

Vote Summary Report

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

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

Abercrombie & Fitch Co.

Meeting Date: 06/15/2017

Country: USA

Primary Security ID: 002896207

Record Date: 04/17/2017

Meeting Type: Annual

Primary CUSIP: 002896207

Shares Voted: 30,370

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director James B. Bachmann <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>	Against
1b	Elect Director Bonnie R. Brooks	Against
1c	Elect Director Terry L. Burman	Against
1d	Elect Director Sarah M. Gallagher	Against
1e	Elect Director Michael E. Greenlees	Against
1f	Elect Director Archie M. Griffin	Against
1g	Elect Director Fran Horowitz	Against
1h	Elect Director Arthur C. Martinez	Against
1i	Elect Director Charles R. Perrin	Against
1j	Elect Director Stephanie M. Shern	Against
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	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	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

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Abercrombie & Fitch Co.

Proposal Number	Proposal Text	Vote Instruction
6	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
7	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 14.30% 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 amendment.</i>	Against
8	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
9	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

AECOM

Meeting Date: 03/01/2017

Country: USA

Primary Security ID: 00766T100

Record Date: 01/03/2017

Meeting Type: Annual

Primary CUSIP: 00766T100

Shares Voted: 14,820

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Michael S. Burke <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 James H. Fordyce	For
1.3	Elect Director William H. Frist	For
1.4	Elect Director Linda Griego	For
1.5	Elect Director David W. Joos	For
1.6	Elect Director Robert J. Routs	For

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

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

AECOM

Proposal Number	Proposal Text	Vote Instruction
1.7	Elect Director Clarence T. Schmitz	For
1.8	Elect Director Douglas W. Stotlar	For
1.9	Elect Director Daniel R. Tishman	For
1.10	Elect Director Janet C. Wolfenbarger	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 12.89% 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>	
4	Eliminate Supermajority Vote Requirement for Business Combinations	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	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	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>	

Akorn, Inc.

Meeting Date: 04/27/2017

Country: USA

Primary Security ID: 009728106

Record Date: 03/13/2017

Meeting Type: Annual

Primary CUSIP: 009728106

Shares Voted: 26,120

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director John Kapoor	For

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

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

Akorn, 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 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 Kenneth Abramowitz	For
1.3	Elect Director Adrienne Graves	For
1.4	Elect Director Ronald Johnson	For
1.5	Elect Director Steven Meyer	For
1.6	Elect Director Terry Allison Rappuhn	For
1.7	Elect Director Brian Tambi	Withhold
1.8	Elect Director Alan Weinstein	For
2	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>	
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 10.58% 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 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 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>	

Ameren Corporation

Meeting Date: 04/27/2017

Country: USA

Primary Security ID: 023608102

Record Date: 02/27/2017

Meeting Type: Annual

Primary CUSIP: 023608102

Vote Summary Report

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

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

Ameren Corporation

Shares Voted: 4,640

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Warner L. Baxter	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 Catherine S. Brune	For
1c	Elect Director J. Edward Coleman	For
1d	Elect Director Ellen M. Fitzsimmons	For
1e	Elect Director Rafael Flores	For
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>	

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

Ameren Corporation

Proposal Number	Proposal Text	Vote Instruction
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>		

Anthem, Inc.

Meeting Date: 05/18/2017	Country: USA	Primary Security ID: 036752103
Record Date: 03/17/2017	Meeting Type: Annual	
Primary CUSIP: 036752103		
Shares Voted: 4,090		

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director R. Kerry 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 Robert L. Dixon, Jr.	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 Bylaws	For
<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>		

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

Anthem, Inc.

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 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

Arrow Electronics, Inc.

