Mahoney	For
1g	Elect Director Robert S. Miller	For
1h	Elect Director Anita M. Sands	For
1i	Elect Director Daniel H. Schulman	For
1j	Elect Director V. Paul Unruh	For
1k	Elect Director Suzanne M. Vautrinot	For
2	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 12.39% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
4	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
5	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Symantec Corporation

Proposal Number	Proposal Text	Vote Instruction
6	Provide For Confidential Running Vote Tallies On Executive Pay Matters <i>Voter Rationale: This proposal seeks approval of the Company adopting a policy that would restrict the Company and Board access to the running voting tallies on executive pay matters. Management would continue to have access to shareholder comments on the ballot. The proponent argues that confidential voting would prevent management from embellishing the vote for their own agenda. In most U.S. companies, the results of the vote tallies determine whether or not a Company goes forth with shareholder solicitation. By preventing access to the vote tally results however, could inadvertently lead to excessive solicitation, which can be very costly. Viewing of vote tallies is a routine practice. The proponent has not presented a compelling case for change. A vote is cast against this proposal.</i>	Against
7	Adopt Share Retention Policy For Senior Executives <i>Voter Rationale: This proposal asks the Board to adopt a policy requiring that senior executives retain a significant percentage of shares (not lower than 75%) acquired through equity compensation programs. Requiring senior executives to hold a significant portion of shares obtained through compensation plans would focus the executives attention on the Company's long-term success and would help align their interest with those of shareholders. A vote is cast in favor.</i>	For

Synchrony Financial

Meeting Date: 05/18/2017 Country: USA Primary Security ID: 87165B103
Record Date: 03/23/2017 Meeting Type: Annual

Primary CUSIP: 87165B103

Shares Voted: 459

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Margaret M. Keane <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Paget L. Alves	For
1c	Elect Director Arthur W. Coviello, Jr.	For
1d	Elect Director William W. Graylin	For
1e	Elect Director Roy A. Guthrie	For
1f	Elect Director Richard C. Hartnack	For
1g	Elect Director Jeffrey G. Naylor	For
1h	Elect Director Laurel J. Richie	For
1i	Elect Director Olympia J. Snowe	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Synchrony Financial

Proposal Number	Proposal Text	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 7.69% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
4	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

Sysco Corporation

Meeting Date: 11/17/2017	Country: USA	Primary Security ID: 871829107
Record Date: 09/20/2017	Meeting Type: Annual	
Primary CUSIP: 871829107		
Shares Voted: 292		

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Daniel J. Brutto <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director John M. Cassaday	For
1c	Elect Director William J. DeLaney	For
1d	Elect Director Joshua D. Frank	For
1e	Elect Director Larry C. Glasscock	For
1f	Elect Director Bradley M. Halverson	For
1g	Elect Director Hans-Joachim Koerber	For
1h	Elect Director Nancy S. Newcomb	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Sysco Corporation

Proposal Number	Proposal Text	Vote Instruction
1i	Elect Director Nelson Peltz	For
1j	Elect Director Edward D. Shirley	For
1k	Elect Director Sheila G. Talton	For
1l	Elect Director Richard G. Tilghman	For
1m	Elect Director Jackie M. Ward	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		
4	Ratify Ernst & Young LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		
5	Limit Accelerated Vesting of Equity Awards Upon a Change in Control	For
<i>Voter Rationale: This shareholder proposal requests that the board adopt a policy that in the event of a change of control of the Company, there should be no acceleration in the vesting of any equity award to a senior executive, provided that any unvested award may vest on a pro rata basis up to the day of termination. To the extent any such unvested awards are based on performance, the performance goals must have been met. Such a policy would be in the best interests of shareholders. A vote is cast in favor.</i>		

T. Rowe Price Group, Inc.

Meeting Date: 04/26/2017

Country: USA

Primary Security ID: 74144T108

Record Date: 02/24/2017

Meeting Type: Annual

Primary CUSIP: 74144T108

Shares Voted: 144

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

T. Rowe Price Group, Inc.

Proposal Number	Proposal Text	Vote Instruction
1b	Elect Director Edward C. Bernard	For
1c	Elect Director Mary K. Bush	For
1d	Elect Director H. Lawrence Culp, Jr.	For
1e	Elect Director Freeman A. Hrabowski, III	For
1f	Elect Director Robert F. MacLellan	For
1g	Elect Director Brian C. Rogers	For
1h	Elect Director Olympia J. Snowe	For
1i	Elect Director William J. Stromberg	For
1j	Elect Director Dwight S. Taylor	For
1k	Elect Director Anne Marie Whittemore	For
1l	Elect Director Sandra S. Wijnberg	For
1m	Elect Director Alan D. Wilson	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Amend Omnibus Stock Plan	Against
	<i>Voter Rationale: This proposal seeks approval of performance criteria for an existing stock compensation plan. Although the types of criteria are listed, the Company does not disclose enough about them to enable a shareholder to determine what type of award will be generated by what type of performance. That is not in the best interests of shareholders. Therefore, a vote is cast against.</i>	
5	Approve Non-Employee Director Omnibus Stock Plan	Against
	<i>Voter Rationale: This proposal establishes a stock plan for outside directors. Stock is granted without regard to company performance or director attendance. That is not in the best interests of shareholders. A vote is cast against.</i>	
6	Amend Nonqualified Employee Stock Purchase Plan	For
	<i>Voter Rationale: This proposal adds shares to an employee stock ownership plan, which gives an equity stake in the company to all fulltime and many part-time workers, thus encouraging quality work. That is in the best interests of shareholders. A vote is cast in favor.</i>	
7	Ratify KPMG LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

T. Rowe Price Group, Inc.

Proposal Number	Proposal Text	Vote Instruction
8	Report on and Assess Proxy Voting Policies in Relation to Climate Change Position <i>Voter Rationale: This proposal requests that the Board report to shareholders on how the Company is responding to rising regulatory, competitive, and public pressure to significantly reduce carbon dioxide and other greenhouse gas emissions. This would provide shareholders with useful information on an important topic. A vote is cast in favor.</i>	For
9	Report on and Assess Proxy Voting Policies in Relation to Executive Compensation <i>Voter Rationale: A vote is cast in favor of this proposal requesting a report on the company's approach to proxy voting decisions.</i>	For
10	Prepare Employment Diversity Report and Report on Diversity Policies <i>Voter Rationale: This proposal seeks a report from the Company on its Equal Employment policies and practices. The Company asserts it is in full compliance with all legal requirements. This report would be a good way for it to check on that. A vote is cast in favor.</i>	For

Tapestry, Inc.

Meeting Date: 11/09/2017 **Country:** USA **Primary Security ID:** 876030107
Record Date: 09/11/2017 **Meeting Type:** Annual
Primary CUSIP: 876030107

Shares Voted: 168

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director David Denton <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Andrea Guerra	For
1c	Elect Director Susan Kropf	For
1d	Elect Director Annabelle Yu Long	For
1e	Elect Director Victor Luis	For
1f	Elect Director Ivan Menezes	For
1g	Elect Director William Nuti	For
1h	Elect Director Jide Zeitlin	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Tapestry, Inc.

Proposal Number	Proposal Text	Vote Instruction
2	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 14.36% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
6	Report on Net-Zero Greenhouse Gas Emissions <i>Voter Rationale: This proposal asks shareholders to provide a report on achieving the goal of net-zero greenhouse gases. The company does have a plan in place to reduce GHG emissions and it has exceeded their objectives for the fiscal year ended 2016. The requested report does not appear to be necessary. Therefore, a vote is cast against the proposal.</i>	Against
7	Report on Risks from Company's Use of Real Animal Fur <i>Voter Rationale: This shareholder proposal asks the board to disclose to shareowners the risks associated with offering for sale products that contain animal fur. The proponent stated many of the company's rivals do not make products that contain animal fur and the public is more conscious of animal rights issues. To prevent future adverse publicity, the company should identify for shareholders the risks linked to selling goods with animal fur so they can make an informed decision about the company's exposure. A vote is cast in favor.</i>	For

Target Corporation

Meeting Date: 06/14/2017

Country: USA

Primary Security ID: 87612E106

Record Date: 04/17/2017

Meeting Type: Annual

Primary CUSIP: 87612E106

Shares Voted: 331

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Roxanne S. Austin	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Target Corporation

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Douglas M. Baker, Jr.	For
1c	Elect Director Brian C. Cornell	For
1d	Elect Director Calvin Darden	For
1e	Elect Director Henrique De Castro	For
1f	Elect Director Robert L. Edwards	For
1g	Elect Director Melanie L. Healey	For
1h	Elect Director Donald R. Knauss	For
1i	Elect Director Monica C. Lozano	For
1j	Elect Director Mary E. Minnick	For
1k	Elect Director Derica W. Rice	For
1l	Elect Director Kenneth L. Salazar	For
2	Ratify Ernst & Young LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Approve Executive Incentive Bonus Plan	Against
	<i>Voter Rationale: This proposal asks shareholders to approve or amend the Company's annual incentive bonus plan for senior executive officers. Section 162(m) of the Internal Revenue Code requires that shareholders reapprove the plan every five years. A vote is cast against this proposal because the plan does not disclose specific performance goals upon which awards are based.</i>	

TE Connectivity Ltd.

Meeting Date: 03/08/2017

Country: Switzerland

Primary Security ID: H84989104

Record Date: 02/16/2017

Meeting Type: Annual

Primary CUSIP: H8912P106

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

TE Connectivity Ltd.

Shares Voted: 391

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Pierre R. Brondeau	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Terrence R. Curtin	For
1c	Elect Director Carol A. ('John') Davidson	For
1d	Elect Director William A. Jeffrey	For
1e	Elect Director Thomas J. Lynch	For
1f	Elect Director Yong Nam	For
1g	Elect Director Daniel J. Phelan	For
1h	Elect Director Paula A. Sneed	For
1i	Elect Director Abhijit Y. Talwalkar	For
1j	Elect Director Mark C. Trudeau	For
1k	Elect Director John C. Van Scoter	For
1l	Elect Director Laura H. Wright	For
2	Elect Board Chairman Thomas J. Lynch	Against
	<i>Voter Rationale: This proposal seeks approval of electing the formal CEO as the chair of the Company. The chair should be in a position to oversee and monitor the CEO and the Board. That can only happen without any conflict of interest if the chair is an independent outsider. Therefore, a vote is cast against the proposal.</i>	
3a	Elect Daniel J. Phelan as Member of Management Development & Compensation Committee	For
	<i>Voter Rationale: This proposal seeks to elect the members of the remuneration committee. It is in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. Here the nominees are all independent outsiders. Therefore, a vote is cast in favor.</i>	
3b	Elect Paula A. Sneed as Member of Management Development & Compensation Committee	For
3c	Elect John C. Van Scoter as Member of Management Development & Compensation Committee	For
4	Designate Rene Schwarzenbach as Independent Proxy	For
	<i>Voter Rationale: This proposal seeks approval for the election of an independent proxy. This is a routine, ministerial matter that does not materially affect shareholders. A vote in favor is cast.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

TE Connectivity Ltd.

Proposal Number	Proposal Text	Vote Instruction
5.1	Accept Annual Report for Fiscal Year Ended September 30, 2016 <i>Voter Rationale: The acceptance of financial statements and statutory reports is a routine, bookkeeping matter that does not materially affect shareholders. No objection has been made. A vote is cast in favor.</i>	For
5.2	Accept Statutory Financial Statements for Fiscal Year Ended September 30, 2016 <i>Voter Rationale: The acceptance of financial statements and statutory reports is a routine, bookkeeping matter that does not materially affect shareholders. No objection has been made. A vote is cast in favor.</i>	For
5.3	Approve Consolidated Financial Statements for Fiscal Year Ended September 30, 2016 <i>Voter Rationale: The acceptance of financial statements and statutory reports is a routine, bookkeeping matter that does not materially affect shareholders. No objection has been made. A vote is cast in favor.</i>	For
6	Approve Discharge of Board and Senior Management <i>Voter Rationale: This proposal seeks approval of releasing the Company's board and senior management from liability with respect to their actions of the year under review. This resolution could deter shareholders from bringing claims for damages caused by negligence or misconduct of directors and senior management. Therefore, a vote is cast against the proposal.</i>	Against
7.1	Ratify Deloitte & Touche LLP as Independent Registered Public Accounting Firm for Fiscal Year 2017 <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
7.2	Ratify Deloitte AG as Swiss Registered Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
7.3	Ratify PricewaterhouseCoopers AG as Special Auditors <i>Voter Rationale: The appointment of special auditors is a routine matter that does not materially affect shareholders. No objection has been made. A vote is cast in favor of the proposal.</i>	For
8	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
9	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

TE Connectivity Ltd.

Proposal Number	Proposal Text	Vote Instruction
10	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 10.8% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
11	Approve the Increase in Maximum Aggregate Remuneration of Executive Management <i>Voter Rationale: This proposal seeks approval of setting a ceiling on the executive committee's total remuneration. It is not possible to assess the remuneration because the Company failed to disclose the allocation of remuneration on an individual basis. For that reason, a vote is cast to abstain.</i>	Abstain
12	Approve the Increase in Maximum Aggregate Remuneration of Board of Directors <i>Voter Rationale: This proposal seeks approval of setting a ceiling on the executive committee's total remuneration. It is not possible to assess the remuneration because the Company failed to disclose the allocation of remuneration on an individual basis. For that reason, a vote is cast to abstain.</i>	Abstain
13	Approve Allocation of Available Earnings at September 30, 2016 <i>Voter Rationale: This proposal seeks approval of the company's allocation of dividends. The allocation of dividends is normally in the best interests of shareholders and no objection has been made. A vote is cast in favor.</i>	For
14	Approve Declaration of Dividend <i>Voter Rationale: This proposal seeks approval of the company's allocation of dividends. The allocation of dividends is normally in the best interests of shareholders and no objection has been made. A vote is cast in favor.</i>	For
15	Authorize Share Repurchase Program <i>Voter Rationale: Approval is sought for the repurchase up to 10% of Company shares. That would be an excessive amount if the repurchased shares are used for poorly designed compensation plans. A vote is cast against.</i>	Against
16	Approve Reduction of Share Capital <i>Voter Rationale: This proposal authorizes the board to reduce its authorized capital if it thinks it is necessary. The board is in the best position to determine the appropriate size of authorized capital. Therefore, a vote is cast in favor.</i>	For
17	Adjourn Meeting <i>Voter Rationale: This proposal seeks to adjourn the meeting. Since not all matters on the ballot are not being supported, a vote is cast against.</i>	Against

TEGNA Inc.

Meeting Date: 05/04/2017

Country: USA

Primary Security ID: 87901J105

Record Date: 03/06/2017

Meeting Type: Annual

Primary CUSIP: 87901J105

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

TEGNA Inc.

Shares Voted: 128

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Jennifer Dulski	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Howard D. Elias	For
1c	Elect Director Lidia Fonseca	For
1d	Elect Director Jill Greenthal	For
1e	Elect Director Marjorie Magner	For
1f	Elect Director Gracia C. Martore	For
1g	Elect Director Scott K. McCune	For
1h	Elect Director Henry W. McGee	For
1i	Elect Director Susan Ness	For
1j	Elect Director Bruce P. Nolop	For
1k	Elect Director Neal Shapiro	For
2	Ratify Ernst & Young LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	

Teradata Corporation

Meeting Date: 04/19/2017

Country: USA

Primary Security ID: 88076W103

Record Date: 02/22/2017

Meeting Type: Annual

Primary CUSIP: 88076W103

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Teradata Corporation

Shares Voted: 77

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Nancy E. Cooper <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. However, the Company has underperformed its peer group for the past five years. Given that performance, a vote is cast in favor of new nominees and against existing directors who are nominees to the Board.</i>	Against
1b	Elect Director Daniel R. Fishback	For
1c	Elect Director David E. Kepler	Against
1d	Elect Director William S. Stavropoulos	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

Tesla, Inc.

Meeting Date: 06/06/2017

Country: USA

Primary Security ID: 88160R101

Record Date: 04/13/2017

Meeting Type: Annual

Primary CUSIP: 88160R101

Shares Voted: 23

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Elon Musk	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Tesla, Inc.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: A vote is cast against all nominees to the board in response to the directors lack of oversight of company risk by failing to have developed a policy for the responsible use of company stock in connection with pledging activity. At this company, four members of the board, the CEO and Chairman: Elon Musk, CTO: Jeffrey Straubel, lead director: Antonio Gracias, and director: Kimbal have pledged stock with a \$ 2.6 billion aggregate value or 7% of the common shares outstanding without a clear rationale. Pledging of company stock at any amount as collateral for a loan is not a responsible use of equity and may have a detrimental impact on shareholders if the officer or director is forced to sell Company stock, for example to meet a margin call. The forced sale of a significant amount of company stock could potentially have a negative impact on the stock price. In addition, pledging of shares may be utilized as part of hedging or monetization strategies that would potentially immunize an executive against economic exposure to the stock, even while maintaining voting rights.</i>	
1.2	Elect Director Robyn M. Denholm	Against
1.3	Elect Director Stephen T. Jurvetson	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Ratify PricewaterhouseCoopers LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
5	Declassify the Board of Directors	For
	<i>Voter Rationale: This proposal declassifies the board, which means that all directors would be elected annually instead of different classes being elected for staggered terms. This enhances the accountability of directors. A vote is cast in favor.</i>	

Tesoro Corporation

Meeting Date: 03/24/2017

Country: USA

Primary Security ID: 881609101

Record Date: 02/10/2017

Meeting Type: Special

Primary CUSIP: 881609101

Shares Voted: 69

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Tesoro Corporation

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: The proposal seeks shareholder approval of the Company acquiring Western Refining Inc. in a Cash and Stock – Fixed Exchange Ratio transaction valued at \$4.1 billion. The Company is an independent petroleum refining, logistics and marketing company. Western Refining Inc. is a crude oil refiner and marketer of refined products. The Board recommends shareholder approval because a) both firms have similar strategies to refining and logistics; b) the belief that the combined firm will have a stronger credit profile and the potential for an improved credit rating which could potentially lower borrowing costs; and c) expected annual synergies that the board believes will be \$350-\$425 million to be realized within the first two years following the transaction, of which \$130 - \$140 million will be comprised of operational synergies. Per the terms of the transaction, each Western Refining Inc. share will receive \$37.30 in cash or 0.435 Company shares per Western Refining Inc. share, subject to 10% aggregate cash issued: \$37.30 blended consideration per share at announcement which represents a premium of 22.3% based on the closing prices of the shares on the last day of trading before the transaction was announced. An opinion has been issued by Goldman Sachs that the terms are fair to the Company's shareholders. Market reaction to the announcement has been positive. A vote is cast in favor of this proposal.</i>	
2	Increase Authorized Common Stock	For
	<i>Voter Rationale: The company seeks to increase the number of common shares authorized. The amount sought is not more than 50% of the original authorized amount. A vote is cast in favor.</i>	
3	Adjourn Meeting	For
	<i>Voter Rationale: This proposal seeks an adjournment to seek more votes, if necessary, for the merger. Since the merger is being supported, a vote is cast in favor.</i>	

Tesoro Corporation

Meeting Date: 05/04/2017 **Country:** USA **Primary Security ID:** 881609101
Record Date: 03/16/2017 **Meeting Type:** Annual
Primary CUSIP: 881609101

Shares Voted: 69

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Rodney F. Chase	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Edward G. Galante	For
1.3	Elect Director Gregory J. Goff	For
1.4	Elect Director David Lilley	For
1.5	Elect Director Mary Pat McCarthy	For
1.6	Elect Director J.W. Nokes	For
1.7	Elect Director William H. Schumann, III	For
1.8	Elect Director Susan Tomasky	For
1.9	Elect Director Michael E. Wiley	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Tesoro Corporation

Proposal Number	Proposal Text	Vote Instruction
1.10	Elect Director Patrick Y. Yang	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
3	Ratify Ernst & Young LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
4	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		

Texas Instruments Incorporated

Meeting Date: 04/20/2017

Country: USA

Primary Security ID: 882508104

Record Date: 02/21/2017

Meeting Type: Annual

Primary CUSIP: 882508104

Shares Voted: 593

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Ralph W. Babb, Jr.	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1b	Elect Director Mark A. Blinn	For
1c	Elect Director Todd M. Bluedorn	For
1d	Elect Director Daniel A. Carp	For
1e	Elect Director Janet F. Clark	For
1f	Elect Director Carrie S. Cox	For
1g	Elect Director Jean M. Hobby	For
1h	Elect Director Ronald Kirk	For
1i	Elect Director Pamela H. Patsley	For
1j	Elect Director Robert E. Sanchez	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Texas Instruments Incorporated

Proposal Number	Proposal Text	Vote Instruction
1k	Elect Director Wayne R. Sanders	For
1l	Elect Director Richard K. Templeton	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		
4	Ratify Ernst & Young LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		

Textron Inc.