Meeting Date: 05/11/2017 **Country:** USA **Primary Security ID:** 042735100
Record Date: 03/13/2017 **Meeting Type:** Annual

Primary CUSIP: 042735100

Shares Voted: 6,115

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Barry W. Perry <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 Philip K. Asherman	For
1.3	Elect Director Gail E. Hamilton	For
1.4	Elect Director John N. Hanson	For
1.5	Elect Director Richard S. Hill	For
1.6	Elect Director M.F. (Fran) Keeth	For
1.7	Elect Director Andrew C. Kerin	For
1.8	Elect Director Michael J. Long	For
1.9	Elect Director Stephen C. Patrick	For
2	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is 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 Staff Retirement Plan

Arrow Electronics, 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

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: 6,546

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Mike Jackson <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or 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 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

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

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

AutoNation, 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
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

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: 1,920

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

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Becton, Dickinson and Company

Proposal Number	Proposal Text	Vote Instruction
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
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	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>		

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: 9,650

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Warren Eisenberg	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>		

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Bed Bath & Beyond Inc.

Proposal Number	Proposal Text	Vote Instruction
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
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>	

Brocade Communications Systems, Inc.

Meeting Date: 01/26/2017

Country: USA

Primary Security ID: 111621306

Record Date: 12/12/2016

Meeting Type: Special

Primary CUSIP: 111621306

Shares Voted: 25,700

Proposal Number	Proposal Text	Vote Instruction
1	Approve Merger Agreement	For

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

Brocade Communications Systems, Inc.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: This proposal seeks shareholder approval of the Company being acquired by Broadcom Limited for \$5.2 billion in cash. The Company is in the business of supplying network hardware and software and Broadcom supplies analog and digital semiconductor connectivity solutions. The Board recommends shareholder approval because: the auction process, which included nine potential partners and four bidders; the cash consideration and premium to be received; the belief that pursuing a strategic process whereby the different businesses of the company would be sold in separate transactions would not be reasonably likely to create greater value for shareholders than the merger. Per the terms of the merger, each share of company stock will receive \$12.75 in cash, which represents a premium of 46.7% to the unaffected date, 10-28-16. An opinion has been issued by Evercore that the terms are fair to the Company's shareholders. For those reasons, a vote is cast in favor of the proposal.</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 the merger. Since we support the merger, a vote is cast in favor.</i>	
3	Advisory Vote on Golden Parachutes	For
	<i>Voter Rationale: This advisory vote proposal seeks shareholder approval of the merger-related "golden parachute" executive compensation arrangements which may be paid in connection with the proposed merger. The outcome of this advisory vote will have no effect on whether the merger is consummated. The arrangements do not provide for a total payment in excess of 2.99 times salary and bonus, do not provide a gross up for excise taxes, require a double trigger (i.e., the merger must be finalized and the recipient must lose his or her job) for cash payments and accelerated vesting of unvested equity awards, and the accelerated vesting of equity awards is not excessive. Therefore, a vote is cast in favor.</i>	

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

Shares Voted: 5,680

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

Vote Summary Report

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

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

Capital One Financial Corporation

Proposal Number	Proposal Text	Vote Instruction
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>	

Cathay General Bancorp

Meeting Date: 05/15/2017

Country: USA

Primary Security ID: 149150104

Record Date: 04/03/2017

Meeting Type: Annual

Primary CUSIP: 149150104

Shares Voted: 13,390

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Nelson Chung	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 Felix S. Fernandez	For
1c	Elect Director Ting Y. Liu	For

Vote Summary Report

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

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

Cathay General Bancorp

Proposal Number	Proposal Text	Vote Instruction
1d	Elect Director Richard Sun	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	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>		

Celanese Corporation

Meeting Date: 04/20/2017

Country: USA

Primary Security ID: 150870103

Record Date: 02/21/2017

Meeting Type: Annual

Primary CUSIP: 150870103

Shares Voted: 6,800

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Jean S. Blackwell	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 Bennie W. Fowler	For
1c	Elect Director Kathryn M. Hill	For
1d	Elect Director David C. Parry	For
1e	Elect Director John K. Wulff	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 Staff Retirement Plan

Celanese Corporation

Proposal Number	Proposal Text	Vote Instruction
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 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

Chico's FAS, Inc.

Meeting Date: 06/22/2017 **Country:** USA **Primary Security ID:** 168615102
Record Date: 04/24/2017 **Meeting Type:** Annual

Primary CUSIP: 168615102

Shares Voted: 27,172

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director David F. Walker <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 J. Mahoney	For
1c	Elect Director Stephen E. Watson	For
1d	Elect Director Deborah L. Kerr	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

Vote Summary Report

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

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

Chico's FAS, Inc.

Proposal Number	Proposal Text	Vote Instruction
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 10.36% 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>		

Cigna Corporation

Meeting Date: 04/26/2017 Country: USA Primary Security ID: 125509109
Record Date: 02/27/2017 Meeting Type: Annual

Primary CUSIP: 125509109

Shares Voted: 4,170

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director David M. Cordani	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 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	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 Staff Retirement Plan

Cigna 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 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

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

Shares Voted: 1,860

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

Vote Summary Report

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

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

Constellation Brands, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.6	Elect Director Daniel J. McCarthy	Withhold
1.7	Elect Director Richard Sands	Withhold
1.8	Elect Director Robert Sands	Withhold
1.9	Elect Director Judy A. Schmeling	Withhold
1.10	Elect Director Keith E. Wandell	Withhold
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	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>	

Convergys Corporation

Meeting Date: 04/26/2017

Country: USA

Primary Security ID: 212485106

Record Date: 02/27/2017

Meeting Type: Annual

Primary CUSIP: 212485106

Shares Voted: 14,530

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

Vote Summary Report

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

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

Convergys Corporation

Proposal Number	Proposal Text	Vote Instruction
1.2	Elect Director Cheryl K. Beebe	For
1.3	Elect Director Richard R. Devenuti	For
1.4	Elect Director Jeffrey H. Fox	Withhold
1.5	Elect Director Joseph E. Gibbs	For
1.6	Elect Director Joan E. Herman	For
1.7	Elect Director Thomas L. Monahan, III	Withhold
1.8	Elect Director Ronald L. Nelson	Withhold
1.9	Elect Director Richard F. Wallman	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	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>	

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: 15,490

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Donald W. Blair	For

Vote Summary Report

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

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

Corning Incorporated

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 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
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 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 Staff Retirement Plan

Dick's Sporting Goods, Inc.

Meeting Date: 06/07/2017

Country: USA

Primary Security ID: 253393102

Record Date: 04/12/2017

Meeting Type: Annual

Primary CUSIP: 253393102

Shares Voted: 10,130

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Edward W. Stack <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 Jacquelyn A. Fouse	For
1c	Elect Director Lawrence J. Schorr	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
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

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

Vote Summary Report

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

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

Discover Financial Services

Shares Voted: 10,340

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>	
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>	

DSW Inc.

Meeting Date: 05/24/2017

Country: USA

Primary Security ID: 23334L102

Record Date: 03/31/2017

Meeting Type: Annual

Primary CUSIP: 23334L102

Vote Summary Report

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

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

DSW Inc.

Shares Voted: 23,170

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Carolee Lee	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 Harvey L. Sonnenberg	For
1.3	Elect Director Allan J. Tanenbaum	For
1.4	Elect Director Joanne Zaiac	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>	

East West Bancorp, Inc.

Meeting Date: 05/23/2017

Country: USA

Primary Security ID: 27579R104

Record Date: 03/29/2017

Meeting Type: Annual

Primary CUSIP: 27579R104

Shares Voted: 10,480

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Molly Campbell	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Iris S. Chan	For
1.3	Elect Director Rudolph I. Estrada	For
1.4	Elect Director Paul H. Irving	For
1.5	Elect Director Herman Y. Li	For
1.6	Elect Director Jack C. Liu	For

Vote Summary Report

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

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

East West Bancorp, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.7	Elect Director Dominic Ng	For
1.8	Elect Director Keith W. Renken	For
1.9	Elect Director Lester M. Sussman	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 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>		

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: 17,880

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

Vote Summary Report

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

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

Fifth Third Bancorp

Proposal Number	Proposal Text	Vote Instruction
1.5	Elect Director Jerry W. Burris	For
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>	