Meeting Date: 04/26/2017 **Country:** USA **Primary Security ID:** 883203101
Record Date: 02/27/2017 **Meeting Type:** Annual
Primary CUSIP: 883203101

Shares Voted: 160

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Scott C. Donnelly	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1b	Elect Director Kathleen M. Bader	For
1c	Elect Director R. Kerry Clark	For
1d	Elect Director James T. Conway	For
1e	Elect Director Ivor J. Evans	For
1f	Elect Director Lawrence K. Fish	For
1g	Elect Director Paul E. Gagne	For
1h	Elect Director Ralph D. Heath	For
1i	Elect Director Lloyd G. Trotter	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Textron Inc.

Proposal Number	Proposal Text	Vote Instruction
1j	Elect Director James L. Ziemer	For
1k	Elect Director Maria T. Zuber	For
2	Approve Executive Incentive Bonus Plan	Against
	<i>Voter Rationale: This proposal asks shareholders to approve or amend the company's annual incentive bonus plan for senior executive officers. Section 162(m) of the Internal Revenue Code requires that shareholders reapprove the plan every five years. A vote is cast against this proposal because the plan does not disclose specific performance goals upon which awards are based.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Ratify Ernst & Young LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
6	Report on Lobbying Payments and Policy	For
	<i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the company and provide useful information to shareholders. A vote is cast in favor.</i>	

The AES Corporation

Meeting Date: 04/20/2017

Country: USA

Primary Security ID: 00130H105

Record Date: 02/27/2017

Meeting Type: Annual

Primary CUSIP: 00130H105

Shares Voted: 391

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

The AES Corporation

Proposal Number	Proposal Text	Vote Instruction
1.2	Elect Director Charles L. Harrington	For
1.3	Elect Director Kristina M. Johnson	For
1.4	Elect Director Tarun Khanna	For
1.5	Elect Director Holly K. Koepfel	For
1.6	Elect Director James H. Miller	For
1.7	Elect Director John B. Morse, Jr.	For
1.8	Elect Director Moises Naim	For
1.9	Elect Director Charles O. Rossotti	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Ratify Ernst & Young LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
5	Amend Proxy Access Right	For
	<i>Voter Rationale: This shareholder proposal asks the board to publish an assessment of the long-term impact on the company's portfolio of the effort to restrict global warming to no more than two degrees Celsius over pre-industrial levels (The Paris Agreement - 2015). According to the proponent, Moody's (a credit rating agency) will analyze a company's carbon risk based on the requirements of the Paris Agreement and the company is a carbon intensive energy generator (73% of its portfolio, per the 10-K Report). The company believes the Paris Agreement could have an unfavorable material effect on its bottom line but, no detailed information was provided in its response. The assessment requested by the proponent would provide shareholders with data to make an informed decision on the impact of the Paris Agreement on the value of their investment. A vote is cast in favor.</i>	
6	Assess Impact of a 2 Degree Scenario	For
	<i>Voter Rationale: This shareholder proposal asks the board to revise its proxy access bylaw to make certain provisions such as: number of nominees; aggregation; and re-nomination of shareholder nominees compliant with the Council of Institutional Investors standard. A vote is cast in favor of the proposal because the new provisions advocated by the proponent are in step with good corporate governance practices.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

The Allstate Corporation

Meeting Date: 05/25/2017

Country: USA

Primary Security ID: 020002101

Record Date: 03/27/2017

Meeting Type: Annual

Primary CUSIP: 020002101

Shares Voted: 217

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Kermit R. Crawford <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Michael L. Eskew	For
1c	Elect Director Siddharth N. (Bobby) Mehta	For
1d	Elect Director Jacques P. Perold	For
1e	Elect Director Andrea Redmond	For
1f	Elect Director John W. Rowe	For
1g	Elect Director Judith A. Sprieser	For
1h	Elect Director Mary Alice Taylor	For
1i	Elect Director Perry M. Traquina	For
1j	Elect Director Thomas J. Wilson	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Approve Non-Employee Director Omnibus Stock Plan <i>Voter Rationale: This proposal establishes a stock plan for outside directors. Stock is granted without regard to company performance or director attendance. That is not in the best interests of shareholders. A vote is cast against.</i>	Against
5	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

The Allstate Corporation

Proposal Number	Proposal Text	Vote Instruction
6	Require Independent Board Chairman <i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</i>	For
7	Lead Director Qualifications <i>Voter Rationale: This shareholder proposal asks the Board to place a limit of 12 years tenure for the Lead Directors on the Board. The proponent questions the judgement of a long-term tenured Lead Director stating that it may be compromised, which would provide for ineffective supervision of management. The Board opposes this request by stating that this request is contradictory to the listing standards of the public stock exchanges. The Board notes that selection process for choosing a Lead Director is robust and done on an annual basis. Given the regular assessment of the Lead Director candidates and shareholders right to choose nominees each year, a vote is cast against this proposal.</i>	Against
8	Political Contributions Disclosure <i>Voter Rationale: This proposal requests the company provide a report, updated semiannually, on its direct and indirect political contributions and trade association expenditures made with corporate funds. Some, but not all, of this information is available in public filings but they are scattered throughout different states and are not readily and easily available in total to shareholders. A vote is cast for this proposal because it would provide useful and more comprehensive information regarding the Company's political contributions.</i>	For

The Bank of New York Mellon Corporation

Meeting Date: 04/11/2017

Country: USA

Primary Security ID: 064058100

Record Date: 02/10/2017

Meeting Type: Annual

Primary CUSIP: 064058100

Shares Voted: 627

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Linda Z. Cook <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	Against
1.2	Elect Director Nicholas M. Donofrio	Against
1.3	Elect Director Joseph J. Echevarria	Against
1.4	Elect Director Edward P. Garden	Against
1.5	Elect Director Jeffrey A. Goldstein	Against
1.6	Elect Director Gerald L. Hassell	Against
1.7	Elect Director John M. Hinshaw	For
1.8	Elect Director Edmund F. "Ted" Kelly	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

The Bank of New York Mellon Corporation

Proposal Number	Proposal Text	Vote Instruction
1.9	Elect Director John A. Luke, Jr.	For
1.10	Elect Director Jennifer B. Morgan	For
1.11	Elect Director Mark A. Nordenberg	Against
1.12	Elect Director Elizabeth E. Robinson	For
1.13	Elect Director Samuel C. Scott, III	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		
4	Ratify KPMG LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		
5	Report on and Assess Proxy Voting Policies in Relation to Climate Change Position	For
<i>Voter Rationale: This shareholder proposal asks the board of directors to present a report that would show the differences between on how the company (its investment subsidiaries) voted on climate change issues and their publicly stated position on that subject. The requested report would provide shareholders with useful information to make a proper evaluation of why the company is acting one way and making public statements that contradictory. A vote is cast in favor.</i>		

The Boeing Company

Meeting Date: 05/01/2017

Country: USA

Primary Security ID: 097023105

Record Date: 03/02/2017

Meeting Type: Annual

Primary CUSIP: 097023105

Shares Voted: 341

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

The Boeing Company

Proposal Number	Proposal Text	Vote Instruction
1c	Elect Director Arthur D. Collins, Jr.	For
1d	Elect Director Kenneth M. Duberstein	For
1e	Elect Director Edmund P. Giambastiani, Jr.	For
1f	Elect Director Lynn J. Good	For
1g	Elect Director Lawrence W. Kellner	For
1h	Elect Director Edward M. Liddy	For
1i	Elect Director Dennis A. Muilenburg	For
1j	Elect Director Susan C. Schwab	For
1k	Elect Director Randall L. Stephenson	For
1l	Elect Director Ronald A. Williams	For
1m	Elect Director Mike S. Zafirovski	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Ratify Deloitte & Touche LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
5	Report on Lobbying Payments and Policy	For
	<i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
	<i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>	
7	Report on Weapon Sales to Israel	For
	<i>Voter Rationale: This shareholder proposal seeks shareholder approval of a resolution requesting the Board to establish a committee to research the criteria for acceptance of military contracts. It is in the shareholders best interest for such criteria to be researched. For this reason, a vote is cast in favor of the proposal.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

The Boeing Company

Proposal Number	Proposal Text	Vote Instruction
8	Adopt Holy Land Principles <i>Voter Rationale: A vote is cast in favor of this proposal that promotes equal opportunity employment in the Palestinian territories.</i>	For

The Charles Schwab Corporation

Meeting Date: 05/16/2017 **Country:** USA **Primary Security ID:** 808513105
Record Date: 03/17/2017 **Meeting Type:** Annual

Primary CUSIP: 808513105

Shares Voted: 716

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director William S. Haraf <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is no such majority here. A vote is cast for outsiders and against insiders.</i>	Against
1b	Elect Director Frank C. Herring	Against
1c	Elect Director Stephen T. McLin	For
1d	Elect Director Roger O. Walther	For
1e	Elect Director Robert N. Wilson	For
2	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

The Charles Schwab Corporation

Proposal Number	Proposal Text	Vote Instruction
5	Report on Lobbying Payments and Policy <i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	For
6	Prepare Employment Diversity Report and Report on Diversity Policies <i>Voter Rationale: This proposal seeks a report from the Company on its Equal Employment policies and practices. The Company asserts it is in full compliance with all legal requirements. This report would be a good way for it to check on that. A vote is cast in favor.</i>	For
7	Adopt Proxy Access Right <i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	For
8	Provide Vote Counting to Exclude Abstentions <i>Voter Rationale: A vote is cast against since abstentions is a vote with intention.</i>	Against

The Clorox Company

Meeting Date: 11/15/2017	Country: USA	Primary Security ID: 189054109
Record Date: 09/18/2017	Meeting Type: Annual	
Primary CUSIP: 189054109		

Shares Voted: 77

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Amy Banse <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Richard H. Carmona	For
1.3	Elect Director Benno Dorer	For
1.4	Elect Director Spencer C. Fleischer	For
1.5	Elect Director Esther Lee	For
1.6	Elect Director A.D. David Mackay	For
1.7	Elect Director Robert W. Matschullat	For
1.8	Elect Director Jeffrey Noddle	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

The Clorox Company

Proposal Number	Proposal Text	Vote Instruction
1.9	Elect Director Pamela Thomas-Graham	For
1.10	Elect Director Carolyn M. Ticknor	For
1.11	Elect Director Russell Weiner	For
1.12	Elect Director Christopher J. Williams	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Ratify Ernst & Young LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
5	Amend Omnibus Stock Plan	Against
	<i>Voter Rationale: This proposal seeks approval of performance criteria for an existing stock compensation plan. Although the types of criteria are listed, the Company does not disclose enough about them to enable a shareholder to determine what type of award will be generated by what type of performance. That is not in the best interests of shareholders. Therefore, a vote is cast against.</i>	
6	Approve Remuneration of Non-Employee Directors	Abstain
	<i>Voter Rationale: Insufficient information was provided by the Company as to the nature and details of this proposal. Therefore, a vote is cast to abstain.</i>	
7	Amend Proxy Access Right	For
	<i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	

The Coca-Cola Company

Meeting Date: 04/26/2017

Country: USA

Primary Security ID: 191216100

Record Date: 02/27/2017

Meeting Type: Annual

Primary CUSIP: 191216100

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

The Coca-Cola Company

Shares Voted: 2,303

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Herbert A. Allen	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Ronald W. Allen	For
1.3	Elect Director Marc Bolland	For
1.4	Elect Director Ana Botin	For
1.5	Elect Director Richard M. Daley	For
1.6	Elect Director Barry Diller	For
1.7	Elect Director Helene D. Gayle	For
1.8	Elect Director Alexis M. Herman	For
1.9	Elect Director Muhtar Kent	For
1.10	Elect Director Robert A. Kotick	For
1.11	Elect Director Maria Elena Lagomasino	For
1.12	Elect Director Sam Nunn	For
1.13	Elect Director James Quincey	For
1.14	Elect Director David B. Weinberg	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Ratify Ernst & Young LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

The Coca-Cola Company

Proposal Number	Proposal Text	Vote Instruction
5	Report on Human Rights Review on High-Risk Regions <i>Voter Rationale: This shareholder proposal requests the company to review its guidelines for selecting countries/regions for its operations and issue a report. The proponent wants the report to be a congruency analysis that would check for a misalignment between stated corporate values and the company's operations in high-risk regions. The proponent focuses on the company's membership in Georgia Prospers, a group of 500 businesses whose purpose is to promote a prosperous Georgia for all people. That group supported the effort to defeat the Religious Liberty bill which would have given legal protections to opponents of same sex marriage. The board said in response it agrees with the proponent that the company's actions should be aligned with corporate values - including a commitment to intolerance of discrimination based sexual orientation, and the company's involvement with the above mentioned group does not warrant a review of high risk regions. There appears to be enough public information relating to the company's human rights policies and activities available for investors to evaluate the company's human rights risks therefore, the review/report requested by the proponent is not necessary. A vote is cast against the proposal.</i>	Against

The Cooper Companies, Inc.

Meeting Date: 03/13/2017 **Country:** USA **Primary Security ID:** 216648402
Record Date: 01/17/2017 **Meeting Type:** Annual

Primary CUSIP: 216648402

Shares Voted: 29

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director A. Thomas Bender <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Colleen E. Jay	For
1.3	Elect Director Michael H. Kalkstein	For
1.4	Elect Director William A. Kozy	For
1.5	Elect Director Jody S. Lindell	For
1.6	Elect Director Gary S. Petersmeyer	For
1.7	Elect Director Allan E. Rubenstein	For
1.8	Elect Director Robert S. Weiss	For
1.9	Elect Director Stanley Zinberg	For
2	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

The Cooper Companies, Inc.

Proposal Number	Proposal Text	Vote Instruction
3	Approve Executive Incentive Bonus Plan <i>Voter Rationale: This proposal asks shareholders to approve or amend the Company's annual incentive bonus plan for senior executive officers. Section 162(m) of the Internal Revenue Code requires that shareholders reapprove the plan every five years. A vote is cast against this proposal because the plan does not disclose specific performance goals upon which awards are based.</i>	Against
4	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
5	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

The Dow Chemical Company

Meeting Date: 05/11/2017 **Country:** USA **Primary Security ID:** 260543103
Record Date: 03/15/2017 **Meeting Type:** Annual

Primary CUSIP: 260543103

Shares Voted: 667

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Ajay Banga <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Jacqueline K. Barton	For
1c	Elect Director James A. Bell	For
1d	Elect Director Richard K. Davis	Against
1e	Elect Director Jeff M. Fetting	Against
1f	Elect Director Andrew N. Liveris <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	Against
1g	Elect Director Mark Loughridge	Against
1h	Elect Director Raymond J. Milchovich	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

The Dow Chemical Company

Proposal Number	Proposal Text	Vote Instruction
1i	Elect Director Robert S. (Steve) Miller	Against
1j	Elect Director Paul Polman	Against
1k	Elect Director Dennis H. Reilley	For
1l	Elect Director James M. Ringler	For
1m	Elect Director Ruth G. Shaw	For
2	Ratify Deloitte & Touche LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	

The Dun & Bradstreet Corporation

Meeting Date: 05/10/2017

Country: USA

Primary Security ID: 26483E100

Record Date: 03/15/2017

Meeting Type: Annual

Primary CUSIP: 26483E100

Shares Voted: 22

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Robert P. Carrigan	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Cindy Christy	For
1c	Elect Director L. Gordon Crovitz	For
1d	Elect Director James N. Fernandez	For
1e	Elect Director Paul R. Garcia	For
1f	Elect Director Anastassia Lauterbach	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

The Dun & Bradstreet Corporation

Proposal Number	Proposal Text	Vote Instruction
1g	Elect Director Thomas J. Manning	For
1h	Elect Director Randall D. Mott	For
1i	Elect Director Judith A. Reinsdorf	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
4	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		

The Estee Lauder Companies Inc.

Meeting Date: 11/14/2017	Country: USA	Primary Security ID: 518439104
Record Date: 09/15/2017	Meeting Type: Annual	
Primary CUSIP: 518439104		
Shares Voted: 134		

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Charlene Barshefsky	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>		
1.2	Elect Director Wei Sun Christianson	For
1.3	Elect Director Fabrizio Freda	Withhold
1.4	Elect Director Jane Lauder	Withhold
1.5	Elect Director Leonard A. Lauder	Withhold

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

The Estee Lauder Companies Inc.

Proposal Number	Proposal Text	Vote Instruction
2	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

The GEO Group, Inc.

Meeting Date: 04/27/2017

Country: USA

Primary Security ID: 36162J106

Record Date: 03/03/2017

Meeting Type: Annual

Primary CUSIP: 36162J106

Shares Voted: 135

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Clarence E. Anthony <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Anne N. Foreman	For
1.3	Elect Director Richard H. Glanton	For
1.4	Elect Director Christopher C. Wheeler	For
1.5	Elect Director Julie Myers Wood	For
1.6	Elect Director George C. Zoley	For
2	Ratify Grant Thornton LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

The GEO Group, Inc.

Proposal Number	Proposal Text	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

The Goldman Sachs Group, Inc.

Meeting Date: 04/28/2017 **Country:** USA **Primary Security ID:** 38141G104
Record Date: 02/27/2017 **Meeting Type:** Annual
Primary CUSIP: 38141G104

Shares Voted: 219

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Lloyd C. Blankfein <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	Against
1b	Elect Director M. Michele Burns	For
1c	Elect Director Mark A. Flaherty	For
1d	Elect Director William W. George	Against
1e	Elect Director James A. Johnson	For
1f	Elect Director Ellen J. Kullman	For
1g	Elect Director Lakshmi N. Mittal	Against
1h	Elect Director Adebayo O. Ogunesi	Against
1i	Elect Director Peter Oppenheimer	For
1j	Elect Director David A. Viniar	Against
1k	Elect Director Mark O. Winkelman	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

The Goldman Sachs Group, Inc.

Proposal Number	Proposal Text	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

The Goodyear Tire & Rubber Company

Meeting Date: 04/10/2017

Country: USA

Primary Security ID: 382550101

Record Date: 02/15/2017

Meeting Type: Annual

Primary CUSIP: 382550101

Shares Voted: 155

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director William J. Conaty <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director James A. Firestone	For
1c	Elect Director Werner Geissler	For
1d	Elect Director Peter S. Hellman	For
1e	Elect Director Laurette T. Koellner	For
1f	Elect Director Richard J. Kramer	For
1g	Elect Director W. Alan McCollough	For
1h	Elect Director John E. McGlade	For
1i	Elect Director Michael J. Morell	For
1j	Elect Director Roderick A. Palmore	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

The Goodyear Tire & Rubber Company

Proposal Number	Proposal Text	Vote Instruction
1k	Elect Director Stephanie A. Streeter	For
1l	Elect Director Thomas H. Weidemeyer	For
1m	Elect Director Michael R. Wessel	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Approve Omnibus Stock Plan <i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 10.47% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	Against
5	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
6	Require Independent Board Chairman <i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</i>	For

The Hartford Financial Services Group, Inc.

Meeting Date: 05/17/2017

Country: USA

Primary Security ID: 416515104

Record Date: 03/20/2017

Meeting Type: Annual

Primary CUSIP: 416515104

Shares Voted: 224

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Robert B. Allardice, III	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

The Hartford Financial Services Group, Inc.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Trevor Fetter	For
1c	Elect Director Kathryn A. Mikells	For
1d	Elect Director Michael G. Morris	For
1e	Elect Director Thomas A. Renyi	For
1f	Elect Director Julie G. Richardson	For
1g	Elect Director Teresa Wynn Roseborough	For
1h	Elect Director Virginia P. Ruesterholz	For
1i	Elect Director Charles B. Strauss	For
1j	Elect Director Christopher J. Swift	For
1k	Elect Director H. Patrick Swygert	For
2	Ratify Deloitte & Touche LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	

The Hershey Company

Meeting Date: 05/03/2017

Country: USA

Primary Security ID: 427866108

Record Date: 03/06/2017

Meeting Type: Annual

Primary CUSIP: 427866108

Shares Voted: 83

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Pamela M. Arway	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

The Hershey Company

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director John P. Bilbrey	For
1.3	Elect Director James W. Brown	For
1.4	Elect Director Michele G. Buck	For
1.5	Elect Director Charles A. Davis	For
1.6	Elect Director Mary Kay Haben	For
1.7	Elect Director M. Diane Koken	For
1.8	Elect Director Robert M. Malcolm	For
1.9	Elect Director James M. Mead	For
1.10	Elect Director Anthony J. Palmer	For
1.11	Elect Director Thomas J. Ridge	For
1.12	Elect Director David L. Shedlarz	For
2	Ratify Ernst & Young LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	

The Home Depot, Inc.

Meeting Date: 05/18/2017

Country: USA

Primary Security ID: 437076102

Record Date: 03/20/2017

Meeting Type: Annual

Primary CUSIP: 437076102

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

The Home Depot, Inc.

Shares Voted: 723

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Gerard J. Arpey	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Ari Bousbib	For
1c	Elect Director Jeffery H. Boyd	For
1d	Elect Director Gregory D. Brenneman	For
1e	Elect Director J. Frank Brown	For
1f	Elect Director Albert P. Carey	For
1g	Elect Director Armando Codina	For
1h	Elect Director Helena B. Foulkes	For
1i	Elect Director Linda R. Gooden	For
1j	Elect Director Wayne M. Hewett	For
1k	Elect Director Karen L. Katen	For
1l	Elect Director Craig A. Menear	For
1m	Elect Director Mark Vadon	For
2	Ratify KPMG LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Prepare Employment Diversity Report and Report on Diversity Policies	For
	<i>Voter Rationale: This proposal seeks a report from the Company on its Equal Employment policies and practices. The Company asserts it is in full compliance with all legal requirements. This report would be a good way for it to check on that. A vote is cast in favor.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

The Home Depot, Inc.

Proposal Number	Proposal Text	Vote Instruction
6	Adopt Proxy Statement Reporting on Political Contributions and Advisory Vote <i>Voter Rationale: A vote is cast against this proposal as it goes beyond a disclosure request to submit the Company should find congruence between values and each expenditure.</i>	Against
7	Amend Articles/Bylaws/Charter - Call Special Meetings <i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>	For

The Interpublic Group of Companies, Inc.

Meeting Date: 05/25/2017	Country: USA	Primary Security ID: 460690100
Record Date: 04/05/2017	Meeting Type: Annual	
Primary CUSIP: 460690100		
Shares Voted: 234		

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Jocelyn Carter-Miller <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director H. John Greeniaus	For
1.3	Elect Director Mary J. Steele Guilfoile	For
1.4	Elect Director Dawn Hudson	For
1.5	Elect Director William T. Kerr	For
1.6	Elect Director Henry S. Miller	For
1.7	Elect Director Jonathan F. Miller	For
1.8	Elect Director Michael I. Roth	For
1.9	Elect Director David M. Thomas	For
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

The Interpublic Group of Companies, Inc.

Proposal Number	Proposal Text	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

The J. M. Smucker Company

Meeting Date: 08/16/2017

Country: USA

Primary Security ID: 832696405

Record Date: 06/19/2017

Meeting Type: Annual

Primary CUSIP: 832696405

Shares Voted: 69

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Kathryn W. Dindo <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Paul J. Dolan	For
1c	Elect Director Jay L. Henderson	For
1d	Elect Director Nancy Lopez Knight	For
1e	Elect Director Elizabeth Valk Long	For
1f	Elect Director Gary A. Oatey	For
1g	Elect Director Kirk L. Perry	For
1h	Elect Director Sandra Pianalto	For
1i	Elect Director Alex Shumate	For
1j	Elect Director Mark T. Smucker	For
1k	Elect Director Richard K. Smucker	For
1l	Elect Director Timothy P. Smucker	For
1m	Elect Director Dawn C. Willoughby	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

The J. M. Smucker Company

Proposal Number	Proposal Text	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Report on Plans to Increase Renewable Energy Use <i>Voter Rationale: This shareholder proposal requests the company to prepare a report on how the company can increase its renewable energy sourcing/production. The company does not provide specific information about its renewable energy usage or how management's processes and policies are used to evaluate the sourcing of renewable energy. Therefore, a vote is cast in favor of the proposal</i>	For

The Kraft Heinz Company

Meeting Date: 04/19/2017

Country: USA

Primary Security ID: 500754106

Record Date: 02/21/2017

Meeting Type: Annual

Primary CUSIP: 500754106

Shares Voted: 354

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Gregory E. Abel <i>Voter Rationale: <p>In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</p></i>	For
1b	Elect Director Alexandre Behring	For
1c	Elect Director Warren E. Buffett	For
1d	Elect Director John T. Cahill	For
1e	Elect Director Tracy Britt Cool	For
1f	Elect Director Feroz Dewan	For
1g	Elect Director Jeanne P. Jackson	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

The Kraft Heinz Company

Proposal Number	Proposal Text	Vote Instruction
1h	Elect Director Jorge Paulo Lemann	For
1i	Elect Director Mackey J. McDonald	For
1j	Elect Director John C. Pope	For
1k	Elect Director Marcel Herrmann Telles	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Ratify PricewaterhouseCoopers LLP as Auditors	For
	<i>Voter Rationale: <p>The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</p></i>	
4	Report on Sustainability	For
	<i>Voter Rationale: This shareholder proposal requests the company to include nutrition targets in its sustainability report due to the obesity healthcare problem in this country. According to the proponent, the company ranks last in the 2016 Access to Nutrition Index and its rivals such as Nestle and Mondelez already include nutrition target information in their sustainability report. The obesity healthcare issue has attracted more public attention in recent time and information on that topic would help shareholders to evaluate whether the company is staying ahead of those concerns. Also, a description of the company's endeavors to improve nutrition and reduce food insecurity is currently included on its website therefore; the inclusion of nutrition target information as requested by the proponent in the sustainability report does not appear to be a burden for the company to carry out. A vote is cast in favor.</i>	
5	Assess Environmental Impact of Non-Recyclable Packaging	For
	<i>Voter Rationale: This proposal seeks a report from the Company on the environmental impacts, as well as the reputational, operational, and financial risks of continuing to use non-recyclable packaging. This will provide shareholders with useful information and does not appear to be burdensome or prescriptive. A vote is cast in favor.</i>	
6	Report on Supply Chain Impact on Deforestation	For
	<i>Voter Rationale: This proposal seeks a report from the Company describing how it is assessing the Company's supply chain impact on deforestation and associated human rights issues, and its plans to mitigate these risks. This will provide shareholders with useful information and does not appear to be burdensome or prescriptive. A vote is cast in favor.</i>	

The Kroger Co.

Meeting Date: 06/22/2017

Country: USA

Primary Security ID: 501044101

Record Date: 04/26/2017

Meeting Type: Annual

Primary CUSIP: 501044101

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

The Kroger Co.

Shares Voted: 650

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Nora A. Aufreiter	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Robert D. Beyer	For
1c	Elect Director Anne Gates	For
1d	Elect Director Susan J. Kropf	For
1e	Elect Director W. Rodney McMullen	For
1f	Elect Director Jorge P. Montoya	For
1g	Elect Director Clyde R. Moore	For
1h	Elect Director James A. Runde	For
1i	Elect Director Ronald L. Sargent	For
1j	Elect Director Bobby S. Shackouls	For
1k	Elect Director Mark S. Sutton	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Ratify PricewaterhouseCoopers LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
5	Assess Environmental Impact of Non-Recyclable Packaging	For
	<i>Voter Rationale: This shareholder proposal requests a report assessing the environmental impacts of continuing to use unrecyclable brand packaging. Such a report would be prudent for the Company and allow shareholders to better understand the Company's efforts to manage and mitigate the risks associated with its post-consumer packaging waste. A vote is cast in favor.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

The Kroger Co.

Proposal Number	Proposal Text	Vote Instruction
6	Assess Benefits of Adopting Renewable Energy Goals <i>Voter Rationale: This shareholder proposal request that the Company produce a report that would assess the climate benefits and usefulness of adopting a Company-wide, quantitative, time measured target for expanding the Company's renewable energy sourcing. The Company however provides limited information as it relates to renewable energy sourcing endeavors and the processes used to monitor and respond to climate change risk. Such information would be in the best interest of shareholders. A vote is cast for this proposal.</i>	For
7	Adopt Policy and Plan to Eliminate Deforestation in Supply Chain <i>Voter Rationale: This shareholder proposal asks the board to issue reports that provide quantitative metrics on supply chain impacts on deforestation including progress on time bound goals for reducing such impacts. The company does not appear to disclose a policy or discuss a plan for handling deforestation or related human rights impacts through its supply chain. A formal policy dealing with the sourcing of tropical products is an important step the company can take to show their commitment to the deforestation issue. A vote is cast in favor.</i>	For
8	Require Independent Board Chairman <i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</i>	For

The Macerich Company

Meeting Date: 06/01/2017 **Country:** USA **Primary Security ID:** 554382101
Record Date: 03/24/2017 **Meeting Type:** Annual
Primary CUSIP: 554382101

Shares Voted: 72

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director John H. Alschuler <i>Voter Rationale: A vote is cast to withhold on all nominees because the board prohibits shareholders to amend bylaws which is adverse to shareholder interests.</i>	Against
1b	Elect Director Arthur M. Coppola	Against
1c	Elect Director Edward C. Coppola	Against
1d	Elect Director Steven R. Hash	Against
1e	Elect Director Fred S. Hubbell	Against
1f	Elect Director Diana M. Laing	Against
1g	Elect Director Mason G. Ross	Against
1h	Elect Director Steven L. Soboroff	Against
1i	Elect Director Andrea M. Stephen	Against
1j	Elect Director John M. Sullivan	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

The Macerich Company

Proposal Number	Proposal Text	Vote Instruction
2	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

The Mosaic Company

Meeting Date: 05/18/2017 **Country:** USA **Primary Security ID:** 61945C103
Record Date: 03/21/2017 **Meeting Type:** Annual

Primary CUSIP: 61945C103

Shares Voted: 208

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Nancy E. Cooper <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. However, the Company has underperformed its peer group for the past five years. Given that performance, a vote is cast in favor of new nominees and against existing directors who are nominees to the Board. Nominee Westbrook is new to the board but, he sits on too many boards therefore, a vote is cast against him as well.</i>	Against
1b	Elect Director Gregory L. Ebel	Against
1c	Elect Director Timothy S. Gitzel	Against
1d	Elect Director Denise C. Johnson	Against
1e	Elect Director Emery N. Koenig	Against
1f	Elect Director Robert L. Lumpkins	Against
1g	Elect Director William T. Monahan	Against
1h	Elect Director James ('Joc') C. O'Rourke	Against
1i	Elect Director James L. Popowich	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

The Mosaic Company

Proposal Number	Proposal Text	Vote Instruction
1j	Elect Director David T. Seaton	Against
1k	Elect Director Steven M. Seibert	Against
1l	Elect Director Kelvin W. Westbrook	Against
2	Ratify KPMG LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	

The PNC Financial Services Group, Inc.

Meeting Date: 04/25/2017

Country: USA

Primary Security ID: 693475105

Record Date: 02/03/2017

Meeting Type: Annual

Primary CUSIP: 693475105

Shares Voted: 289

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Charles E. Bunch	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	
1.2	Elect Director Marjorie Rodgers Cheshire	Against
1.3	Elect Director William S. Demchak	Against
1.4	Elect Director Andrew T. Feldstein	For
1.5	Elect Director Daniel R. Hesse	Against
1.6	Elect Director Kay Coles James	For
1.7	Elect Director Richard B. Kelson	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

The PNC Financial Services Group, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.8	Elect Director Jane G. Pepper	Against
1.9	Elect Director Donald J. Shepard	For
1.10	Elect Director Lorene K. Steffes	For
1.11	Elect Director Dennis F. Strigl	For
1.12	Elect Director Michael J. Ward	Against
1.13	Elect Director Gregory D. Wasson	Against
2	Ratify PricewaterhouseCoopers LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Prepare Employment Diversity Report and Report on Diversity Policies	For
	<i>Voter Rationale: This proposal seeks a report from the Company on its Equal Employment policies and practices. The Company asserts it is in full compliance with all legal requirements. This report would be a good way for it to check on that. A vote is cast in favor.</i>	

The Priceline Group Inc.

Meeting Date: 06/08/2017

Country: USA

Primary Security ID: 741503403

Record Date: 04/13/2017

Meeting Type: Annual

Primary CUSIP: 741503403

Shares Voted: 29

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Timothy M. Armstrong	Withhold

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

The Priceline Group Inc.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	
1.2	Elect Director Jeffrey H. Boyd	Withhold
1.3	Elect Director Jan L. Docter	For
1.4	Elect Director Jeffrey E. Epstein	For
1.5	Elect Director Glenn D. Fogel	Withhold
1.6	Elect Director James M. Guyette	For
1.7	Elect Director Robert J. Mylod, Jr.	Withhold
1.8	Elect Director Charles H. Noski	For
1.9	Elect Director Nancy B. Peretsman	For
1.10	Elect Director Thomas E. Rothman	For
1.11	Elect Director Craig W. Rydin	For
1.12	Elect Director Lynn M. Vojvodich	Withhold
2	Ratify Deloitte & Touche LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
	<i>Voter Rationale: The board seeks shareholder approval to reduce the ownership threshold required to call a special meeting from 25 percent to 15 percent of outstanding shares. That would be in the best interests of shareholders. A vote is cast in favor.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

The Procter & Gamble Company

Meeting Date: 10/10/2017

Country: USA

Primary Security ID: 742718109

Record Date: 08/11/2017

Meeting Type: Proxy Contest

Primary CUSIP: 742718109

Shares Voted: 1,528

Proposal Number	Proposal Text	Vote Instruction
	Management Proxy (Blue Proxy Card)	
1.1	Elect Director Francis S. Blake	Do Not Vote
1.2	Elect Director Angela F. Braly	Do Not Vote
1.3	Elect Director Amy L. Chang	Do Not Vote
1.4	Elect Director Kenneth I. Chenault	Do Not Vote
1.5	Elect Director Scott D. Cook	Do Not Vote
1.6	Elect Director Terry J. Lundgren	Do Not Vote
1.7	Elect Director W. James McNerney, Jr.	Do Not Vote
1.8	Elect Director David S. Taylor	Do Not Vote
1.9	Elect Director Margaret C. Whitman	Do Not Vote
1.10	Elect Director Patricia A. Woertz	Do Not Vote
1.11	Elect Director Ernesto Zedillo	Do Not Vote
2	Ratify Deloitte & Touche LLP as Auditors	Do Not Vote
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Do Not Vote
4	Advisory Vote on Say on Pay Frequency	Do Not Vote
5	Adopt Holy Land Principles	Do Not Vote
6	Report on Company Non-Discrimination Policies in States with Pro-Discrimination Laws	Do Not Vote
7	Report on Risks of Doing Business in Conflict-Affected Areas	Do Not Vote

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

The Procter & Gamble Company

Proposal Number	Proposal Text	Vote Instruction
8	Repeal Any Amendments to Code of Regulations Adopted After April 8, 2016 Dissident Proxy (White Proxy Card)	Do Not Vote
1.1	Elect Director Nelson Peltz <i>Voter Rationale: The election of one incumbent director, E. Zedillo, is being contested by Trian Fund Management, a 1.47% owner of the Company, who is running Nelson Peltz as their candidate. The Company provides branded consumer package goods to consumers worldwide. For the five year period ending 09-25-17, the Company's total shareholder return was 69.4% compared to a 123.5% return for its peer median. During that time period, the Company was negatively impacted by lost market share and revenue (particularly in grooming care, its highest margin business). This adverse effect was due to acquisitions that did not turn out as planned as well as three CEO replacements. According to Trian, the Board was not attentive in overseeing management's acquisition strategy, made the misstep of not considering candidates for CEO outside the Company and did not take action to reduce the Company's overly complex organizational structure. The centerpiece of Trian's turnaround plan is to change the structure of the Company from 16 units into three operating units within a holding Company. Other recommended improvements include: the promotion of product growth by redeploying savings from cost reductions (the Company used past savings to offset currency fluctuations); developing local market brands (Trian charges the Company maintains its focus on long-established brands); and channeling more capital to the Company's e-commerce efforts (Trian believes the Internet will thwart the Company's emphasis on its flagship brands). Since CEO Taylor took over in Nov. 2015, efforts to reverse underperformance have been initiated through divestitures, reducing reorganization-business units from 16 to 10 units, and improving market share. The result has been an increase in TSR to 28.0% versus 12.9% for the peer median. Mr. Peltz has extensive experience and success with consumer companies (directorships at Heinz and Mondelez). In contrast, only one of the Company's ten non-executive directors has prior consumer package goods experience. That lack of consumer package goods experience could be responsible for poor decision making regarding Company acquisitions and missed trends such as e-commerce sites to boost revenue. Even though the Company has taken measures to reinvigorate growth, Mr. Peltz (through Trian's significant vested interest), would provide a strong voice in the board room to promote shareholder value. Mr. Peltz's election marks an exception to the voting policy on overboarded directors. In this case, his role as head of Trian should be an asset to this role on the Board at the Company rather than a distraction. Therefore, a vote is cast on the dissident agenda for Mr. Peltz.</i>	For
1.2	Management Nominee Francis S. Blake	For
1.3	Management Nominee Angela F. Braly	For
1.4	Management Nominee Amy L. Chang	For
1.5	Management Nominee Kenneth I. Chenault	For
1.6	Management Nominee Scott D. Cook	For
1.7	Management Nominee Terry J. Lundgren	For
1.8	Management Nominee W. James McNerney, Jr.	For
1.9	Management Nominee David S. Taylor	For
1.10	Management Nominee Margaret C. Whitman	For
1.11	Management Nominee Patricia A. Woertz	For
2	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

The Procter & Gamble Company

Proposal Number	Proposal Text	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Adopt Holy Land Principles <i>Voter Rationale: This shareholder proposal requests the Company adopt the Holy Land Principles (HLP) that are directed towards its operations in Israel and the Palestinian Territories. The HLP is a code of conduct for U.S. companies operating in those two locations and its eight principles attempt to ensure non-discriminatory practices. Recruitment of underrepresented employee groups and developing training programs for minority workers are among the principles contained in the HLP. Ensuring fair and equal treatment of workers strengthens the Company's ability to operate in a contentious environment. Therefore, a vote is cast in favor.</i>	For
6	Report on Company Non-Discrimination Policies in States with Pro-Discrimination Laws <i>Voter Rationale: This shareholder proposal requests that the Company report on anti-gay impacts on its employees from state policies that support the discrimination against LGBT people in the states where it does business. The proponent, NorthStar Asset Management, suggests a report may evaluate the risks and benefits of steps the Company may take to protect its LGBT employees such as public policy advocacy, human resources and educational strategies and relocation assistance. Public policy allowing discrimination may be an externality the Company should examine more closely given its stance that it does not tolerate discrimination against its employees. Therefore, a vote is cast in favor.</i>	For
7	Report on Risks of Doing Business in Conflict-Affected Areas <i>Voter Rationale: This shareholder proposal asks the Company to provide a report which addresses the policies and procedures taken to assess and minimize the risks of working in international conflict areas. It is the proponent's belief that the Company should avoid doing business in areas of belligerent occupation. The Board believes that the implementation of its current policies have already addressed these concerns. The Company does, however admit in its 10-K that political instability may have a negative effect on the business operations. Shareholders could benefit from such a report. A vote is cast in favor.</i>	For
8	Repeal Any Amendments to Code of Regulations Adopted After April 8, 2016 <i>Voter Rationale: This proposal seeks shareholder approval to revoke any board-approved amendments to the Company's code of regulations to subsequent to April 8, 2016. This proposal serves to protect the dissident in a proxy contest. Since we are voting in favor of the dissident's ballot, a vote is cast in favor of this proposal.</i>	For