First American Financial Corporation

Meeting Date: 05/09/2017

Country: USA

Primary Security ID: 31847R102

Record Date: 03/16/2017

Meeting Type: Annual

Primary CUSIP: 31847R102

Vote Summary Report

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

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

First American Financial Corporation

Shares Voted: 9,790

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

Fulton Financial Corporation

Meeting Date: 05/15/2017

Country: USA

Primary Security ID: 360271100

Record Date: 02/28/2017

Meeting Type: Annual

Primary CUSIP: 360271100

Shares Voted: 33,590

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Lisa Crutchfield	For

Vote Summary Report

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

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

Fulton 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 independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Denise L. Devine	For
1c	Elect Director Patrick J. Freer	For
1d	Elect Director George W. Hodges	For
1e	Elect Director Albert Morrison, III	For
1f	Elect Director James R. Moxley, III	For
1g	Elect Director R. Scott Smith, Jr.	For
1h	Elect Director Scott A. Snyder	For
1i	Elect Director Ronald H. Spair	For
1j	Elect Director Mark F. Strauss	For
1k	Elect Director Ernest J. Waters	For
1l	Elect Director E. Philip Wenger	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>	

Gentex Corporation

Meeting Date: 05/18/2017

Country: USA

Primary Security ID: 371901109

Record Date: 03/20/2017

Meeting Type: Annual

Primary CUSIP: 371901109

Vote Summary Report

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

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

Gentex Corporation

Shares Voted: 26,350

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Fred Bauer <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 Leslie Brown	For
1.3	Elect Director Gary Goode	For
1.4	Elect Director Pete Hoekstra	For
1.5	Elect Director James Hollars	For
1.6	Elect Director John Mulder	For
1.7	Elect Director Richard Schaum	For
1.8	Elect Director Frederick Sotok	For
1.9	Elect Director James Wallace	For
2	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is 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

Guess?, Inc.

Meeting Date: 06/29/2017

Country: USA

Primary Security ID: 401617105

Record Date: 05/05/2017

Meeting Type: Annual

Primary CUSIP: 401617105

Vote Summary Report

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

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

Guess?, Inc.

Shares Voted: 32,760

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Victor Herrero	Withhold
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	
1.2	Elect Director Kay Isaacson-Leibowitz	For
1.3	Elect Director Alex Yemenidjian	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 27.79% 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>	
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	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For
	<i>Voter Rationale: This proposal would require that golden parachutes (lucrative severance packages for key executives who are terminated) be approved by shareholders. Such packages can be excessive and unjustified. The proposal also would ban golden parachutes given for a change in control or merger which is approved but not completed. A yes vote is cast.</i>	

HollyFrontier Corporation

Meeting Date: 05/10/2017

Country: USA

Primary Security ID: 436106108

Record Date: 03/13/2017

Meeting Type: Annual

Primary CUSIP: 436106108

Vote Summary Report

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

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

HollyFrontier Corporation

Shares Voted: 14,050

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

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

Vote Summary Report

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

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

Host Hotels & Resorts, Inc.

Shares Voted: 21,640

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
1.8	Elect Director James F. Risoleo	For
1.9	Elect Director Gordon H. 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 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

Humana Inc.

Meeting Date: 04/20/2017

Country: USA

Primary Security ID: 444859102

Record Date: 02/27/2017

Meeting Type: Annual

Primary CUSIP: 444859102

Vote Summary Report

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

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

Humana Inc.

Shares Voted: 2,290

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
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>	

Vote Summary Report

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

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

Jabil Circuit, Inc.

Meeting Date: 01/26/2017

Country: USA

Primary Security ID: 466313103

Record Date: 11/30/2016

Meeting Type: Annual

Primary CUSIP: 466313103

Shares Voted: 16,300

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Anousheh Ansari <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 Martha F. Brooks	For
1.3	Elect Director Timothy L. Main	For
1.4	Elect Director Mark T. Mondello	For
1.5	Elect Director Frank A. Newman	For
1.6	Elect Director John C. Plant	For
1.7	Elect Director Steven A. Raymund	For
1.8	Elect Director Thomas A. Sansone	For
1.9	Elect Director David M. Stout	For
2	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal would approve the Company's overall executive compensation policies and procedures. This proposal is not binding. Its approval or disapproval will serve as an advisory recommendation to the Board. Compared to its peer groups, for performance the Company has significantly underperformed its peer companies and for compensation it has undercompensated its executive officers. When other elements of the Company's compensation practices are factored in (dilution in stock plans, restricted stock grants, golden parachutes, tax gross ups), these policies and procedures do not reflect the Company's performance for shareholders, and are not in the best interests of shareholders. Therefore, a vote is cast against this proposal.</i>	Against
4	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 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

Vote Summary Report

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

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

Jabil Circuit, Inc.