The Progressive Corporation

Meeting Date: 05/12/2017

Country: USA

Primary Security ID: 743315103

Record Date: 03/17/2017

Meeting Type: Annual

Primary CUSIP: 743315103

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

The Progressive Corporation

Shares Voted: 344

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Stuart B. Burgdoerfer	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Charles A. Davis	For
1c	Elect Director Roger N. Farah	For
1d	Elect Director Lawton W. Fitt	For
1e	Elect Director Susan Patricia Griffith	For
1f	Elect Director Jeffrey D. Kelly	For
1g	Elect Director Patrick H. Nettles	For
1h	Elect Director Glenn M. Renwick	For
1i	Elect Director Bradley T. Sheares	For
1j	Elect Director Barbara R. Snyder	For
2	Approve Executive Incentive Bonus Plan	Against
	<i>Voter Rationale: This proposal asks shareholders to approve or amend the Company's annual incentive bonus plan for senior executive officers. Section 162(m) of the Internal Revenue Code requires that shareholders reapprove the plan every five years. A vote is cast against this proposal because the plan does not disclose specific performance goals upon which awards are based.</i>	
3	Approve Non-Employee Director Omnibus Stock Plan	Against
	<i>Voter Rationale: This proposal establishes a stock plan for outside directors. Stock is granted without regard to company performance or director attendance. That is not in the best interests of shareholders. A vote is cast against.</i>	
4	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
5	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
6	Ratify PricewaterhouseCoopers LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

The Sherwin-Williams Company

Meeting Date: 04/19/2017

Country: USA

Primary Security ID: 824348106

Record Date: 02/21/2017

Meeting Type: Annual

Primary CUSIP: 824348106

Shares Voted: 48

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Arthur F. Anton <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director David F. Hodnik	For
1.3	Elect Director Thomas G. Kadien - Withdrawn	
1.4	Elect Director Richard J. Kramer	For
1.5	Elect Director Susan J. Kropf	For
1.6	Elect Director John G. Morikis	For
1.7	Elect Director Christine A. Poon	For
1.8	Elect Director John M. Stropki	For
1.9	Elect Director Michael H. Thaman	For
1.10	Elect Director Matthew Thornton, III	For
1.11	Elect Director Steven H. Wunning	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Amend Executive Incentive Bonus Plan <i>Voter Rationale: This proposal asks shareholders to approve or amend the Company's annual incentive bonus plan for senior executive officers. Section 162(m) of the Internal Revenue Code requires that shareholders reapprove the plan every five years. A vote is cast against this proposal because the plan does not disclose specific performance goals upon which awards are based.</i>	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

The Sherwin-Williams Company

Proposal Number	Proposal Text	Vote Instruction
5	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 12.88% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
6	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

The Southern Company

Meeting Date: 05/24/2017 **Country:** USA **Primary Security ID:** 842587107
Record Date: 03/27/2017 **Meeting Type:** Annual

Primary CUSIP: 842587107

Shares Voted: 590

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Juanita Powell Baranco <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Jon A. Boscia	For
1c	Elect Director Henry A. 'Hal' Clark, III	For
1d	Elect Director Thomas A. Fanning	For
1e	Elect Director David J. Grain	For
1f	Elect Director Veronica M. Hagen	For
1g	Elect Director Warren A. Hood, Jr.	For
1h	Elect Director Linda P. Hudson	For
1i	Elect Director Donald M. James	For
1j	Elect Director John D. Johns	For
1k	Elect Director Dale E. Klein	For
1l	Elect Director William G. Smith, Jr.	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

The Southern Company

Proposal Number	Proposal Text	Vote Instruction
1m	Elect Director Steven R. Specker	For
1n	Elect Director Larry D. Thompson	For
1o	Elect Director E. Jenner Wood, III	For
2	Reduce Supermajority Vote Requirement	For
<i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
4	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		
5	Ratify Deloitte & Touche LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
6	Report on Strategy for Aligning with 2 Degree Scenario	For
<i>Voter Rationale: This proposal requests that the Board provide a comprehensive report addressing the impact climate change regulations have on the Company's operations and the consideration of these regulations in investment decisions. This would provide shareholders with useful information on an important topic. A vote is cast in favor.</i>		

The TJX Companies, Inc.

Meeting Date: 06/06/2017

Country: USA

Primary Security ID: 872540109

Record Date: 04/10/2017

Meeting Type: Annual

Primary CUSIP: 872540109

Shares Voted: 388

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

The TJX Companies, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.3	Elect Director Alan M. Bennett	For
1.4	Elect Director David T. Ching	For
1.5	Elect Director Ernie Herrman	For
1.6	Elect Director Michael F. Hines	For
1.7	Elect Director Amy B. Lane	For
1.8	Elect Director Carol Meyrowitz	For
1.9	Elect Director Jackwyn L. Nemerov	For
1.10	Elect Director John F. O'Brien	For
1.11	Elect Director Willow B. Shire	For
2	Ratify PricewaterhouseCoopers as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Amend Omnibus Stock Plan	Against
	<i>Voter Rationale: This proposal seeks approval of performance criteria for an existing stock compensation plan. Although the types of criteria are listed, the Company does not disclose enough about them to enable a shareholder to determine what type of award will be generated by what type of performance. That is not in the best interests of shareholders. Therefore, a vote is cast against.</i>	
4	Amend Executive Incentive Bonus Plan	Against
	<i>Voter Rationale: This proposal asks shareholders to approve or amend the Company's annual incentive bonus plan for senior executive officers. Section 162(m) of the Internal Revenue Code requires that shareholders reapprove the plan every five years. A vote is cast against this proposal because the plan does not disclose specific performance goals upon which awards are based.</i>	
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
6	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
7	Include Diversity as a Performance Metric	For
	<i>Voter Rationale: This shareholder proposal requests that the board include diversity (gender, racial, and ethnic diversity) among senior executives as one of the performance measures when establishing CEO compensation. The proponent, NorthStar Asset Management believes that senior management should reflect the diversity of its employees as well as its customers, which are primarily female. The proponent points out that the Company's customer profile is 49.8% females and 33.1 % minorities, while Company management severely lacks diversity. The board agrees that diversity is important and including it as a consideration for a portion of CEO pay would link the goal with the outcome. A vote is cast in favor.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

The TJX Companies, Inc.

Proposal Number	Proposal Text	Vote Instruction
8	Report on Pay Disparity <i>Voter Rationale: This shareholder proposal requests that the board report on the pay gap between the senior executive officers and the firm's employees. The Company should be preparing this information as part of the required reporting that will come online in 2018. This information will be useful for shareholders to assess the Company's capital allocation. A vote is cast in favor.</i>	For
9	Report on Gender, Race, or Ethnicity Pay Gap <i>Voter Rationale: This shareholder proposal asks the board to provide a report to reduce the gender, race, and ethnicity pay gap at the company. It appears the company has initiatives to create a more gender, race, and ethnicity balanced organization and is committed to compensating its employees fairly, regardless of gender, race, and ethnicity. The report requested by the proponent would help validate that claim. Therefore, a vote is cast in favor.</i>	For
10	Report on Net-Zero Greenhouse Gas Emissions <i>Voter Rationale: This proposal requests that the Board report to shareholders on how the Company is responding to rising regulatory, competitive, and public pressure to significantly reduce carbon dioxide and other greenhouse gas emissions. This would provide shareholders with useful information on an important topic. A vote is cast in favor.</i>	For

The Travelers Companies, Inc.

Meeting Date: 05/18/2017 **Country:** USA **Primary Security ID:** 89417E109
Record Date: 03/21/2017 **Meeting Type:** Annual
Primary CUSIP: 89417E109

Shares Voted: 169

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Alan L. Beller <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director John H. Dasburg	For
1c	Elect Director Janet M. Dolan	For
1d	Elect Director Kenneth M. Duberstein	For
1e	Elect Director Patricia L. Higgins	For
1f	Elect Director William J. Kane	For
1g	Elect Director Cleve L. Killingsworth, Jr.	For
1h	Elect Director Philip T. (Pete) Ruegger, III	For
1i	Elect Director Todd C. Schermerhorn	For
1j	Elect Director Alan D. Schnitzer	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

The Travelers Companies, Inc.

Proposal Number	Proposal Text	Vote Instruction
1k	Elect Director Donald J. Shepard	For
1l	Elect Director Laurie J. Thomsen	For
2	Ratify KPMG LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
5	Amend Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 7.50% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	
6	Report on Lobbying Payments and Policy	For
	<i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	
7	Report on Gender Pay Gap	For
	<i>Voter Rationale: This shareholder proposal asks the board to provide a report to reduce the gender pay gap at the company. It appears the company has initiatives to create a more gender balanced organization and is committed to compensating its employees fairly regardless of gender. The report requested by the proponent would help validate that claim, a vote is cast in favor.</i>	
8	Prepare Employment Diversity Report and Report on Diversity Policies	For
	<i>Voter Rationale: This proposal seeks a report from the Company on its Equal Employment policies and practices. The Company asserts it is in full compliance with all legal requirements. This report would be a good way for it to check on that. A vote is cast in favor.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

The Walt Disney Company

Meeting Date: 03/08/2017

Country: USA

Primary Security ID: 254687106

Record Date: 01/09/2017

Meeting Type: Annual

Primary CUSIP: 254687106

Shares Voted: 869

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Susan E. Arnold <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director John S. Chen	For
1c	Elect Director Jack Dorsey	For
1d	Elect Director Robert A. Iger	For
1e	Elect Director Maria Elena Lagomasino	For
1f	Elect Director Fred H. Langhammer	For
1g	Elect Director Aylwin B. Lewis	For
1h	Elect Director Robert W. Matschullat	For
1i	Elect Director Mark G. Parker	For
1j	Elect Director Sheryl K. Sandberg	For
1k	Elect Director Orin C. Smith	For
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

The Walt Disney Company

Proposal Number	Proposal Text	Vote Instruction
5	Report on Lobbying Payments and Policy <i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	For
6	Proxy Access Bylaw Amendment <i>Voter Rationale: This proposal seeks to amend the existing proxy access bylaws. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	For

The Wendy's Company

Meeting Date: 05/23/2017 **Country:** USA **Primary Security ID:** 95058W100
Record Date: 03/27/2017 **Meeting Type:** Annual
Primary CUSIP: 95058W100

Shares Voted: 512

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Nelson Peltz <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	Against
1b	Elect Director Peter W. May	For
1c	Elect Director Emil J. Brolick	Against
1d	Elect Director Kenneth W. Gilbert	For
1e	Elect Director Dennis M. Kass	For
1f	Elect Director Joseph A. Levato	For
1g	Elect Director Michelle 'Mich' J. Mathews-Spradlin	For
1h	Elect Director Matthew H. Peltz	Against
1i	Elect Director Todd A. Penegor	Against
1j	Elect Director Peter H. Rothschild	For
1k	Elect Director Arthur B. Winkleblack	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

The Wendy's Company

Proposal Number	Proposal Text	Vote Instruction
2	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Require Independent Board Chairman <i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</i>	For

The Western Union Company

Meeting Date: 05/11/2017 **Country:** USA **Primary Security ID:** 959802109
Record Date: 03/13/2017 **Meeting Type:** Annual
Primary CUSIP: 959802109

Shares Voted: 288

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Martin I. Cole <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Hikmet Ersek	For
1c	Elect Director Richard A. Goodman	For
1d	Elect Director Betsy D. Holden	For
1e	Elect Director Jeffrey A. Joerres	For
1f	Elect Director Roberto G. Mendoza	For
1g	Elect Director Michael A. Miles, Jr.	For
1h	Elect Director Robert W. Selander	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

The Western Union Company

Proposal Number	Proposal Text	Vote Instruction
1i	Elect Director Frances Fragos Townsend	For
1j	Elect Director Solomon D. Trujillo	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Ratify Ernst & Young LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
5	Report on Political Contributions	For
	<i>Voter Rationale: This proposal requests the company provide a report, updated semiannually, on its direct and indirect political contributions and trade association expenditures made with corporate funds. Some, but not all, of this information is available in public filings but they are scattered throughout different states and are not readily and easily available in total to shareholders. A vote is cast for this proposal because it would provide useful and more comprehensive information regarding the Company's political contributions.</i>	
6	Provide Right to Act by Written Consent	For
	<i>Voter Rationale: This proposal allows shareholders to act by written consent. If the majority of shareholders wish to exercise their ownership rights by written consent, they should be allowed to do so. A vote is cast in favor.</i>	
7	Report on Company Non-Discrimination Policies in States with Pro-Discrimination Laws	For
	<i>Voter Rationale: This shareholder proposal requests that the Company report on anti-gay impacts on its employees from state policies that support the discrimination against LGBT people in the states where it does business. The National Conference of State Legislatures reported in April 2016 that 21 states have so called "religious freedom" laws, including some where the Company has operations such as Indiana, Tennessee and North Carolina. The Company's Code of Business Ethics states a policy of zero tolerance for discrimination based on sexual orientation or gender identity, among other attributes. The proponent, NorthStar Asset Management, suggests a report may evaluate the risks and benefits of steps the Company may take to protect its LGBT employees such as public policy advocacy, human resources and educational strategies and relocation assistance. Public policy allowing discrimination may be an externality the Company should examine more closely given its stance that it does not tolerate discrimination against its employees. Therefore, a vote is cast in favor.</i>	

The Williams Companies, Inc.

Meeting Date: 05/18/2017

Country: USA

Primary Security ID: 969457100

Record Date: 03/28/2017

Meeting Type: Annual

Primary CUSIP: 969457100

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

The Williams Companies, Inc.

Shares Voted: 492

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Alan S. Armstrong	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Stephen W. Bergstrom	For
1.3	Elect Director Stephen I. Chazen	For
1.4	Elect Director Charles I. Cogut	For
1.5	Elect Director Kathleen B. Cooper	For
1.6	Elect Director Michael A. Creel	For
1.7	Elect Director Peter A. Ragauss	For
1.8	Elect Director Scott D. Sheffield	For
1.9	Elect Director Murray D. Smith	For
1.10	Elect Director William H. Spence	For
1.11	Elect Director Janice D. Stoney	For
2	Ratify Ernst & Young LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	

Thermo Fisher Scientific Inc.

Meeting Date: 05/17/2017

Country: USA

Primary Security ID: 883556102

Record Date: 03/27/2017

Meeting Type: Annual

Primary CUSIP: 883556102

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Thermo Fisher Scientific Inc.

Shares Voted: 232

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Marc N. Casper	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are nominees who serve on an excessive number of other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is withheld from such nominees. Therefore, a vote is cast against nominees on an excessive number of boards, and for all other nominees since the board is two-thirds independent.</i>	
1b	Elect Director Nelson J. Chai	For
1c	Elect Director C. Martin Harris	For
1d	Elect Director Tyler Jacks	For
1e	Elect Director Judy C. Lewent	For
1f	Elect Director Thomas J. Lynch	For
1g	Elect Director Jim P. Manzi	For
1h	Elect Director William G. Parrett	Against
1i	Elect Director Lars R. Sorensen	For
1j	Elect Director Scott M. Sperling	For
1k	Elect Director Elaine S. Ullian	For
1l	Elect Director Dion J. Weisler	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Ratify PricewaterhouseCoopers LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Tiffany & Co.

Meeting Date: 05/25/2017

Country: USA

Primary Security ID: 886547108

Record Date: 03/27/2017

Meeting Type: Annual

Primary CUSIP: 886547108

Shares Voted: 64

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Michael J. Kowalski <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Rose Marie Bravo	For
1c	Elect Director Gary E. Costley	For
1d	Elect Director Roger N. Farah	For
1e	Elect Director Lawrence K. Fish	For
1f	Elect Director Abby F. Kohnstamm	For
1g	Elect Director James E. Lillie	For
1h	Elect Director Charles K. Marquis	For
1i	Elect Director William A. Shutzer	For
1j	Elect Director Robert S. Singer	For
1k	Elect Director Francesco Trapani	For
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Approve Non-Employee Director Omnibus Stock Plan <i>Voter Rationale: This proposal establishes a stock plan for outside directors. Stock is granted without regard to company performance or director attendance. That is not in the best interests of shareholders. A vote is cast against.</i>	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Time Warner Inc.

Meeting Date: 02/15/2017

Country: USA

Primary Security ID: 887317303

Record Date: 01/03/2017

Meeting Type: Special

Primary CUSIP: 887317303

Shares Voted: 458

Proposal Number	Proposal Text	Vote Instruction
1	Approve Merger Agreement <i>Voter Rationale: This proposal seeks shareholder approval of the Company being acquired by AT&T Inc. in a Cash and Stock – Floating Exchange Ratio transaction valued at \$83.0 billion. The Company is a media and entertainment company. AT&T Inc., a holding company, provides global communications and digital entertainment services. The Board is recommends shareholder approval because a) the Company's alternatives going forward, including remaining as a stand-alone entity are less attractive than this merger; b) the belief that the combined firm would offer a broader span of distribution platforms; c) the expectation that the combined firm would encourage innovation in the media industry, enhance customer experience, and provide for persuasive product offerings; and d) the belief that the transaction would lessen the risk of online and mobile service content distribution. Per the terms of the transaction, each Company share would receive \$107.50 per share at announcement: \$53.75 in cash and \$53.75 in AT&T shares, based on 15-day volume weighted average price ("VWAP") of AT&T when transaction closes (exchange ratio of 1.3 or 1.437 AT&T shares per Company share if VWAP of AT&T is greater than \$41.349 or less than \$37.411, respectively) which represents a premium of 20.1% based on the closing prices of the shares on the last day of trading before the transaction was announced. An opinion has been issued by Allen & Co., Citi and Morgan Stanley that the terms are fair to the Company's shareholders. Market reaction to the announcement has been positive. A vote is cast for this proposal.</i>	For
2	Advisory Vote on Golden Parachutes <i>Voter Rationale: This advisory vote proposal seeks shareholder approval of the merger-related "golden parachute" executive compensation arrangements which may be paid in connection with the proposed merger. The outcome of this advisory vote will have no effect on whether the merger is consummated. The arrangements are not in the best interests of shareholders because they provide for cash and equity retention awards that are excessive. Therefore, a vote is cast against this proposal.</i>	Against
3	Adjourn Meeting <i>Voter Rationale: This proposal seeks an adjournment to seek more votes, if necessary, for the merger. Since the merger is being supported, a vote is cast in favor.</i>	For

Time Warner Inc.

Meeting Date: 06/15/2017

Country: USA

Primary Security ID: 887317303

Record Date: 04/19/2017

Meeting Type: Annual

Primary CUSIP: 887317303

Shares Voted: 461

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Time Warner Inc.

Proposal Number	Proposal Text	Vote Instruction
1b	Elect Director Jeffrey L. Bewkes	For
1c	Elect Director Robert C. Clark	For
1d	Elect Director Mathias Dopfner	For
1e	Elect Director Jessica P. Einhorn	For
1f	Elect Director Carlos M. Gutierrez	For
1g	Elect Director Fred Hassan	For
1h	Elect Director Paul D. Wachter	For
1i	Elect Director Deborah C. Wright	For
2	Ratify Ernst & Young LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	

T-Mobile US, Inc.