Proposal Number	Proposal Text	Vote Instruction
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>		

JetBlue Airways Corporation

Meeting Date: 05/18/2017	Country: USA	Primary Security ID: 477143101
Record Date: 03/24/2017	Meeting Type: Annual	
Primary CUSIP: 477143101		
Shares Voted: 35,400		

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Peter Boneparth	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1b	Elect Director David Checketts	For
1c	Elect Director Virginia Gambale	For
1d	Elect Director Stephan Gemkow	For
1e	Elect Director Robin Hayes	For
1f	Elect Director Ellen Jewett	For
1g	Elect Director Stanley McChrystal	For
1h	Elect Director Joel Peterson	For
1i	Elect Director Frank Sica	For
1j	Elect Director Thomas Winkelmann	For
2	Ratify Ernst & Young LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	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 Staff Retirement Plan

JetBlue Airways 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

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: 12,890

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
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

Vote Summary Report

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

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

Juniper Networks, Inc.

Proposal Number	Proposal Text	Vote Instruction
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

KeyCorp

Meeting Date: 05/18/2017	Country: USA	Primary Security ID: 493267108
Record Date: 03/24/2017	Meeting Type: Annual	
Primary CUSIP: 493267108		
Shares Voted: 31,110		

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

Vote Summary Report

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

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

KeyCorp

Proposal Number	Proposal Text	Vote Instruction
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	For
	<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>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<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>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<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>	
5	Require Independent Board Chairman	For
	<p><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></p>	

Lear Corporation

Meeting Date: 05/18/2017

Country: USA

Primary Security ID: 521865204

Record Date: 03/23/2017

Meeting Type: Annual

Primary CUSIP: 521865204

Vote Summary Report

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

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

Lear Corporation

Shares Voted: 3,630

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Richard H. Bott <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 P. Capo	For
1c	Elect Director Jonathan F. Foster	For
1d	Elect Director Mary Lou Jepsen	For
1e	Elect Director Kathleen A. Ligocki	For
1f	Elect Director Conrad L. Mallett, Jr.	For
1g	Elect Director Donald L. Runkle	For
1h	Elect Director Matthew J. Simoncini	For
1i	Elect Director Gregory C. Smith	For
1j	Elect Director Henry D.G. Wallace	For
2	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is 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

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

Vote Summary Report

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

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

Lincoln National Corporation

Shares Voted: 10,993

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Deirdre P. Connelly	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 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
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>	
5a	Eliminate Supermajority Vote Requirement for Existing Preferred Stock and Bylaw Amendments	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>	
5b	Eliminate Supermajority Vote Requirement to Remove Directors	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 Staff Retirement Plan

Lincoln National Corporation

Proposal Number	Proposal Text	Vote Instruction
5c	Eliminate Supermajority Vote Requirement for Business Combinations	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>		

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

Shares Voted: 3,280

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Brent D. Baird	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority. 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>		

Vote Summary Report

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

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

M&T Bank 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	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

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: 13,710

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

Vote Summary Report

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

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

Macy's, 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
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

PerkinElmer, Inc.

Meeting Date: 04/25/2017	Country: USA	Primary Security ID: 714046109
Record Date: 02/27/2017	Meeting Type: Annual	
Primary CUSIP: 714046109		
Shares Voted: 6,100		

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

Vote Summary Report

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

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

PerkinElmer, Inc.

Proposal Number	Proposal Text	Vote Instruction
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>	

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: 9,230

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

Vote Summary Report

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

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

Public Service Enterprise Group Incorporated

Proposal Number	Proposal Text	Vote Instruction
1.11	Elect Director Alfred W. Zollar	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

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: 16,550

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

Vote Summary Report

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

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

Quanta Services, 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

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

Shares Voted: 6,620

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

Vote Summary Report

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

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

Ralph Lauren 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	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

Raymond James Financial, Inc.