Meeting Date: 06/13/2017

Country: USA

Primary Security ID: 872590104

Record Date: 04/17/2017

Meeting Type: Annual

Primary CUSIP: 872590104

Shares Voted: 200

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director W. Michael Barnes	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders. A nominee(s) who is employed full-time serves on the board of more than two other publicly-traded companies. That is not in the best interests of shareholders. A vote is cast to withhold on such nominee(s).</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

T-Mobile US, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.2	Elect Director Thomas Dannenfeldt	Withhold
1.3	Elect Director Srikant M. Datar	Withhold
1.4	Elect Director Lawrence H. Guffey	For
1.5	Elect Director Timotheus Hottges	Withhold
1.6	Elect Director Bruno Jacobfeuerborn	Withhold
1.7	Elect Director Raphael Kubler	Withhold
1.8	Elect Director Thorsten Langheim	Withhold
1.9	Elect Director John J. Legere	Withhold
1.10	Elect Director Teresa A. Taylor	For
1.11	Elect Director Kelvin R. Westbrook	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Adopt Proxy Access Right	For
	<i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	
6	Pro-rata Vesting of Equity Awards	For
	<i>Voter Rationale: This shareholder proposal requests that the board adopt a policy that in the event of a change of control of the Company, there should be no acceleration in the vesting of any equity award to a senior executive, provided that any unvested award may vest on a pro rata basis up to the day of termination. To the extent any such unvested awards are based on performance, the performance goals must have been met. Such a policy would be in the best interests of shareholders. A vote is cast in favor.</i>	
7	Clawback of Incentive Payments	For
	<i>Voter Rationale: This proposal asks the board to adopt a policy to review all bonuses and awards to senior executives when a restatement of the company's financial results occurs and to recoup any incentive-based compensation if specified performance targets were not actually achieved. A vote is cast for this proposal because incentive pay should be paid and retained only if the company legitimately achieves performance benchmarks that are set in advance.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Torchmark Corporation

Meeting Date: 04/27/2017

Country: USA

Primary Security ID: 891027104

Record Date: 03/02/2017

Meeting Type: Annual

Primary CUSIP: 891027104

Shares Voted: 65

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Charles E. Adair <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Marilyn A. Alexander	For
1.3	Elect Director David L. Boren	For
1.4	Elect Director Jane M. Buchan	For
1.5	Elect Director Gary L. Coleman	For
1.6	Elect Director Larry M. Hutchison	For
1.7	Elect Director Robert W. Ingram	For
1.8	Elect Director Steven P. Johnson	For
1.9	Elect Director Lloyd W. Newton	For
1.10	Elect Director Darren M. Rebelez	For
1.11	Elect Director Lamar C. Smith	For
1.12	Elect Director Paul J. Zucconi	For
2	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Total System Services, Inc.

Meeting Date: 04/27/2017

Country: USA

Primary Security ID: 891906109

Record Date: 02/17/2017

Meeting Type: Annual

Primary CUSIP: 891906109

Shares Voted: 98

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Kriss Cloninger, III <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	Against
1b	Elect Director Walter W. Driver, Jr.	For
1c	Elect Director Sidney E. Harris	For
1d	Elect Director William M. Isaac	For
1e	Elect Director Pamela A. Joseph	Against
1f	Elect Director Mason H. Lampton	For
1g	Elect Director Connie D. McDaniel	For
1h	Elect Director Philip W. Tomlinson	Against
1i	Elect Director John T. Turner	For
1j	Elect Director Richard W. Ussery	Against
1k	Elect Director M. Troy Woods	Against
2	Ratify KPMG LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Total System Services, Inc.

Proposal Number	Proposal Text	Vote Instruction
5	Approve Omnibus Stock Plan <i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 10.85% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	Against

Tractor Supply Company

Meeting Date: 05/09/2017

Country: USA

Primary Security ID: 892356106

Record Date: 03/15/2017

Meeting Type: Annual

Primary CUSIP: 892356106

Shares Voted: 78

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Cynthia T. Jamison <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Johnston C. Adams	For
1.3	Elect Director Peter D. Bewley	For
1.4	Elect Director Ramkumar Krishnan	For
1.5	Elect Director George MacKenzie	For
1.6	Elect Director Edna K. Morris	For
1.7	Elect Director Mark J. Weikel	For
1.8	Elect Director Gregory A. Sandfort	For
2	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Tractor Supply Company

Proposal Number	Proposal Text	Vote Instruction
4	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		

TransDigm Group Incorporated

Meeting Date: 03/01/2017 **Country:** USA **Primary Security ID:** 893641100
Record Date: 01/03/2017 **Meeting Type:** Annual

Primary CUSIP: 893641100

Shares Voted: 30

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director William Dries	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1.2	Elect Director Mervin Dunn	For
1.3	Elect Director Michael Graff	For
1.4	Elect Director Sean Hennessy	For
1.5	Elect Director W. Nicholas Howley	For
1.6	Elect Director Raymond Laubenthal	For
1.7	Elect Director Douglas Peacock	For
1.8	Elect Director Robert Small	For
1.9	Elect Director John Staer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

TransDigm Group Incorporated

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

Transocean Ltd.

Meeting Date: 05/11/2017	Country: Switzerland	Primary Security ID: H8817H100
Record Date: 04/24/2017	Meeting Type: Annual	
Primary CUSIP: H8817H100		
Shares Voted: 231		

Proposal Number	Proposal Text	Vote Instruction
1	Accept Financial Statements and Statutory Reports <i>Voter Rationale: The acceptance of financial statements and statutory reports is a routine, bookkeeping matter that does not materially affect shareholders. No objection has been made. A vote is cast in favor.</i>	For
2	Approve Discharge of Board and Senior Management <i>Voter Rationale: The discharge of the management board is at issue. Serious issues have been raised about the board's actions. A vote is cast against.</i>	Against
3	Appropriation of Available Earnings for Fiscal Year 2016 <i>Voter Rationale: This proposal seeks approval of the company's allocation of dividends. The allocation of dividends is normally in the best interests of shareholders and no objection has been made. A vote is cast in favor.</i>	For
4A	Elect Director Glyn A. Barker <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not such a majority. Therefore, a vote is cast in favor of all independent outsiders and against all insiders.</i>	For
4B	Elect Director Vanessa C.L. Chang	For
4C	Elect Director Frederico F. Curado	For
4D	Elect Director Chadwick C. Deaton	For
4E	Elect Director Vincent J. Intrieri	For
4F	Elect Director Martin B. McNamara	For
4G	Elect Director Samuel J. Merksamer	For
4H	Elect Director Merrill A. "Pete" Miller, Jr.	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Transocean Ltd.

Proposal Number	Proposal Text	Vote Instruction
4I	Elect Director Edward R. Muller	For
4J	Elect Director Tan Ek Kia	For
4K	Elect Director Jeremy D. Thigpen	For
5	Elect Merrill A. "Pete" Miller, Jr. as Board Chairman	For
6A	Appoint Frederico F. Curado as Member of the Compensation Committee	For
<i>Voter Rationale: This proposal seeks to elect the members of the remuneration committee. It is in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. Here the nominees are all independent outsiders. Therefore, a vote is cast in favor.</i>		
6B	Appoint Vincent J. Intrieri as Member of the Compensation Committee	For
6C	Appoint Martin B. McNamara as Member of the Compensation Committee	For
6D	Appoint Tan Ek Kia as Member of the Compensation Committee	For
7	Designate Schweiger Advokatur/Notariat as Independent Proxy	For
<i>Voter Rationale: This proposal seeks approval for the election of an independent proxy. This is a routine, ministerial matter that does not materially affect shareholders. A vote in favor is cast.</i>		
8	Appointment Of Ernst & Young LLP as Independent Registered Public Accounting Firm for Fiscal Year 2017 and Reelection of Ernst & Young Ltd, Zurich as the Company's Auditor for a Further One-Year Term	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
9	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
10A	Approve Maximum Remuneration of Board of Directors for the Period Between the 2017 and 2018 Annual General Meetings in the Amount of USD 4.12 Million	Abstain
<i>Voter Rationale: This proposal seeks approval of the directors' remuneration. The Company has not supplied sufficient information to determine if the amount is excessive or not. Therefore, a vote is cast to abstain.</i>		
10B	Approve Maximum Remuneration of the Executive Management Team for Fiscal Year 2018 in the Amount of USD 24 Million	Abstain
<i>Voter Rationale: This proposal seeks approval of the directors' remuneration. The Company has not supplied sufficient information to determine if the amount is excessive or not. Therefore, a vote is cast to abstain.</i>		

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Transocean Ltd.

Proposal Number	Proposal Text	Vote Instruction
11	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
12	Other Business <i>Voter Rationale: This proposal requests permission to act upon such other business as may properly come before the meeting. Such a blank check delegation of voting rights is not in the best interests of shareholders. A vote is cast against.</i>	Against

Tribune Media Company

Meeting Date: 05/05/2017 **Country:** USA **Primary Security ID:** 896047503
Record Date: 03/13/2017 **Meeting Type:** Annual

Primary CUSIP: 896047503

Shares Voted: 100

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Craig A. Jacobson <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Laura R. Walker	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

Tribune Media Company

Meeting Date: 10/19/2017 **Country:** USA **Primary Security ID:** 896047503
Record Date: 09/05/2017 **Meeting Type:** Special

Primary CUSIP: 896047503

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Tribune Media Company

Shares Voted: 100

Proposal Number	Proposal Text	Vote Instruction
1	Approve Merger Agreement <i>Voter Rationale: This proposal seeks shareholder approval of the company being acquired by Sinclair Broadcast Group, Inc. in a Cash and stock – fixed exchange ratio valued at \$3.8 billion. The Company operates media businesses which provide nationwide television broadcasting and distribution which include news, entertainment and sports programming. Sinclair Broadcast Group, Inc. is a television broadcasting company. The Board recommends shareholder approval because: a) the Company's alternatives going forward, including remaining as a stand-alone entity are less attractive than this merger; b) the balanced form of consideration which provides certainty of value to the Company's shareholders; c) the Board's expectation that the combined firm will achieve enhanced income and value; d) the robust market check process, which included four bidders and solicitations of interest from 16 potential partners; and e) the combined firm will have broad geographic diversity and strengthened presence in more markets that produce political income. Per the terms of the transaction, each Company share will receive \$35.00 in cash and 0.23 Sinclair Broadcast Group, Inc. shares per Company share: \$43.50 per share at announcement which represents a premium of 8.0% based on the closing prices of the shares on the last day of trading before the transaction was announced. An opinion has been issued by Moelis & Company and Guggenheim Securities that the terms are fair to the Company's shareholders. Market reaction to the announcement has been positive. A vote is cast for this proposal.</i>	For
2	Advisory Vote on Golden Parachutes <i>Voter Rationale: This advisory vote proposal seeks shareholder approval of the merger-related "golden parachute" executive compensation arrangements which may be paid in connection with the proposed merger. The outcome of this advisory vote will have no effect on whether the merger is consummated. The arrangements do not provide for a total payment in excess of 2.99 times salary and bonus, do not provide a gross up for excise taxes, require a double trigger (i.e., the merger must be finalized and the recipient must lose his or her job) for cash payments and the accelerated vesting of equity awards is not excessive. Therefore, a vote is cast in favor.</i>	For
3	Adjourn Meeting <i>Voter Rationale: The board seeks shareholder approval to adjourn the meeting, if necessary, to permit further solicitation of proxies if there are insufficient votes at the time of the meeting to approve the transaction. Since the transaction is supported, a vote is cast in favor.</i>	For

TripAdvisor, Inc.

Meeting Date: 06/22/2017

Country: USA

Primary Security ID: 896945201

Record Date: 04/24/2017

Meeting Type: Annual

Primary CUSIP: 896945201

Shares Voted: 67

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Gregory B. Maffei <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders. The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are nominees who serve on an excessive number of other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is withheld from such nominees.</i>	Withhold

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

TripAdvisor, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.2	Elect Director Stephen Kaufer	Withhold
1.3	Elect Director Dipchand (Deep) Nishar	For
1.4	Elect Director Jeremy Phillips	For
1.5	Elect Director Spencer M. Rascoff	For
1.6	Elect Director Albert E. Rosenthaler	Withhold
1.7	Elect Director Sukhinder Singh Cassidy	For
1.8	Elect Director Robert S. Wiesenthal	For
2	Ratify KPMG LLP as Auditors	For

Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.

Twenty-First Century Fox, Inc.

Meeting Date: 11/15/2017

Country: USA

Primary Security ID: 90130A101

Record Date: 09/18/2017

Meeting Type: Annual

Primary CUSIP: 90130A101

Shares Voted: 920

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director K. Rupert Murdoch AC	Against
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders. The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are nominees who serve on an excessive number of other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is withheld from such nominees.</i>		
1b	Elect Director Lachlan K. Murdoch	Against
1c	Elect Director Delphine Arnault	Against
1d	Elect Director James W. Breyer	For
1e	Elect Director Chase Carey	Against
1f	Elect Director David F. DeVoe	Against
1g	Elect Director Viet Dinh	For
1h	Elect Director Roderick I. Eddington	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Twenty-First Century Fox, Inc.

Proposal Number	Proposal Text	Vote Instruction
1i	Elect Director James R. Murdoch	Against
1j	Elect Director Jacques Nasser AC	For
1k	Elect Director Robert S. Silberman	For
1l	Elect Director Tidjane Thiam	For
1m	Elect Director Jeffrey W. Ubben	For
2	Ratify Ernst & Young LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
4	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		
5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	For
<i>Voter Rationale: This proposal eliminates unequal voting rights. It is in the best interests of shareholders for all shareholders to have equal voting rights. A vote is cast in favor of the proposal.</i>		

Tyson Foods, Inc.

Meeting Date: 02/09/2017	Country: USA	Primary Security ID: 902494103
Record Date: 12/12/2016	Meeting Type: Annual	
Primary CUSIP: 902494103		
Shares Voted: 176		

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Tyson Foods, Inc.

Proposal Number	Proposal Text	Vote Instruction
1c	Elect Director Mike Beebe	For
1d	Elect Director Mikel A. Durham	Against
1e	Elect Director Tom Hayes	Against
1f	Elect Director Kevin M. McNamara	For
1g	Elect Director Cheryl S. Miller	For
1h	Elect Director Brad T. Sauer	For
1i	Elect Director Jeffrey K. Schomburger	For
1j	Elect Director Robert Thurber	For
1k	Elect Director Barbara A. Tyson	Against
2	Ratify PricewaterhouseCoopers LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Report on Lobbying Payments and Policy	For
	<i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	
6	Board Diversity	For
	<i>Voter Rationale: This shareholder proposal asks the board to prepare a report on the steps it is taking to foster greater diversity on the board – the inclusion of women and minority candidates. The proponent stated that the number of women on the company's board (2 out of 9) lags the proportion of women in its workforce (39%) and that one minority person sits on the board while, two-thirds of the company's workforce are in that category. Furthermore, the proponent said poultry workers experience higher rates of injury/illness and face obstacles to reporting working conditions and a board that better represents the company's workforce would be good step in the direction of identifying the problems in the workforce. Currently, the board has eleven members which includes three females and one minority – 36% of the company's peers have three or more female directors and 46% have two or more minority persons. In comparison to its peer group, the company appears to be doing a reasonably good job in female and minority representation on its board but, additional minority representation would be warranted considering the make-up of its workforce. Therefore, a vote is cast in favor of the proposal.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Tyson Foods, Inc.

Proposal Number	Proposal Text	Vote Instruction
7	Proxy Access <i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	For
8	Implement a Water Quality Stewardship Policy <i>Voter Rationale: This shareholder proposal seeks to have the Company adopt and implement a water stewardship policy that outlines leading practices to improve water quality for all company-owned facilities, facilities under contract to it, and suppliers. The proponent contends that the company "is exposed to environmental, reputational, and financial risks associated with water pollution from animal feed and byproducts." In recent years it has also settled claims of water contamination. Shareholders would benefit from the adoption of a water stewardship policy, as it would allow them to better understand how the company is managing this issue, and also help alleviate any potential reputational and financial risks related to effluent discharges and runoff. Therefore a vote is cast in favor.</i>	For

U.S. Bancorp

Meeting Date: 04/18/2017	Country: USA	Primary Security ID: 902973304
Record Date: 02/21/2017	Meeting Type: Annual	
Primary CUSIP: 902973304		
Shares Voted: 948		

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Douglas M. Baker, Jr. <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Warner L. Baxter	For
1c	Elect Director Marc N. Casper	For
1d	Elect Director Andrew Cecere	For
1e	Elect Director Arthur D. Collins, Jr.	For
1f	Elect Director Richard K. Davis	For
1g	Elect Director Kimberly J. Harris	For
1h	Elect Director Roland A. Hernandez	For
1i	Elect Director Doreen Woo Ho	For
1j	Elect Director Olivia F. Kirtley	For
1k	Elect Director Karen S. Lynch	For
1l	Elect Director David B. O'Maley	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

U.S. Bancorp

Proposal Number	Proposal Text	Vote Instruction
1m	Elect Director O'dell M. Owens	For
1n	Elect Director Craig D. Schnuck	For
1o	Elect Director Scott W. Wine	For
2	Ratify Ernst & Young LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Require Independent Board Chairman	For
	<i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</i>	

UDR, Inc.

Meeting Date: 05/11/2017

Country: USA

Primary Security ID: 902653104

Record Date: 03/20/2017

Meeting Type: Annual

Primary CUSIP: 902653104

Shares Voted: 159

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Katherine A. Cattanach	Against
	<i>Voter Rationale: A vote is cast against all nominees due to a material governance failure. There are undue restrictions on shareholders' ability to amend the bylaws</i>	
1b	Elect Director Robert P. Freeman	Against
1c	Elect Director Jon A. Grove	Against
1d	Elect Director Mary Ann King	Against
1e	Elect Director James D. Klingbeil	Against
1f	Elect Director Clint D. McDonnough	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

UDR, Inc.

Proposal Number	Proposal Text	Vote Instruction
1g	Elect Director Robert A. McNamara	Against
1h	Elect Director Mark R. Patterson	Against
1i	Elect Director Lynne B. Sagalyn	Against
1j	Elect Director Thomas W. Toomey	Against
2	Ratify Ernst & Young LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	

Ulta Beauty, Inc.

Meeting Date: 06/01/2017 **Country:** USA **Primary Security ID:** 903845303
Record Date: 04/03/2017 **Meeting Type:** Annual

Primary CUSIP: 903845303

Shares Voted: 35

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Ulta Beauty, Inc.

Proposal Number	Proposal Text	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Under Armour, Inc.

Meeting Date: 05/31/2017 **Country:** USA **Primary Security ID:** 904311107
Record Date: 03/17/2017 **Meeting Type:** Annual

Primary CUSIP: 904311107

Shares Voted: 109

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Kevin A. Plank <i>Voter Rationale: A vote is cast to withhold on all nominees because the board maintains a charter that prohibits shareholders to amend bylaws which is adverse to shareholder interests.</i>	Withhold
1.2	Elect Director George W. Bodenheimer	Withhold
1.3	Elect Director Douglas E. Coltharp	Withhold
1.4	Elect Director Anthony W. Deering	Withhold
1.5	Elect Director Jerri L. DeVard	Withhold
1.6	Elect Director Karen W. Katz	Withhold
1.7	Elect Director A.B. Krongard	Withhold
1.8	Elect Director William R. McDermott	Withhold
1.9	Elect Director Eric T. Olson	Withhold
1.10	Elect Director Harvey L. Sanders	Withhold

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Under Armour, Inc.