Meeting Date: 02/16/2017

Country: USA

Primary Security ID: 754730109

Record Date: 12/21/2016

Meeting Type: Annual

Primary CUSIP: 754730109

Shares Voted: 7,430

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

Raymond James Financial, 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 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

Raytheon Company

Meeting Date: 05/25/2017 **Country:** USA **Primary Security ID:** 755111507
Record Date: 04/04/2017 **Meeting Type:** Annual
Primary CUSIP: 755111507

Shares Voted: 3,560

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Tracy A. Atkinson <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 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 <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the company's executive compensation program. An assessment of the company's performance and executive compensation amounts relative to peers as well as a 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 Staff Retirement Plan

Raytheon Company

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 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

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

Shares Voted: 39,240

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

Vote Summary Report

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

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

Regions Financial Corporation

Proposal Number	Proposal Text	Vote Instruction
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	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>		

Reliance Steel & Aluminum Co.

Meeting Date: 05/17/2017

Country: USA

Primary Security ID: 759509102

Record Date: 03/31/2017

Meeting Type: Annual

Primary CUSIP: 759509102

Shares Voted: 5,690

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Sarah J. Anderson	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1b	Elect Director Karen W. Colonias	For
1c	Elect Director John G. Figueroa	For
1d	Elect Director Thomas W. Gimbel	For
1e	Elect Director David H. Hannah	For
1f	Elect Director Douglas M. Hayes	For
1g	Elect Director Mark V. Kaminski	For
1h	Elect Director Robert A. McEvoy	For
1i	Elect Director Gregg J. Mollins	For

Vote Summary Report

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

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

Reliance Steel & Aluminum Co.

Proposal Number	Proposal Text	Vote Instruction
1j	Elect Director Andrew G. Sharkey, III	For
1k	Elect Director Douglas W. Stotlar	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>		

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: 2,560

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

Vote Summary Report

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

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

Sempra Energy

Proposal Number	Proposal Text	Vote Instruction
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	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>	

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

Shares Voted: 7,380

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

Vote Summary Report

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

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

Skyworks Solutions, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.8	Elect Director David J. McLachlan	For
1.9	Elect Director Robert A. Schriesheim	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>	

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

Shares Voted: 16,370

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director David W. Biegler	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director J. Veronica Biggins	For
1c	Elect Director Douglas H. Brooks	For
1d	Elect Director William H. Cunningham	For
1e	Elect Director John G. Denison	For
1f	Elect Director Thomas W. Gilligan	For
1g	Elect Director Gary C. Kelly	For
1h	Elect Director Grace D. Lieblein	For
1i	Elect Director Nancy B. Loeffler	For

Vote Summary Report

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

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

Southwest Airlines Co.

Proposal Number	Proposal Text	Vote Instruction
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>		

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: 2,900

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
1.5	Elect Director Robert B. Coutts	For
1.6	Elect Director Debra A. Crew	For
1.7	Elect Director Michael D. Hankin	For

Vote Summary Report

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

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

Stanley Black & Decker, Inc.

Proposal Number	Proposal Text	Vote Instruction
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>	

Stericycle, Inc.

Meeting Date: 05/24/2017

Country: USA

Primary Security ID: 858912108

Record Date: 03/31/2017

Meeting Type: Annual

Primary CUSIP: 858912108

Shares Voted: 5,270

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Mark C. Miller	Against
	<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>	
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

Vote Summary Report

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

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

Stericycle, Inc.

Proposal Number	Proposal Text	Vote Instruction
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	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 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	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 9.67% 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>	
7	Amend Proxy Access Right	For
	<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>	
8	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>	

Vote Summary Report

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

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

Stifel Financial Corp.

Meeting Date: 06/06/2017

Country: USA

Primary Security ID: 860630102

Record Date: 04/18/2017

Meeting Type: Annual

Primary CUSIP: 860630102

Shares Voted: 10,240

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Frederick O. Hanser <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or 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 J. Kruszewski	For
1.3	Elect Director Thomas W. Weisel	For
1.4	Elect Director Kelvin R. Westbrook	Withhold
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

Synopsys, Inc.