Proposal Number	Proposal Text	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

Union Pacific Corporation

Meeting Date: 05/11/2017

Country: USA

Primary Security ID: 907818108

Record Date: 03/10/2017

Meeting Type: Annual

Primary CUSIP: 907818108

Shares Voted: 489

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Andrew H. Card, Jr. <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Erroll B. Davis, Jr.	For
1c	Elect Director David B. Dillon	For
1d	Elect Director Lance M. Fritz	For
1e	Elect Director Deborah C. Hopkins	For
1f	Elect Director Jane H. Lute	For
1g	Elect Director Michael R. McCarthy	For
1h	Elect Director Michael W. McConnell	For
1i	Elect Director Thomas F. McLarty, III	For
1j	Elect Director Steven R. Rogel	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Union Pacific Corporation

Proposal Number	Proposal Text	Vote Instruction
1k	Elect Director Jose H. Villarreal	For
2	Ratify Deloitte & Touche LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Require Independent Board Chairman	For
	<i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</i>	

United Continental Holdings, Inc.

Meeting Date: 05/24/2017

Country: USA

Primary Security ID: 910047109

Record Date: 03/29/2017

Meeting Type: Annual

Primary CUSIP: 910047109

Shares Voted: 170

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Carolyn Corvi	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Jane C. Garvey	For
1.3	Elect Director Barney Harford	For
1.4	Elect Director Walter Isaacson	For
1.5	Elect Director James A. C. Kennedy	For
1.6	Elect Director Robert A. Milton	For
1.7	Elect Director Oscar Munoz	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

United Continental Holdings, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.8	Elect Director William R. Nuti	For
1.9	Elect Director Edward M. Philip	For
1.10	Elect Director Edward L. Shapiro	For
1.11	Elect Director Laurence E. Simmons	For
1.12	Elect Director David J. Vitale	For
1.13	Elect Director James M. Whitehurst	For
2	Ratify Ernst & Young LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Approve Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 3.86% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	

United Parcel Service, Inc.

Meeting Date: 05/04/2017

Country: USA

Primary Security ID: 911312106

Record Date: 03/06/2017

Meeting Type: Annual

Primary CUSIP: 911312106

Shares Voted: 409

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director David P. Abney	For
1b	Elect Director Rodney C. Adkins	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

United Parcel Service, Inc.

Proposal Number	Proposal Text	Vote Instruction
1c	Elect Director Michael J. Burns	For
1d	Elect Director William R. Johnson	For
1e	Elect Director Candace Kendle	For
1f	Elect Director Ann M. Livermore	For
1g	Elect Director Rudy H.P. Markham	For
1h	Elect Director Franck J. Moison	For
1i	Elect Director Clark "Sandy" T. Randt, Jr.	For
1j	Elect Director John T. Stankey	For
1k	Elect Director Carol B. Tome	For
1l	Elect Director Kevin M. Warsh	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
3	Advisory Vote on Say on Pay Frequency	One Year
4	Ratify Deloitte & Touche LLP as Auditors	For
5	Report on Lobbying Payments and Policy	For
6	Approve Recapitalization Plan for all Stock to Have One-vote per Share	For
7	Adopt Holy Land Principles	For

United Rentals, Inc.

Meeting Date: 05/04/2017

Country: USA

Primary Security ID: 911363109

Record Date: 03/07/2017

Meeting Type: Annual

Primary CUSIP: 911363109

Shares Voted: 50

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

United Rentals, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.4	Elect Director Michael J. Kneeland	For
1.5	Elect Director Singleton B. McAllister	For
1.6	Elect Director Jason D. Papastavrou	For
1.7	Elect Director Filippo Passerini	For
1.8	Elect Director Donald C. Roof	For
1.9	Elect Director Shiv Singh	For
2	Ratify Ernst & Young LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Eliminate Supermajority Vote Requirement	For
	<i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	
6	Shareholders May Call Special Meetings	For
	<i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>	
7	Amend Right to Call Special Meeting	For
	<i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>	

United Technologies Corporation

Meeting Date: 04/24/2017

Country: USA

Primary Security ID: 913017109

Record Date: 02/28/2017

Meeting Type: Annual

Primary CUSIP: 913017109

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

United Technologies Corporation

Shares Voted: 455

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Lloyd J. Austin, III <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees.</i>	For
1b	Elect Director Diane M. Bryant	For
1c	Elect Director John V. Faraci	For
1d	Elect Director Jean-Pierre Garnier	For
1e	Elect Director Gregory J. Hayes	For
1f	Elect Director Edward A. Kangas	For
1g	Elect Director Ellen J. Kullman	For
1h	Elect Director Marshall O. Larsen	Against
1i	Elect Director Harold McGraw, III	For
1j	Elect Director Fredric G. Reynolds	For
1k	Elect Director Brian C. Rogers	For
1l	Elect Director Christine Todd Whitman	Against
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

UnitedHealth Group Incorporated

Meeting Date: 06/05/2017

Country: USA

Primary Security ID: 91324P102

Record Date: 04/11/2017

Meeting Type: Annual

Primary CUSIP: 91324P102

Shares Voted: 573

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director William C. Ballard, Jr. <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Richard T. Burke	For
1c	Elect Director Timothy P. Flynn	For
1d	Elect Director Stephen J. Hemsley	For
1e	Elect Director Michele J. Hooper	For
1f	Elect Director Rodger A. Lawson	For
1g	Elect Director Glenn M. Renwick	For
1h	Elect Director Kenneth I. Shine	For
1i	Elect Director Gail R. Wilensky	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
5	Report on Lobbying Payments and Policy <i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the company and provide useful information to shareholders. A vote is cast in favor.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Universal Corporation

Meeting Date: 08/03/2017

Country: USA

Primary Security ID: 913456109

Record Date: 06/09/2017

Meeting Type: Annual

Primary CUSIP: 913456109

Shares Voted: 100

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director George C. Freeman, III <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Lennart R. Freeman	For
1.3	Elect Director Eddie N. Moore, Jr.	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
5	Approve Omnibus Stock Plan <i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 6.30% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	Against
6	Report on Mediation of Alleged Human Rights Violations <i>Voter Rationale: This shareholder proposal asks the Company to provide a report on the benefits and downsides of participating in mediation of alleged human rights violations which occur in the Company's operations if they are offered by a governmental National Contact Point for the Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises. The OECD mediation process is designed to create an environment for cooperative problem solving whereby the parties responsible for arriving at their own solution. Participation in this mediation process would send a signal that Company is committed to remedy human-rights violations if they should occur in the future. A vote is cast for this proposal.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Universal Health Services, Inc.

Meeting Date: 05/17/2017

Country: USA

Primary Security ID: 913903100

Record Date: 03/21/2017

Meeting Type: Annual

Primary CUSIP: 913903100

Shares Voted: 53

Proposal Number	Proposal Text	Vote Instruction
1	<p>Elect Director Lawrence S. Gibbs</p> <p><i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i></p>	For
2	<p>Amend Stock Option Plan</p> <p><i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 19.93% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i></p>	Against
3	<p>Advisory Vote to Ratify Named Executive Officers' Compensation</p> <p><i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i></p>	Against
4	<p>Advisory Vote on Say on Pay Frequency</p> <p><i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i></p>	One Year
5	<p>Ratify PricewaterhouseCoopers LLP as Auditors</p> <p><i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i></p>	For
6	<p>Adopt Proxy Access Right</p> <p><i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i></p>	For

Unum Group

Meeting Date: 05/25/2017

Country: USA

Primary Security ID: 91529Y106

Record Date: 03/27/2017

Meeting Type: Annual

Primary CUSIP: 91529Y106

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Unum Group

Shares Voted: 136

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Theodore H. Bunting, Jr. <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	Against
1.2	Elect Director E. Michael Caulfield	Against
1.3	Elect Director Joseph J. Echevarria	Against
1.4	Elect Director Cynthia L. Egan	Against
1.5	Elect Director Pamela H. Godwin	Against
1.6	Elect Director Kevin T. Kabat	For
1.7	Elect Director Timothy F. Keaney	For
1.8	Elect Director Gloria C. Larson	Against
1.9	Elect Director Richard P. McKenney	Against
1.10	Elect Director Ronald P. O'Hanley	Against
1.11	Elect Director Francis J. Shammo	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
5	Approve Omnibus Stock Plan <i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 8.52% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Urban Outfitters, Inc.

Meeting Date: 05/23/2017

Country: USA

Primary Security ID: 917047102

Record Date: 03/17/2017

Meeting Type: Annual

Primary CUSIP: 917047102

Shares Voted: 52

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Edward N. Antoian <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	For
1.2	Elect Director Scott A. Belair	Against
1.3	Elect Director Harry S. Cherken, Jr.	Against
1.4	Elect Director Scott Galloway	For
1.5	Elect Director Margaret A. Hayne	Against
1.6	Elect Director Richard A. Hayne	Against
1.7	Elect Director Elizabeth Ann Lambert	For
1.8	Elect Director Joel S. Lawson, III	For
1.9	Elect Director Robert H. Strouse	For
2	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Approve Omnibus Stock Plan <i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 16.61% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	Against
4	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
5	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Valero Energy Corporation

Meeting Date: 05/03/2017

Country: USA

Primary Security ID: 91913Y100

Record Date: 03/07/2017

Meeting Type: Annual

Primary CUSIP: 91913Y100

Shares Voted: 269

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director H. Paulett Eberhart	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Joseph W. Gorder	For
1c	Elect Director Kimberly S. Greene	For
1d	Elect Director Deborah P. Majoras	For
1e	Elect Director Donald L. Nickles	For
1f	Elect Director Philip J. Pfeiffer	For
1g	Elect Director Robert A. Profusek	For
1h	Elect Director Susan Kaufman Purcell	For
1i	Elect Director Stephen M. Waters	For
1j	Elect Director Randall J. Weisenburger	For
1k	Elect Director Rayford Wilkins, Jr.	For
2	Ratify KPMG LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Varian Medical Systems, Inc.

Meeting Date: 02/09/2017

Country: USA

Primary Security ID: 92220P105

Record Date: 12/13/2016

Meeting Type: Annual

Primary CUSIP: 92220P105

Shares Voted: 55

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Susan L. Bostrom <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, there is a two-thirds majority of outsiders on the board but insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees and in favor of all other nominees.</i>	For
1.2	Elect Director Judy Bruner	For
1.3	Elect Director Regina E. Dugan	For
1.4	Elect Director R. Andrew Eckert	For
1.5	Elect Director Mark R. Laret	Withhold
1.6	Elect Director Erich R. Reinhardt	For
1.7	Elect Director Dow R. Wilson	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Amend Omnibus Stock Plan <i>Voter Rationale: A stock plan for key executives is amended by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. Thus, a vote is cast against the amendment.</i>	Against
5	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Vector Group Ltd.

Meeting Date: 04/27/2017

Country: USA

Primary Security ID: 92240M108

Record Date: 02/28/2017

Meeting Type: Annual

Primary CUSIP: 92240M108

Shares Voted: 236

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Bennett S. LeBow <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is no such majority here. A vote is cast for outsiders and against insiders.</i>	Withhold
1.2	Elect Director Howard M. Lorber	Withhold
1.3	Elect Director Ronald J. Bernstein	Withhold
1.4	Elect Director Stanley S. Arkin	For
1.5	Elect Director Henry C. Beinstein	For
1.6	Elect Director Jeffrey S. Podell	For
1.7	Elect Director Jean E. Sharpe	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Participate in Mediation of Alleged Human Rights Violation <i>Voter Rationale: This proposal asks the Company to institute a code of corporate conduct based on the principles set forth by the United Nations ILO concerning workplace human rights standards by its international suppliers and its own international production facilities and to commit to a compliance program by outside monitors. A vote is cast for this proposal because human rights abuses at Company foreign units or suppliers can lead to a reputational risk that can damage shareholder value.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Ventas, Inc.

Meeting Date: 05/18/2017

Country: USA

Primary Security ID: 92276F100

Record Date: 03/22/2017

Meeting Type: Annual

Primary CUSIP: 92276F100

Shares Voted: 211

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Melody C. Barnes <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Debra A. Cafaro	For
1c	Elect Director Jay M. Gellert	For
1d	Elect Director Richard I. Gilchrist	For
1e	Elect Director Matthew J. Lustig	For
1f	Elect Director Roxanne M. Martino	For
1g	Elect Director Walter C. Rakowich	For
1h	Elect Director Robert D. Reed	For
1i	Elect Director Glenn J. Rufrano	For
1j	Elect Director James D. Shelton	For
2	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

VeriSign, Inc.

Meeting Date: 05/25/2017

Country: USA

Primary Security ID: 92343E102

Record Date: 03/31/2017

Meeting Type: Annual

Primary CUSIP: 92343E102

Shares Voted: 53

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director D. James Bidzos <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Kathleen A. Cote	For
1.3	Elect Director Thomas F. Frist, III	For
1.4	Elect Director Jamie S. Gorelick	For
1.5	Elect Director Roger H. Moore	For
1.6	Elect Director Louis A. Simpson	For
1.7	Elect Director Timothy Tomlinson	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Amend Qualified Employee Stock Purchase Plan <i>Voter Rationale: This proposal adds shares to an employee stock ownership plan, which gives an equity stake in the company to all fulltime and many part-time workers, thus encouraging quality work. That is in the best interests of shareholders. A vote is cast in favor.</i>	For
5	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Verisk Analytics, Inc.

Meeting Date: 05/17/2017

Country: USA

Primary Security ID: 92345Y106

Record Date: 03/20/2017

Meeting Type: Annual

Primary CUSIP: 92345Y106

Shares Voted: 92

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Frank J. Coyne <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here, a vote is cast for all nominees.</i>	For
1.2	Elect Director Christopher M. Foscett	For
1.3	Elect Director David B. Wright	For
1.4	Elect Director Annell R. Bay	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify Deloitte And Touche LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against

Verizon Communications Inc.

Meeting Date: 05/04/2017

Country: USA

Primary Security ID: 92343V104

Record Date: 03/06/2017

Meeting Type: Annual

Primary CUSIP: 92343V104

Shares Voted: 2,419

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Shellye L. Archambeau	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Verizon Communications Inc.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Mark T. Bertolini	For
1.3	Elect Director Richard L. Carrion	For
1.4	Elect Director Melanie L. Healey	For
1.5	Elect Director M. Frances Keeth	For
1.6	Elect Director Karl-Ludwig Kley	For
1.7	Elect Director Lowell C. McAdam	For
1.8	Elect Director Clarence Otis, Jr.	For
1.9	Elect Director Rodney E. Slater	For
1.10	Elect Director Kathryn A. Tesija	For
1.11	Elect Director Gregory D. Wasson	For
1.12	Elect Director Gregory G. Weaver	For
2	Ratify Ernst & Young LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Approve Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 2.60% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	
6	Establish Board Committee on Human Rights	For
	<i>Voter Rationale: This proposal seeks creation of a compliance committee to better ensure that the Company is in compliance with all relevant government regulations. That would be prudent for the Company and in the best interests of shareholders. A vote is cast in favor.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Verizon Communications Inc.

Proposal Number	Proposal Text	Vote Instruction
7	Report on Feasibility of Adopting GHG Emissions Targets <i>Voter Rationale: This proposal requests that the Board report to shareholders on how the Company is responding to rising regulatory, competitive, and public pressure to significantly reduce carbon dioxide and other greenhouse gas emissions. This would provide shareholders with useful information on an important topic. A vote is cast in favor.</i>	For
8	Amend Bylaws - Call Special Meetings <i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>	For
9	Amend Clawback Policy <i>Voter Rationale: This proposal asks the board to adopt a policy to review all bonuses and awards to senior executives when a restatement of the company's financial results occurs and to recoup any incentive-based compensation if specified performance targets were not actually achieved. A vote is cast for this proposal because incentive pay should be paid and retained only if the company legitimately achieves performance benchmarks that are set in advance.</i>	For
10	Stock Retention/Holding Period <i>Voter Rationale: This proposal asks the Board to adopt a policy requiring that senior executives retain a significant percentage of shares (not lower than 75%) acquired through equity compensation programs. Requiring senior executives to hold a significant portion of shares obtained through compensation plans would focus the executives attention on the Company's long-term success and would help align their interest with those of shareholders. A vote is cast in favor.</i>	For
11	Limit Matching Contributions to Executive Retirement Plans <i>Voter Rationale: A vote is cast in favor of this proposal to address the disparity between employee and executives' retirement plans citing that it creates potential morale problems. The proponent also points out the benefits are not performance-based and do not align management incentives with shareholder interests.</i>	For

Vertex Pharmaceuticals Incorporated

Meeting Date: 06/08/2017	Country: USA	Primary Security ID: 92532F100
Record Date: 04/12/2017	Meeting Type: Annual	
Primary CUSIP: 92532F100		
Shares Voted: 148		

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Vertex Pharmaceuticals Incorporated

Proposal Number	Proposal Text	Vote Instruction
2	Declassify the Board of Directors <i>Voter Rationale: This proposal declassifies the board, which means that all directors would be elected annually instead of different classes being elected for staggered terms. This enhances the accountability of directors. A vote is cast in favor.</i>	For
3	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 12.26% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
4	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
5	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
6	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
7	Eliminate Supermajority Vote Requirement <i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	For
8	Report on Lobbying Payments and Policy <i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the company and provide useful information to shareholders. A vote is cast in favor.</i>	For

VF Corporation

Meeting Date: 04/25/2017

Country: USA

Primary Security ID: 918204108

Record Date: 03/01/2017

Meeting Type: Annual

Primary CUSIP: 918204108

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

VF Corporation

Shares Voted: 196

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Richard T. Carucci	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Juliana L. Chugg	For
1.3	Elect Director Benno Dorer	For
1.4	Elect Director Mark S. Hoplamazian	For
1.5	Elect Director Robert J. Hurst	For
1.6	Elect Director Laura W. Lang	For
1.7	Elect Director W. Alan McCollough	For
1.8	Elect Director W. Rodney McMullen	For
1.9	Elect Director Clarence Otis, Jr.	For
1.10	Elect Director Steven E. Rendle	For
1.11	Elect Director Carol L. Roberts	For
1.12	Elect Director Matthew J. Shattock	For
1.13	Elect Director Eric C. Wiseman	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross-ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Ratify PricewaterhouseCoopers LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Viacom Inc.

Meeting Date: 02/06/2017

Country: USA

Primary Security ID: 92553P201

Record Date: 12/12/2016

Meeting Type: Annual

Primary CUSIP: 92553P201

Shares Voted: 205

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Robert M. Bakish <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	Withhold
1.2	Elect Director Cristiana Falcone Sorrell	Withhold
1.3	Elect Director Kenneth B. Lerer	For
1.4	Elect Director Thomas J. May	For
1.5	Elect Director Judith A. McHale	For
1.6	Elect Director Ronald L. Nelson	For
1.7	Elect Director Deborah Norville	Withhold
1.8	Elect Director Charles E. Phillips, Jr.	Withhold
1.9	Elect Director Shari Redstone	Withhold
1.10	Elect Director Nicole Seligman	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Amend Executive Incentive Bonus Plan <i>Voter Rationale: This proposal asks shareholders to approve or amend the Company's annual incentive bonus plan for senior executive officers. Section 162(m) of the Internal Revenue Code requires that shareholders reapprove the plan every five years. A vote is cast against this proposal because the plan does not disclose specific performance goals upon which awards are based.</i>	Against
5	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Visa Inc.

Meeting Date: 01/31/2017

Country: USA

Primary Security ID: 92826C839

Record Date: 12/02/2016

Meeting Type: Annual

Primary CUSIP: 92826C839

Shares Voted: 1,114

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Lloyd A. Carney <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Mary B. Cranston	For
1c	Elect Director Francisco Javier Fernandez-Carbajal	For
1d	Elect Director Gary A. Hoffman	For
1e	Elect Director Alfred F. Kelly, Jr.	For
1f	Elect Director Robert W. Matschullat	For
1g	Elect Director Suzanne Nora Johnson	For
1h	Elect Director John A.C. Swainson	For
1i	Elect Director Maynard G. Webb, Jr.	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

Vornado Realty Trust

Meeting Date: 05/18/2017

Country: USA

Primary Security ID: 929042109

Record Date: 03/20/2017

Meeting Type: Annual

Primary CUSIP: 929042109

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Vornado Realty Trust

Shares Voted: 102

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Michael Lynne <i>Voter Rationale: A vote is cast all nominees to the board (except the new nominee) because shareholders do not have the right to amend the bylaws, which represents a diminution of shareholders' rights and a material governance failure.</i>	Withhold
1.2	Elect Director David M. Mandelbaum	Withhold
1.3	Elect Director Mandakini Puri	For
1.4	Elect Director Daniel R. Tisch	Withhold
2	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Vulcan Materials Company

Meeting Date: 05/12/2017

Country: USA

Primary Security ID: 929160109

Record Date: 03/15/2017

Meeting Type: Annual

Primary CUSIP: 929160109

Shares Voted: 79

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Vulcan Materials Company

Proposal Number	Proposal Text	Vote Instruction
1d	Elect Director Kathleen Wilson-Thompson	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		
4	Ratify Deloitte & Touche LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

W.W. Grainger, Inc.

Meeting Date: 04/26/2017

Country: USA

Primary Security ID: 384802104

Record Date: 03/06/2017

Meeting Type: Annual

Primary CUSIP: 384802104

Shares Voted: 33

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Rodney C. Adkins	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>		
1.2	Elect Director Brian P. Anderson	For
1.3	Elect Director V. Ann Hailey	For
1.4	Elect Director Stuart L. Levenick	For
1.5	Elect Director D.G. Macpherson	Withhold
1.6	Elect Director Neil S. Novich	For
1.7	Elect Director Michael J. Roberts	For
1.8	Elect Director James T. Ryan	Withhold
1.9	Elect Director E. Scott Santi	Withhold

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

W.W. Grainger, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.10	Elect Director James D. Slavik	Withhold
2	Ratify Ernst & Young LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross-ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
4	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		

Walgreens Boots Alliance, Inc.

Meeting Date: 01/26/2017	Country: USA	Primary Security ID: 931427108
Record Date: 11/28/2016	Meeting Type: Annual	
Primary CUSIP: 931427108		

Shares Voted: 505

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Janice M. Babiak	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>		
1b	Elect Director David J. Brailer	For
1c	Elect Director William C. Foote	For
1d	Elect Director Ginger L. Graham	For
1e	Elect Director John A. Lederer	For
1f	Elect Director Dominic P. Murphy	Against
1g	Elect Director Stefano Pessina	Against
1h	Elect Director Leonard D. Schaeffer	For
1i	Elect Director Nancy M. Schlichting	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Walgreens Boots Alliance, Inc.

Proposal Number	Proposal Text	Vote Instruction
1j	Elect Director James A. Skinner	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
4	Approve Executive Incentive Bonus Plan <i>Voter Rationale: This proposal asks shareholders to approve adding a new performance criterion (criteria) to a company cash/stock bonus plan. A vote is cast against this proposal because the plan is flawed in that it does not disclose specific performance goals upon which awards are based. This addition only makes a bad plan worse.</i>	Against
5	Proxy Access <i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	For
6	Approve Report on Executive Pay & Sustainability Performance <i>Voter Rationale: This shareholder proposal requests that the Compensation Committee provide a report that would assess the feasibility of including sustainability metrics into performance criteria for senior executive performance-based pay. Given the lack of detailed disclosure of the Company's environmental and social initiatives and the request for a report, rather than inclusion of sustainability metrics, a vote is cast for this proposal.</i>	For

Wal-Mart Stores, Inc.

Meeting Date: 06/02/2017

Country: USA

Primary Security ID: 931142103

Record Date: 04/07/2017

Meeting Type: Annual

Primary CUSIP: 931142103

Shares Voted: 897

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Wal-Mart Stores, Inc.

Proposal Number	Proposal Text	Vote Instruction
1c	Elect Director Carla A. Harris	For
1d	Elect Director Thomas W. Horton	For
1e	Elect Director Marissa A. Mayer	For
1f	Elect Director C. Douglas McMillon	Against
1g	Elect Director Gregory B. Penner	Against
1h	Elect Director Steven S Reinemund	For
1i	Elect Director Kevin Y. Systrom	For
1j	Elect Director S. Robson Walton	Against
1k	Elect Director Steuart L. Walton	Against
2	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	Ratify Ernst & Young LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
5	Require Independent Board Chairman	For
	<i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor. .</i>	
6	Provide Proxy Access Right	For
	<i>Voter Rationale: This precatory shareholder proposal requests the Board to amend the Company's bylaws to add a proxy access provision which would enable an investor or a group of investors who own three percent of the company's shares for three years to nominate candidates using the Company's own proxy materials for up to 25 percent of the board. Support is generally given to proxy access proposals that are reasonably designed to enhance the ability of substantial shareholders to nominate directors through the corporate proxy. The three-percent ownership threshold, three-year holding period, and 25 percent cap on shareholder-nominated board seats outlined in the proposal represent a reasonable and appropriate framework based on company-specific factors. For those reasons a vote is cast in favor.</i>	
7	Require Independent Director Nominee with Environmental Experience	For
	<i>Voter Rationale: This shareholder proposal requests that management nominate at least one candidate for election to the board at the next annual meeting of shareholders who has a high level of expertise and experience in environmental matters relevant to global supply chains, transportation or energy efficiency. An authoritative figure with acknowledged environmental expertise could enable the Company to more effectively address the environmental issues inherent in its business. A vote is cast in favor.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Waste Management, Inc.

Meeting Date: 05/12/2017

Country: USA

Primary Security ID: 94106L109

Record Date: 03/15/2017

Meeting Type: Annual

Primary CUSIP: 94106L109

Shares Voted: 241

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Bradbury H. Anderson <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	For
1b	Elect Director Frank M. Clark, Jr.	For
1c	Elect Director James C. Fish, Jr.	Against
1d	Elect Director Andres R. Gluski	Against
1e	Elect Director Patrick W. Gross	For
1f	Elect Director Victoria M. Holt	Against
1g	Elect Director Kathleen M. Mazzarella	Against
1h	Elect Director John C. Pope	For
1i	Elect Director Thomas H. Weidemeyer	For
2	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Pro-rata Vesting of Equity Awards <i>Voter Rationale: This shareholder proposal requests that the board adopt a policy that in the event of a change of control of the company, there should be no acceleration in the vesting of any equity award to a senior executive, provided that any unvested award may vest on a pro rata basis up to the day of termination. To the extent any such unvested awards are based on performance, the performance goals must have been met. Such a policy would be in the best interests of shareholders. A vote is cast in favor.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Waters Corporation

Meeting Date: 05/09/2017

Country: USA

Primary Security ID: 941848103

Record Date: 03/15/2017

Meeting Type: Annual

Primary CUSIP: 941848103

Shares Voted: 48

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Michael J. Berendt <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Douglas A. Berthiaume	For
1.3	Elect Director Edward Conard	For
1.4	Elect Director Laurie H. Glimcher	For
1.5	Elect Director Christopher A. Kuebler	For
1.6	Elect Director William J. Miller	For
1.7	Elect Director Christopher J. O'Connell	For
1.8	Elect Director JoAnn A. Reed	For
1.9	Elect Director Thomas P. Salice	For
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Amend Omnibus Stock Plan <i>Voter Rationale: This proposal seeks approval of performance criteria for an existing stock compensation plan. Although the types of criteria are listed, the Company does not disclose enough about them to enable a shareholder to determine what type of award will be generated by what type of performance. That is not in the best interests of shareholders. Therefore, a vote is cast against</i>	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Waters Corporation

Proposal Number	Proposal Text	Vote Instruction
6	Adopt Proxy Access Right	For
<i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>		

WEC Energy Group, Inc.

Meeting Date: 05/04/2017	Country: USA	Primary Security ID: 92939U106
Record Date: 02/23/2017	Meeting Type: Annual	
Primary CUSIP: 92939U106		
Shares Voted: 187		

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director John F. Bergstrom	Against
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>		
1.2	Elect Director Barbara L. Bowles	Against
1.3	Elect Director William J. Brodsky	For
1.4	Elect Director Albert J. Budney, Jr.	For
1.5	Elect Director Patricia W. Chadwick	Against
1.6	Elect Director Curt S. Culver	Against
1.7	Elect Director Thomas J. Fischer	Against
1.8	Elect Director Paul W. Jones	For
1.9	Elect Director Gale E. Klappa	Against
1.10	Elect Director Henry W. Kneuppel	For
1.11	Elect Director Allen L. Leverett	Against
1.12	Elect Director Ulice Payne, Jr.	Against
1.13	Elect Director Mary Ellen Stanek	Against
2	Ratify Deloitte & Touche LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

WEC Energy Group, Inc.

Proposal Number	Proposal Text	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Wells Fargo & Company

Meeting Date: 04/25/2017 **Country:** USA **Primary Security ID:** 949746101
Record Date: 03/01/2017 **Meeting Type:** Annual
Primary CUSIP: 949746101

Shares Voted: 2,682

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director John D. Baker, II <i>Voter Rationale: In 2016, approximately two million bank and credit card accounts were setup without customer consent. The Company's employees illegally moved funds from customer accounts and created new accounts using fake PIN numbers and email addresses. The phony accounts were created in an effort to improve employee sales figures which would ultimately result in a bigger bonus payout. Although the Board has recently launched its own investigation into the Company's sales practices, the substantial fines (\$185 million) and numerous lawsuits have negatively affected the Company's reputation. The Company's failure to have risk oversight over its sales practices is egregious and adverse to shareholder interest. A vote is cast to withhold from all nominees into the Company's sales practices, the substantial fines (\$185 million) and numerous lawsuits have negatively affected the Company's reputation. The Company's failure to have risk oversight over its sales practices is egregious and adverse to shareholder interest. A vote is cast to withhold from all nominees.</i>	Against
1b	Elect Director John S. Chen	Against
1c	Elect Director Lloyd H. Dean	Against
1d	Elect Director Elizabeth A. Duke	Against
1e	Elect Director Enrique Hernandez, Jr.	Against
1f	Elect Director Donald M. James	Against
1g	Elect Director Cynthia H. Milligan	Against
1h	Elect Director Karen B. Peetz	Against
1i	Elect Director Federico F. Peña	Against
1j	Elect Director James H. Quigley	Against
1k	Elect Director Stephen W. Sanger	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Wells Fargo & Company

Proposal Number	Proposal Text	Vote Instruction
1l	Elect Director Ronald L. Sargent	Against
1m	Elect Director Timothy J. Sloan	Against
1n	Elect Director Susan G. Swenson	Against
1o	Elect Director Suzanne M. Vautrinot	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Ratify KPMG LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
5	Review and Report on Business Standards	For
	<i>Voter Rationale: This shareholder proposal asks the Board to provide a comprehensive report on the source of the Company's retail banking sales dishonest activity and the action plan to prevent such future occurrences. The proponent, The Sisters of St. Francis of Philadelphia believes this report would allow the shareholders to examine the Company's risk management process. The Board feels that such a report is unnecessary, stating it is has initiated its own investigation into the Company's retail banking sales practices and will provide the findings to the shareholders prior to 2017 annual meeting. This time frame may not give the shareholders much time to compare the Company's report with that of the proponents. Given the obscurity of the Company's investigation and the time frame of the public announcement of its findings, a vote is cast for this proposal.</i>	
6	Provide for Cumulative Voting	For
	<i>Voter Rationale: This proposal establishes cumulative voting, where each shareholder has votes equal to the number of shares multiplied by board nominees. A shareholder can lump all votes for one candidate--an effective way to elect someone. A vote is cast in favor.</i>	
7	Report on Divesting Non-Core Business	For
	<i>Voter Rationale: This proposal requests the Board appoint a committee to explore whether the firm should divest of all non-core banking business segments in an move to enhance shareholder value. The proponent argues the Company is too large to be managed effectively and that a better structure may be for one firm to perform basic business and consumer lending functions and another firm to focus on investment banking and related business. Such a strategic review would be timely given the Company's recovery after the financial crisis and would benefit shareholders. A vote is cast in favor.</i>	
8	Report on Gender Pay Gap	For
	<i>Voter Rationale: This shareholder proposal requests the Company prepare a report that shows the company does not have a gender pay gap. According to the proponent, the financial services industry has one of the widest pay gaps by gender. Over the last year, a number of companies, including Apple, Intel, eBay, and Expedia have reported and committed to disclosing their gender pay gap -- how much women earn to every dollar earned by men for the same job. Dealing with the issue of gender pay disparity at a company can put the company at a competitive advantage over its peers, reduce legal and reputational risks, and also increase the diversity of a company. A vote is cast in favor of the proposal.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Wells Fargo & Company

Proposal Number	Proposal Text	Vote Instruction
9	Report on Lobbying Payments and Policy <i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	For
10	Adopt Global Policy Regarding the Rights of Indigenous People <i>Voter Rationale: This shareholder proposal asks the Board to create and approve an indigenous people policy. The proponents Sum of Us and As You Sow believe the Company needs to consider the risks associated with developments on lands whose locations raise concerns about the rights of indigenous people. The proponents argue the Company faces reputational risks for financing projects that negatively affects indigenous people without their consent. The issue is of particular importance given the Company's involvement with the controversial Dakota Access Pipeline project. A policy that explains how the Company considers the rights of indigenous people would give investors confidence that the Company is handling such controversial matters in a thoughtful way. A vote is cast in favor of this proposal.</i>	For

Welltower Inc.

Meeting Date: 05/04/2017

Country: USA

Primary Security ID: 95040Q104

Record Date: 03/07/2017

Meeting Type: Annual

Primary CUSIP: 95040Q104

Shares Voted: 215

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Kenneth J. Bacon <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Thomas J. DeRosa	For
1c	Elect Director Jeffrey H. Donahue	For
1d	Elect Director Fred S. Klipsch	For
1e	Elect Director Geoffrey G. Meyers	For
1f	Elect Director Timothy J. Naughton	For
1g	Elect Director Sharon M. Oster	For
1h	Elect Director Judith C. Pelham	For
1i	Elect Director Sergio D. Rivera	For
1j	Elect Director R. Scott Trumbull	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Welltower Inc.

Proposal Number	Proposal Text	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Westar Energy, Inc.

Meeting Date: 10/25/2017 **Country:** USA **Primary Security ID:** 95709T100
Record Date: 09/11/2017 **Meeting Type:** Annual

Primary CUSIP: 95709T100

Shares Voted: 2

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Mollie H. Carter <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Sandra A.J. Lawrence	For
1.3	Elect Director Mark A. Ruelle	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Westar Energy, Inc.

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

Westar Energy, Inc.

Meeting Date: 11/21/2017 **Country:** USA **Primary Security ID:** 95709T100
Record Date: 10/06/2017 **Meeting Type:** Special

Primary CUSIP: 95709T100

Shares Voted: 2

Proposal Number	Proposal Text	Vote Instruction
1	Approve Merger Agreement	For
<i>Voter Rationale: This proposal seeks shareholder approval of the Company merging with Great Plains Energy Incorporated (merger of equals) in a Stock – Fixed exchange ratio transaction valued at \$7.5 billion (\$13.9 billion combined), based on unaffected trading prices and shares outstanding at the record date. The Company is the largest electric company in the state of Kansas. Great Plains Energy Incorporated is a utility holding company. The Board recommends shareholder approval because: a) the Company's alternatives going forward, including remaining as a stand-alone entity are less attractive than this merger; b) the Board's expectation that the transaction will be accretive to forecasted EPS in the first full calendar year after completing the transaction; c) the Board's belief that the Company's shareholders will benefit from a 15 percent dividend increase; d) the joining of two complementary businesses that will deliver substantial cost savings; e) the combined firm will benefit from increased diversification and geographic reach; and f) the vigorous market check process, which included discussions with 19 potential parties. Upon completion of the transaction, the Company will own 52.5% of the combined firm. Great Plains Energy Incorporated will merge with and into Monarch Energy, a new holding company, with Monarch continuing as the surviving corporation. The Company will merge with and into King Energy, a direct wholly-owned subsidiary of Monarch Energy. Per the terms of the transaction, each Company share will receive \$1.00 Monarch Energy share. An opinion has been issued by Guggenheim Securities that the terms are fair to the Company's shareholders. Given the strategic rationale and financial benefits, a vote is cast for this proposal.</i>		
2	Advisory Vote on Golden Parachutes	For
<i>Voter Rationale: This advisory vote proposal seeks shareholder approval of the merger-related "golden parachute" executive compensation arrangements which may be paid in connection with the proposed merger. The outcome of this advisory vote will have no effect on whether the merger is consummated. The arrangements do not provide for a total payment in excess of 2.99 times salary and bonus, do not provide a gross up for excise taxes, require a double trigger (i.e., the merger must be finalized and the recipient must lose his or her job) for cash payments and the accelerated vesting of equity awards is not excessive. Therefore, a vote is cast in favor.</i>		
3	Adjourn Meeting	For
<i>Voter Rationale: This proposal seeks to adjourn the meeting. Since the merger is being supported, a vote is cast in favor.</i>		

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Western Digital Corporation

Meeting Date: 11/02/2017

Country: USA

Primary Security ID: 958102105

Record Date: 09/06/2017

Meeting Type: Annual

Primary CUSIP: 958102105

Shares Voted: 174

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Martin I. Cole <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Kathleen A. Cote	For
1c	Elect Director Henry T. DeNero	For
1d	Elect Director Michael D. Lambert	For
1e	Elect Director Len J. Lauer	For
1f	Elect Director Matthew E. Massengill	For
1g	Elect Director Stephen D. Milligan	For
1h	Elect Director Paula A. Price	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 14.67% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
5	Ratify KPMG LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

WestRock Company

Meeting Date: 01/27/2017

Country: USA

Primary Security ID: 96145D105

Record Date: 12/02/2016

Meeting Type: Annual

Primary CUSIP: 96145D105

Shares Voted: 148

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Timothy J. Bernlohr	Against
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are nominees who serve on an excessive number of other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is withheld from such nominees. A vote is cast for all other nominees because there is a two-thirds majority of independent outsiders on the board.</i>	
1b	Elect Director J. Powell Brown	For
1c	Elect Director Michael E. Campbell	For
1d	Elect Director Terrell K. Crews	For
1e	Elect Director Russell M. Currey	For
1f	Elect Director John A. Luke, Jr.	For
1g	Elect Director Gracia C. Martore	For
1h	Elect Director James E. Nevels	For
1i	Elect Director Timothy H. Powers	For
1j	Elect Director Steven C. Voorhees	For
1k	Elect Director Bettina M. Whyte	For
1l	Elect Director Alan D. Wilson	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Ratify Ernst & Young LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Weyerhaeuser Company

Meeting Date: 05/19/2017

Country: USA

Primary Security ID: 962166104

Record Date: 03/24/2017

Meeting Type: Annual

Primary CUSIP: 962166104

Shares Voted: 446

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Mark A. Emmert <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Rick R. Holley	For
1.3	Elect Director Sara Grootwassink Lewis	For
1.4	Elect Director John F. Morgan, Sr.	For
1.5	Elect Director Nicole W. Piasecki	For
1.6	Elect Director Marc F. Racicot	For
1.7	Elect Director Lawrence A. Selzer	For
1.8	Elect Director Doyle R. Simons	For
1.9	Elect Director D. Michael Steuert	For
1.10	Elect Director Kim Williams	For
1.11	Elect Director Charles R. Williamson	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
4	Ratify KPMG LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Whirlpool Corporation

Meeting Date: 04/18/2017

Country: USA

Primary Security ID: 963320106

Record Date: 02/21/2017

Meeting Type: Annual

Primary CUSIP: 963320106

Shares Voted: 47

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Samuel R. Allen	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are nominees who serve on an excessive number of other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is withheld from such nominees. A vote is cast for all other nominees because there is a two-thirds majority of independent outsiders on the board.</i>	
1b	Elect Director Marc R. Bitzer	For
1c	Elect Director Greg Creed	For
1d	Elect Director Gary T. DiCamillo	For
1e	Elect Director Diane M. Dietz	For
1f	Elect Director Gerri T. Elliott	For
1g	Elect Director Jeff M. Fettig	For
1h	Elect Director Michael F. Johnston	For
1i	Elect Director John D. Liu	For
1j	Elect Director Harish Manwani	Against
1k	Elect Director William D. Perez	For
1l	Elect Director Larry O. Spencer	For
1m	Elect Director Michael D. White	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Ratify Ernst & Young LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Whole Foods Market, Inc.