Meeting Date: 04/06/2017

Country: USA

Primary Security ID: 871607107

Record Date: 02/10/2017

Meeting Type: Annual

Primary CUSIP: 871607107

Shares Voted: 8,258

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Aart J. de Geus	For

Vote Summary Report

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

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

Synopsys, 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). 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 Chi-Foon Chan	For
1.3	Elect Director Janice D. Chaffin	For
1.4	Elect Director Bruce R. Chizen	For
1.5	Elect Director Deborah A. Coleman	For
1.6	Elect Director Mercedes Johnson	Withhold
1.7	Elect Director Chrysostomos L. "Max" Nikias	For
1.8	Elect Director John Schwarz	For
1.9	Elect Director Roy Vallee	For
1.10	Elect Director Steven C. Walske	For
2	Amend Omnibus Stock Plan	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 17.64% 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	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 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 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	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 Staff Retirement Plan

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: 11,010

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
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

Vote Summary Report

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

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

Tapestry, Inc.

Proposal Number	Proposal Text	Vote Instruction
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

TCF Financial Corporation

Meeting Date: 04/26/2017 **Country:** USA **Primary Security ID:** 872275102
Record Date: 02/27/2017 **Meeting Type:** Annual

Primary CUSIP: 872275102

Shares Voted: 24,366

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Peter 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 William F. Bieber	For
1.3	Elect Director Theodore J. Bigos	For
1.4	Elect Director Craig R. Dahl	For
1.5	Elect Director Karen L. Grandstrand	For
1.6	Elect Director Thomas F. Jasper	For
1.7	Elect Director George G. Johnson	For
1.8	Elect Director Richard H. King	For
1.9	Elect Director Vance K. Opperman	For
1.10	Elect Director James M. Ramstad	For
1.11	Elect Director Roger J. Sit	For
1.12	Elect Director Julie H. Sullivan	For

Vote Summary Report

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

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

TCF Financial Corporation

Proposal Number	Proposal Text	Vote Instruction
1.13	Elect Director Barry N. Winslow	For
1.14	Elect Director Richard A. Zona	For
2	Amend Certificate of Incorporation to Permit Removal of Directors 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>		
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 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>		

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: 5,930

Proposal Number	Proposal Text	Vote Instruction
1	Issue Shares in Connection with Acquisition	For
<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>		

Vote Summary Report

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

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

Tesoro Corporation

Proposal Number	Proposal Text	Vote Instruction
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	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

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: 5,930

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Rodney F. 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
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
1.10	Elect Director Patrick Y. Yang	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 Staff Retirement Plan

Tesoro Corporation

Proposal Number	Proposal Text	Vote Instruction
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 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 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: 18,730

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
1k	Elect Director Stephanie A. Streeter	For
1l	Elect Director Thomas H. Weidemeyer	For
1m	Elect Director Michael R. Wessel	For

Vote Summary Report

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

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

The Goodyear Tire & Rubber 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	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

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: 8,010

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

Vote Summary Report

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

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

Total System Services, Inc.

Proposal Number	Proposal Text	Vote Instruction
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	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 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>	

Trinity Industries, Inc.

Meeting Date: 05/01/2017

Country: USA

Primary Security ID: 896522109

Record Date: 03/10/2017

Meeting Type: Annual

Primary CUSIP: 896522109

Vote Summary Report

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

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

Trinity Industries, Inc.