Meeting Date: 02/17/2017

Country: USA

Primary Security ID: 966837106

Record Date: 12/21/2016

Meeting Type: Annual

Primary CUSIP: 966837106

Shares Voted: 189

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director John Elstrott	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Mary Ellen Coe	For
1c	Elect Director Shahid (Hass) Hassan	For
1d	Elect Director Stephanie Kugelman	For
1e	Elect Director John Mackey	For
1f	Elect Director Walter Robb	For
1g	Elect Director Jonathan Seiffer	For
1h	Elect Director Morris (Mo) Siegel	For
1i	Elect Director Jonathan Sokoloff	Against
	<i>Voter Rationale: A vote was inadvertently cast against this nominee. A vote should have been cast for this nominee.</i>	
1j	Elect Director Ralph Sorenson	For
1k	Elect Director Gabrielle Sulzberger	For
1l	Elect Director William (Kip) Tindell, III	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Ratify Ernst & Young LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Whole Foods Market, Inc.

Proposal Number	Proposal Text	Vote Instruction
5	Proxy Access <i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	For
6	Report on Food Waste Management <i>Voter Rationale: This proposal seeks shareholder approval of the Company providing report on its endeavors to manage and decrease food waste. The proponent, Trillium Asset Management wants the Company to give a more detailed report on its approach to food waste prevention. The proponent notes peer companies (Safeway, Publix and Kroger) which have joined the Food Waste Reduction Alliance in effort to diminish food waste. The proponent maintains methane emissions which exude from decomposing foods in landfills costs Americans \$218 billion each year. The Board contends that the Company is already addressing the food waste and management issues and notes its recycling and composting programs which are executed in communities that support recycling and composting. The Board states that the Company has joined with a national waste service and is currently in the process of executing their tracking and reporting company-wide. The Board also states that the Company is committed to proceeding with "Green Mission" initiatives. The Board does not see any benefit to providing additional reporting to the Company's shareholders. The Company's 2012 Green Mission Report is obsolete. Current disclosure of the Company's efforts as it relates to the management of food waste would help the Company's shareholders determine the Company's commitment level to the management of food waste. A vote is cast for this proposal.</i>	For

Whole Foods Market, Inc.

Meeting Date: 08/23/2017

Country: USA

Primary Security ID: 966837106

Record Date: 07/19/2017

Meeting Type: Special

Primary CUSIP: 966837106

Shares Voted: 191

Proposal Number	Proposal Text	Vote Instruction
1	Approve Merger Agreement <i>Voter Rationale: This proposal seeks shareholder approval of the Company being acquired by Amazon.com, Inc. in a Cash transaction valued at \$13.4 billion. The Company owns and operates a chain of natural and organic food supermarkets. Amazon.com, Inc. is an online retailer that offers a wide range of products. The Board recommends shareholder approval because: a) the Company's alternatives going forward, including remaining as a stand-alone entity are less attractive than this merger; b) the cash form of consideration and the premium to the stock's unaffected trading price; c) the Board's confidence that this merger will be executed; and d) the option to end the transaction with Amazon.com, Inc. in order to take advantage of a better offer. Per the terms of the transaction, each Company share will receive \$42.00 per share in Cash which represents a premium of 27.0% based on the closing prices of the shares on the last day of trading before the transaction was announced. An opinion has been issued by Evercore Group L.L.C. that the terms are fair to the Company's shareholders. Given the substantial premium and positive market reaction to the announcement, a vote is cast for this proposal.</i>	For
2	Advisory Vote on Golden Parachutes <i>Voter Rationale: This advisory vote proposal seeks shareholder approval of the merger-related "golden parachute" executive compensation arrangements which may be paid in connection with the proposed merger. The outcome of this advisory vote will have no effect on whether the merger is consummated. The arrangements are not in the best interests of shareholders because they provide a total payment in excess of 2.99 times salary and bonus. Therefore, a vote is cast against.</i>	Against
3	Reduce Authorized Common Stock <i>Voter Rationale: This proposal authorizes the board to reduce its authorized capital if it thinks it is necessary. The board is in the best position to determine the appropriate size of authorized capital. Therefore, a vote is cast in favor.</i>	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Whole Foods Market, Inc.

Proposal Number	Proposal Text	Vote Instruction
4	Adjourn Meeting	For
<i>Voter Rationale: This proposal seeks an adjournment to seek more votes, if necessary, for the merger. Since the merger is being supported, a vote is cast in favor.</i>		

Willbros Group, Inc.

Meeting Date: 06/01/2017 **Country:** USA **Primary Security ID:** 969203108
Record Date: 04/12/2017 **Meeting Type:** Annual

Primary CUSIP: 969203108

Shares Voted: 425

Proposal Number	Proposal Text	Vote Instruction
1	Eliminate Supermajority Vote Requirement	For
<i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>		
2	Declassify the Board of Directors	For
<i>Voter Rationale: This proposal declassifies the board, which means that all directors would be elected annually instead of different classes being elected for staggered terms. This enhances the accountability of directors. A vote is cast in favor.</i>		
3.1	Elect Director W. Gary Gates	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
3.2	Elect Director Daniel E. Lonergan	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
5	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		
6	Approve Omnibus Stock Plan	Against
<i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 11.50% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>		

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Willbros Group, Inc.

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

Willis Towers Watson Public Limited Company

Meeting Date: 06/13/2017 **Country:** Ireland **Primary Security ID:** G96629103
Record Date: 04/13/2017 **Meeting Type:** Annual

Primary CUSIP: G96655108

Shares Voted: 76

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Anna C. Catalano	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1b	Elect Director Victor F. Ganzi	For
1c	Elect Director John J. Haley	For
1d	Elect Director Wendy E. Lane	For
1e	Elect Director James F. McCann	For
1f	Elect Director Brendan R. O'Neill	For
1g	Elect Director Jaymin Patel	For
1h	Elect Director Linda D. Rabbitt	For
1i	Elect Director Paul Thomas	For
1j	Elect Director Jeffrey W. Ubben	For
1k	Elect Director Wilhelm Zeller	For
2	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Willis Towers Watson Public Limited Company

Proposal Number	Proposal Text	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Provide Proxy Access Right <i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	For
6A	Adopt Plurality Voting for Contested Election of Directors	For
6B	Establish Range for Size of Board <i>Voter Rationale: This proposal seeks to change the size of the board. The change does not affect the board having a two-thirds majority of independent outside directors and is appropriate for the size of the company. A vote is cast in favor.</i>	For
7A	Amend Advance Notice Provisions and Make Certain Administrative Amendments	For
7B	Amend Articles of Association <i>Voter Rationale: This is a routine, procedural matter. A vote is cast in favor.</i>	For
8	Renew the Board's Authority to Issue Shares Under Irish Law <i>Voter Rationale: This seeks to issue securities with preemptive rights (i.e., first refusal of pro-rata share). The number of shares involved are not excessive. A vote is cast in favor.</i>	For
9	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights <i>Voter Rationale: This seeks to issue securities without preemptive rights (i.e., first refusal of pro-rata share). The shares involved are not excessive. A yes vote is cast.</i>	For

Wyndham Worldwide Corporation

Meeting Date: 05/09/2017

Country: USA

Primary Security ID: 98310W108

Record Date: 03/17/2017

Meeting Type: Annual

Primary CUSIP: 98310W108

Shares Voted: 64

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Myra J. Biblowit	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Wyndham Worldwide Corporation

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Louise F. Brady	For
1c	Elect Director James E. Buckman	For
1d	Elect Director George Herrera	For
1e	Elect Director Stephen P. Holmes	For
1f	Elect Director Brian Mulrone	For
1g	Elect Director Pauline D.E. Richards	For
1h	Elect Director Michael H. Wargotz	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Ratify Deloitte & Touche LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
5	Report on Political Contributions Disclosure	For
	<i>Voter Rationale: This proposal requests the company provide a report, updated semiannually, on its direct and indirect political contributions and trade association expenditures made with corporate funds. Some, but not all, of this information is available in public filings but they are scattered throughout different states and are not readily and easily available in total to shareholders. A vote is cast for this proposal because it would provide useful and more comprehensive information regarding the company's political contributions.</i>	

Wynn Resorts, Limited

Meeting Date: 04/21/2017

Country: USA

Primary Security ID: 983134107

Record Date: 02/24/2017

Meeting Type: Annual

Primary CUSIP: 983134107

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Wynn Resorts, Limited

Shares Voted: 47

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Robert J. Miller <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Clark T. Randt, Jr.	For
1.3	Elect Director D. Boone Wayson	For
2	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Report on Political Contributions <i>Voter Rationale: This proposal requests the company provide a report, updated semiannually, on its direct and indirect political contributions and trade association expenditures made with corporate funds. Some, but not all, of this information is available in public filings but they are scattered throughout different states and are not readily and easily available in total to shareholders. A vote is cast for this proposal because it would provide useful and more comprehensive information regarding the Company's political contributions.</i>	For

Xcel Energy Inc.

Meeting Date: 05/17/2017

Country: USA

Primary Security ID: 98389B100

Record Date: 03/21/2017

Meeting Type: Annual

Primary CUSIP: 98389B100

Shares Voted: 301

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Gail K. Boudreaux	For

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Xcel Energy Inc.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Richard K. Davis	For
1c	Elect Director Ben Fowke	For
1d	Elect Director Richard T. O'Brien	For
1e	Elect Director Christopher J. Policinski	For
1f	Elect Director James T. Prokopanko	For
1g	Elect Director A. Patricia Sampson	For
1h	Elect Director James J. Sheppard	For
1i	Elect Director David A. Westerlund	For
1j	Elect Director Kim Williams	For
1k	Elect Director Timothy V. Wolf	For
1l	Elect Director Daniel Yohannes	For
2	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Ratify Deloitte & Touche LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
5	Require Independent Board Chairman	For
	<i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</i>	

Xerox Corporation

Meeting Date: 05/23/2017

Country: USA

Primary Security ID: 984121103

Record Date: 03/24/2017

Meeting Type: Annual

Primary CUSIP: 984121103

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Xerox Corporation

Shares Voted: 508

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Gregory Q. Brown	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Jonathan Christodoro	For
1.3	Elect Director Joseph J. Echevarria	For
1.4	Elect Director William Curt Hunter	For
1.5	Elect Director Jeffrey Jacobson	For
1.6	Elect Director Robert J. Keegan	For
1.7	Elect Director Cheryl Gordon Krongard	For
1.8	Elect Director Charles Prince	For
1.9	Elect Director Ann N. Reese	For
1.10	Elect Director Stephen H. Rusckowski	For
1.11	Elect Director Sara Martinez Tucker	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Approve Reverse Stock Split	For
	<i>Voter Rationale: This seeks approval of a reverse stock split. The goal is to increase the price of the stock to increase its appeal to institutional investors. This is in the best interest of current shareholders. A vote is cast in favor.</i>	
6	Adopt Holy Land Principles	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Xilinx, Inc.

Meeting Date: 08/09/2017

Country: USA

Primary Security ID: 983919101

Record Date: 06/12/2017

Meeting Type: Annual

Primary CUSIP: 983919101

Shares Voted: 148

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Dennis Segers <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Moshe N. Gavrielov	For
1.3	Elect Director Saar Gillai	For
1.4	Elect Director Ronald S. Jankov	For
1.5	Elect Director Thomas H. Lee	For
1.6	Elect Director J. Michael Patterson	For
1.7	Elect Director Albert A. Pimentel	For
1.8	Elect Director Marshall C. Turner	For
1.9	Elect Director Elizabeth W. Vanderslice	For
2	Amend Qualified Employee Stock Purchase Plan <i>Voter Rationale: This proposal adds shares to an employee stock ownership plan, which gives an equity stake in the company to all fulltime and many part-time workers, thus encouraging quality work. That is in the best interests of shareholders. A vote is cast in favor.</i>	For
3	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 8.66% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Xilinx, Inc.

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

XL Group Ltd

Meeting Date: 05/19/2017 **Country:** Bermuda **Primary Security ID:** G98294104
Record Date: 03/06/2017 **Meeting Type:** Annual

Primary CUSIP: G98255105

Shares Voted: 160

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Ramani Ayer	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1.2	Elect Director Dale R. Comey	For
1.3	Elect Director Claus-Michael Dill	For
1.4	Elect Director Robert R. Glauber	For
1.5	Elect Director Edward J. Kelly, III	For
1.6	Elect Director Joseph Mauriello	For
1.7	Elect Director Michael S. McGavick	For
1.8	Elect Director Eugene M. McQuade	For
1.9	Elect Director Clayton S. Rose	For
1.10	Elect Director Anne Stevens	For
1.11	Elect Director John M. Vereker	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
3	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

XL Group Ltd

Proposal Number	Proposal Text	Vote Instruction
4	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	For

Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.

Xylem Inc.

Meeting Date: 05/10/2017 **Country:** USA **Primary Security ID:** 98419M100
Record Date: 03/14/2017 **Meeting Type:** Annual

Primary CUSIP: 98419M100

Shares Voted: 106

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Curtis J. Crawford	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1b	Elect Director Robert F. Friel	For
1c	Elect Director Sten E. Jakobsson	For
1d	Elect Director Steven R. Loranger	For
1e	Elect Director Surya N. Mohapatra	For
1f	Elect Director Jerome A. Peribere	For
2	Ratify Deloitte & Touche LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
4	Amend Articles	For
<i>Voter Rationale: This proposal makes various good housekeeping amendments to the Company's articles. A vote is cast in favor.</i>		

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Yahoo! Inc.

Meeting Date: 06/08/2017

Country: USA

Primary Security ID: 984332106

Record Date: 04/20/2017

Meeting Type: Special

Primary CUSIP: 984332106

Shares Voted: 523

Proposal Number	Proposal Text	Vote Instruction
1	<p>Approve Sale of Yahoo Holdings, Inc., a wholly-owned subsidiary of Yahoo! Inc.</p> <p><i>Voter Rationale: This proposal asks shareholders to approve the sale of the company's core operating business (its internet business) to Verizon Communications Inc. for \$4.5 billion in cash. The sale will mean the company's current holdings in Chinese e-commerce giant Alibaba and Yahoo Japan, along with a patent portfolio, will become assets of an investment company called Altaba. Yahoo as a brand will be preserved within Verizon, merged with Verizon's AOL into a company called Oath. The company will change its name to Altaba Inc. and then become an independent, publicly traded closed end management company. The reasons for the sale include: the thorough sale process – 50 potential bidders, 32 of the 50 signed non-disclosure agreements; and receiving indications of interest from 15 of those potential bidders; the belief that the purchase price to be paid to the company represents the full valuation of the business; company shareholders will continue to own shares in the fund which will own shares in Altaba and Yahoo Japan – total market value, \$48.0 billion. Fairness opinions were obtained from Goldman Sachs, J.P. Morgan, and PJT Partners. The sale of the company's internet business is expected to unlock value for shareholders by holding on to its sizable stakes in Alibaba and Yahoo Japan therefore, a vote will be cast in favor of the proposal.</i></p>	For
2	<p>Advisory Vote on Golden Parachutes</p> <p><i>Voter Rationale: This advisory vote proposal seeks shareholder approval of the merger-related "golden parachute" executive compensation arrangements which may be paid in connection with the proposed merger. The outcome of this advisory vote will have no effect on whether the merger is consummated. The arrangements do not provide for a total payment in excess of 2.99 times salary and bonus, do not provide a gross up for excise taxes, require a double trigger (i.e., the merger must be finalized and the recipient must lose his or her job) for cash payments and accelerated vesting of unvested equity awards, and the accelerated vesting of equity awards is not excessive. Therefore, a vote is cast in favor.</i></p>	For
3	<p>Adjourn Meeting</p> <p><i>Voter Rationale: This proposal seeks to adjourn the meeting to obtain additional proxies if necessary, in order to support the merger. Since we support the merger, a vote is cast in favor.</i></p>	For

Yum! Brands, Inc.

Meeting Date: 05/19/2017

Country: USA

Primary Security ID: 988498101

Record Date: 03/21/2017

Meeting Type: Annual

Primary CUSIP: 988498101

Shares Voted: 207

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

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Yum! Brands, Inc.

Proposal Number	Proposal Text	Vote Instruction
1b	Elect Director Michael J. Cavanagh	For
1c	Elect Director Christopher M. Connor	For
1d	Elect Director Brian C. Cornell	For
1e	Elect Director Greg Creed	For
1f	Elect Director Mirian M. Graddick-Weir	For
1g	Elect Director Thomas C. Nelson	For
1h	Elect Director P. Justin Skala	For
1i	Elect Director Elane B. Stock	For
1j	Elect Director Robert D. Walter	For
2	Ratify KPMG LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Adopt Policy and Plan to Eliminate Deforestation in Supply Chain	For
	<i>Voter Rationale: This shareholder proposal asks the board to adopt a cross-commodity policy and implement a plan to eliminate deforestation and related human rights issues from its supply chain. According to the proponent, the company faces business risks from sourcing beef, soy, palm oil and pulp/paper products from deforested tropical regions and it should commit in a specific time – 2020 (like many of its industry peers) to purchasing those products from suppliers that have been independently verified as not engaged in deforestation or human/labor rights abuses. The company does not appear to disclose a policy or discuss a plan for handling deforestation or related human rights impacts through its supply chain. A formal policy dealing with the sourcing of tropical products is an important step the company can take to show their commitment to the deforestation issue. A vote is cast in favor.</i>	

Zimmer Biomet Holdings, Inc.

Meeting Date: 05/12/2017

Country: USA

Primary Security ID: 98956P102

Record Date: 03/13/2017

Meeting Type: Annual

Primary CUSIP: 98956P102

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Zimmer Biomet Holdings, Inc.

Shares Voted: 119

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Christopher B. Begley <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Betsy J. Bernard	For
1c	Elect Director Gail K. Boudreaux	For
1d	Elect Director David C. Dvorak	For
1e	Elect Director Michael J. Farrell	For
1f	Elect Director Larry C. Glasscock	For
1g	Elect Director Robert A. Hagemann	For
1h	Elect Director Arthur J. Higgins	For
1i	Elect Director Michael W. Michelson	For
1j	Elect Director Cecil B. Pickett	For
1k	Elect Director Jeffrey K. Rhodes	For
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

Zions Bancorporation

Meeting Date: 06/02/2017

Country: USA

Primary Security ID: 989701107

Record Date: 03/30/2017

Meeting Type: Annual

Primary CUSIP: 989701107

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Zions Bancorporation

Shares Voted: 121

Proposal Number	Proposal Text	Vote Instruction
1A	Elect Director Jerry C. Atkin <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1B	Elect Director Gary L. Crittenden	For
1C	Elect Director Suren K. Gupta	For
1D	Elect Director J. David Heaney	For
1E	Elect Director Vivian S. Lee	For
1F	Elect Director Edward F. Murphy	For
1G	Elect Director Roger B. Porter	For
1H	Elect Director Stephen D. Quinn	For
1I	Elect Director Harris H. Simmons	For
1J	Elect Director Barbara A. Yastine	For
2	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Require Independent Board Chairman <i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</i>	For

Zoetis Inc.

Meeting Date: 05/11/2017

Country: USA

Primary Security ID: 98978V103

Record Date: 03/17/2017

Meeting Type: Annual

Primary CUSIP: 98978V103

Vote Summary Report

Date range covered: 01/01/2017 to 12/31/2017

Institution Account(s): AFL-CIO Reserve Fund

Zoetis Inc.

Shares Voted: 293

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Gregory Norden	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Louise M. Parent	For
1.3	Elect Director Robert W. Scully	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Ratify KPMG LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	