Shares Voted: 17,420

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director John L. 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 Rhys J. Best	For
1.3	Elect Director David W. Biegler	For
1.4	Elect Director Antonio Carrillo	For
1.5	Elect Director Leldon E. Echols	For
1.6	Elect Director Ronald J. Gafford	For
1.7	Elect Director Adrian Lajous	For
1.8	Elect Director Charles W. Matthews	For
1.9	Elect Director Douglas L. Rock	For
1.10	Elect Director Dunia A. Shive	For
1.11	Elect Director Timothy R. Wallace	For
2	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 5.01% 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 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	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	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 Staff Retirement Plan

United Therapeutics Corporation

Meeting Date: 06/28/2017

Country: USA

Primary Security ID: 91307C102

Record Date: 05/01/2017

Meeting Type: Annual

Primary CUSIP: 91307C102

Shares Voted: 1,840

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Raymond Dwek <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or 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 Christopher Patusky	For
1c	Elect Director Tommy Thompson	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: 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

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: 6,190

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director H. Paulett Eberhart	For

Vote Summary Report

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

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

Valero Energy 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 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>	

W. R. Berkley Corporation

Meeting Date: 05/16/2017

Country: USA

Primary Security ID: 084423102

Record Date: 03/20/2017

Meeting Type: Annual

Primary CUSIP: 084423102

Shares Voted: 7,620

Proposal Number	Proposal Text	Vote Instruction
1A	Elect Director Maria Luisa Ferre	Against

Vote Summary Report

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

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

W. R. Berkley Corporation

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: The Company's Executive Chairman of the Board (William Berkley) & Director (Ronald Blaylock) pledged 8.6 million shares of the Company's common stock as security valued at \$575 million, which represents 7.13% of the Company's outstanding shares and 34.54% of the Executive Chairman'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 Jack H. Nusbaum	Against
1C	Elect Director Mark L. Shapiro	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	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	

WellCare Health Plans, Inc.

Meeting Date: 05/24/2017	Country: USA	Primary Security ID: 94946T106
Record Date: 03/27/2017	Meeting Type: Annual	
Primary CUSIP: 94946T106		
Shares Voted: 2,670		

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

Vote Summary Report

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

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

WellCare Health Plans, Inc.

Proposal Number	Proposal Text	Vote Instruction
1c	Elect Director Carol J. Burt	For
1d	Elect Director H. James Dallas	For
1e	Elect Director Kevin F. Hickey	For
1f	Elect Director Christian P. Michalik	For
1g	Elect Director Glenn D. Steele, Jr.	For
1h	Elect Director William L. Trubeck	For
1i	Elect Director Paul E. Weaver	For
2	Ratify Deloitte & Touche LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted 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>		

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: 8,503

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

Vote Summary Report

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

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

Western Digital Corporation

Proposal Number	Proposal Text	Vote Instruction
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	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 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>		
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>		

Westlake Chemical Corporation

Meeting Date: 05/19/2017

Country: USA

Primary Security ID: 960413102

Record Date: 03/20/2017

Meeting Type: Annual

Primary CUSIP: 960413102

Shares Voted: 8,016

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

Vote Summary Report

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

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

Westlake Chemical 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 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 Increase in Size of Board at Maximum of 15 <i>Voter Rationale: This proposal seeks to change the size of the board to 15 members. The board is not two-thirds independent and the increase would permit the addition of more independent board members. 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
6	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

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: 14,180

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director John Elstrott <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 Ellen Coe	For
1c	Elect Director Shahid (Hass) Hassan	For
1d	Elect Director Stephanie Kugelman	For

Vote Summary Report

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

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

Whole Foods Market, Inc.

Proposal Number	Proposal Text	Vote Instruction
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>		
5	Proxy Access	For
<i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>		
6	Report on Food Waste Management	For
<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>		

Vote Summary Report

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

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

Williams-Sonoma, Inc.

Meeting Date: 05/31/2017

Country: USA

Primary Security ID: 969904101

Record Date: 04/03/2017

Meeting Type: Annual

Primary CUSIP: 969904101

Shares Voted: 7,740

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Laura J. Alber <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 Adrian D.P. Bellamy	For
1.3	Elect Director Rose Marie Bravo	For
1.4	Elect Director Anthony A. Greener	For
1.5	Elect Director Grace Puma	For
1.6	Elect Director Christiana Smith Shi	For
1.7	Elect Director Sabrina Simmons	For
1.8	Elect Director Jerry D. Stritzke	For
1.9	Elect Director Frits D. van Paasschen	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	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
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 Staff Retirement Plan

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

Shares Voted: 3,680

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

Vote Summary Report

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

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